

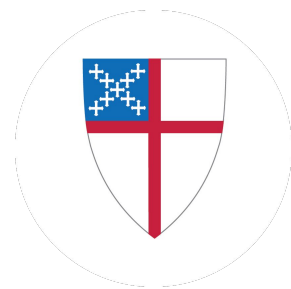
Trinity Episcopal Church Redlands, CA

A review of the Holy Cow! Consulting Survey Results and
Review of Small Group Data

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Opening Prayer

12. For a Church Convention or Meeting



Almighty and everliving God, source of all wisdom and understanding, be present with those who take counsel for the renewal and mission of your Church. Teach us in all things to seek first your honor and glory. Guide us to perceive what is right, and grant us both the courage to pursue it and the grace to accomplish it; through Jesus Christ our Lord. *Amen.*

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Romans 4-13

For as in one body we have many members, and the members do not all have the same function, so we, though many, are one body in Christ, and individually members one of another. Having gifts that differ according to the grace given to us, let us use them: if prophecy, in proportion to our faith; if service, in our serving; the one who teaches, in his teaching; the one who exhorts, in his exhortation; the one who contributes, in generosity; the one who leads, with zeal; the one who does acts of mercy, with cheerfulness.

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Agenda

1. Who are we? A review of our measured performance
 - a. Church Culture: Review Paraclete Culture
2. What Brings Trinity Energy and Satisfaction
 - a. What Drives Trinity to Action
3. Critical Success Factors: What do we need to work on as a church
 - a. Identifying our Top Priorities
4. Next Steps



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Who completed the survey

Service	Respondents
Attends 8 am service	19
Attends 10 am service	90
Attends both services	8

Tenure	Respondents
4 years or less	18
5-10 years	19
11-20 years	20
Over 20 years	63

Age	Respondents
Age 54 and Under	26
Age 54-65	15
Ages 65 and over	75

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Holy Cow! Satisfaction Results

On the whole, I am satisfied with how things are in our church.	Clearly Agree	35%
	On the Fence	55%
	Clearly Disagree	10%
	Rating of church satisfaction level	Average

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Holy Cow! Consulting Survey Results

Performance/Satisfaction Index- How we doin'?

Low (10-30)	Average (30-70)	High (70-90)
<ul style="list-style-type: none"> ● Conflict Management 14 ● Engagement of Education- 13 	<ul style="list-style-type: none"> ● Hospitality- 33 ● Morale- 33 ● Governance 25 ● Spiritual Vitality 29 ● Readiness of Ministry 44 	<ul style="list-style-type: none"> ● Worship and Music- 74 

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Notes from the Small Groups

Conflict Management 14

“baggage from the past”

Hospitality- 33

Trinity is hospitable, but could improve through more opportunities
a need for programs that targeted young families and youth.

Worship and Music- 74

praise for worship leaders, the music program and services.

Engagement in Education- 13

lack of education programs

Governance 25

Praise for current leadership
a need for the church to expand its role in the community

Morale- 33/ Spiritual Vitality 29/ Readiness of Ministry 44

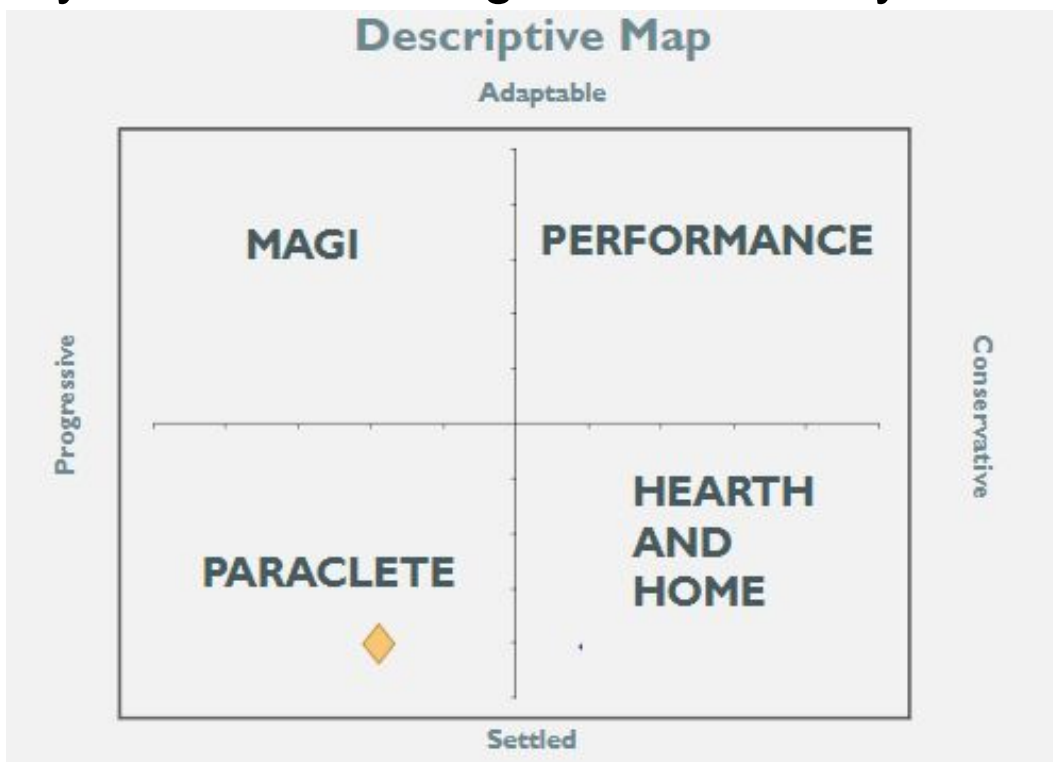
interest in starting new groups
optimism and hesitation

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So what kind of church are we?

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Holy Cow! Consulting Labeled Trinity Paraclete



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PARACLETE SHADOW SIDE:

- If missional focus is lost may **find themselves going through the motions** of set routines, rather than finding the deeper meaning.
- Watch the **temptation to overcommit** to meeting the needs of others to the extent that there is **burnout**.
- May get **trapped in the acceptance of where people are** without adequate levels of accountability that can help make people whole.
- The **power of the gospel to transform must remain a focus**, not just its power to comfort.

PARACLETE CULTURE AT ITS BEST

- Develop communities that are **intellectually open** and reflective but that pays attention to structure and ritual.
- Common to hear conversation about **hospitality, inclusiveness, and spiritual practice**.
- Comfortable with the **unique spiritual path each individual must follow** but believe that there are important patterns to spiritual practice.
- Uniquely **equipped to focus on ministries of healing**-often engaged in front line work-when the community is warm and hospitable, it can be a haven for those in need of healing or recovery.
- Prepares members to **deal with the harshness of cultural and political realities in ministry**.
- Maintains a **sufficient level of flexibility** to prevent becoming irrelevant to the thinking of those in the community around them

Our energy level according to Holy Cow!

It seems to me that we are just going through the motions of the church activity. There isn't that much excitement about it among our members	Clearly Agree	15%
	On the Fence	51%
	Clearly Disagree	34%
	Rating of church energy level	Average

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What Brings Energy and Satisfaction to Trinity



When the spirit in our congregation makes people want to get as involved as possible

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When the spirit in our congregation makes people want to get as involved as possible

Leadership

- Clear Vision that inspires members to be actively involved
- Listens to Congregation and seeks input
- Is representative of membership
- Leadership makes things happen

What drives us to action?

Relationships

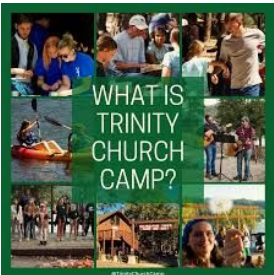
- Conflict management and managing differences
- Church is welcoming
- Friendly atmosphere is ever present

Programing

- Compliments members lifestyle
- Uses and identifies individuals gifts
- Educates and informs
- Prepares people for ministry

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Examples from Small Groups- Drives us to action



- Camp
- Getting together- after service and special events



- The people
- Building and grounds projects
- Music- services and special events
- Praise for leadership in the church

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What do we need to work on?



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How different groups see the priorities

Priority Rank	Under 35- 2%	Age 35-65 33%	Age 65 and over 65%
1	Accessible Programs according to lifestyle	Attract Families to the church	Attract Families to the church
2	Christian Education	Christian Education	Reach new church members
3	Expand Outreach ministries	Reach new church members	Christian Education
4	Ministries that heal those broken by life's circumstances	Opportunities for meaningful relationships inside the church	Opportunities for meaningful relationships inside the church
5	Community Relationships	Ministries that heal those broken by life's circumstances	Develop spiritual generosity to financial support the church
6	Reach new church members	Strength and equip members for leadership and ministry	Community Relationships

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Examples from small groups- How to achieve our priorities

- Develop a stronger community with inclusive voices.
- More activities: Small Groups, Theology and Tap, studies and classes.
- Engage youth in church activities: Sunday School, choir, camp,
- Increase outreach to Redlands and marginalized groups.
- Advertise events and market services.
- Use name tags, small gifts, and potlucks to welcome new members.
- Increase leadership's involvement with parishioners through visits.
- Participate in community events and build relationships with local organizations.

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Next Steps

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