



Raising Up Faithful Servants for the Harvest

# Trinity Reformed Church

## Strategic Vision Plan

March 4, 2007

## **Our purpose:**

*Raising Up Faithful Servants for the Harvest who...*

*...Worship God*

*...Belong to God's family*

*...Grow in God's grace*

*...Serve with the Spirit's gifts*

*...Share Christ with the world.*

## Proverbs 16:9

**We should make plans—counting on God to direct us.**

(Living Bible Paraphrase)

In his heart a man plans his course, but the LORD determines his steps.

(New International Version)

The mind of man plans his way, but the LORD directs his steps.

(New American Standard Bible)

**We plan the way we want to live,  
but only God makes us able to live it.**

(The Message)

A man's mind plans his way,  
but the LORD directs his steps and makes them sure.

(Amplified Bible)

**We can make our plans,  
but the Lord determines our steps.**

(New Living Translation)

The heart of man plans his way, but the LORD establishes his steps.

(English Standard Version)

We make our own plans, but the LORD decides where we will go.

(Contemporary English Version)

A man's heart plans his way, But the LORD directs his steps.

(New King James Version)

**El corazón del hombre traza su rumbo,  
pero sus pasos los dirige el Señor.**

(Nueva Versión Internacional)

Een mens bepaalt in zijn hart wat hij wil doen,  
maar de HERE heeft het laatste woord.

(Het Boek)

## **Trinity's Opportunity**

As a church, Trinity has reached a point in her history where the congregation has the opportunity to make a strategic decision in regards to future ministry. Trinity has always been a church that listens for where God is leading and follows God's direction in order to bring more people into the Kingdom and bring people into ever deepening relationship with Jesus Christ. Because of this commitment, Trinity has been willing to try new things that appeared risky, uncomfortable, and not always the safe thing to do. This tradition goes back to her beginnings with beginning a new style of worship in the English language.

More recent evidence of this obedience can be seen through the growth in people worshipping on Sunday mornings, growth of the children and youth ministered to on Sunday mornings and Wednesday evenings, growth of the small group ministry, growth in outreach opportunities through the Deacons, growth in missionaries supported by Trinity, and the like.

The existing facility has served the ministry of Trinity well for nearly 80 years. Now, the facility has reached a point where space and accessibility is restricting Trinity's many ministries. The children's ministry has outgrown the space dedicated for it, nearly tripling the amount of square footage dedicated in the 1999 addition. The space intended to be dedicated to youth ministry has become multi-purpose. There is not enough classroom space for all of the adult classes. The fellowship hall space is too small to be used for large gatherings, while the adjacent kitchen is not designed well to be effective with ministry opportunities. Staff utilizes all of the office space, so there is no room for future staff growth. Finally, the worship space is not only difficult to get to for those with disabilities, but it is too small for the worship attendance numbers that are being experienced by both services.

## **Preparations Completed**

The leadership of Trinity identified this potential problem of space constraints over two years ago and began a process to help set a direction. Initial input was gathered from the congregation (2004) and the full Consistory spent time in monthly meetings as well as retreats (2005 and 2006) to help form a plan. An architect was used to do very preliminary work, including an alternative site that was selected for evaluation in comparison to the existing site. Plans were developed and subsequently revised for both the existing site and a new site. The intent of the initial plans was to help us grasp a vision of what a facility might look like on each site. From this vision, the scope of a future project could be defined.

In addition, it is the desire of Trinity's leaders that whichever location is selected, that we proceed in unity as a church seeking God's direction.

## **Season of Listening**

We celebrated a season of intentional listening by the church, led by the Leadership Team. This season included detailed explanation and evaluation of both alternatives and feedback provided by the consistory and the congregation (September 10, 2006). Following a week of prayer in October, the Leadership Team led an additional meeting for the congregation to provide input. The whole consistory evaluated the entire process at its November meeting and spoke with some clarity for the direction Trinity should proceed for future growth. Some consistent threads of discussion include keeping prayer a priority, being visionary for our future within reasonable financial considerations, and continuing strong investment in mission opportunities.

## **Recommendation**

Following Christ in mission, we believe God is calling Trinity to have an expansive vision that includes both a visionary facility for ministry in our region while continuing and expanding our commitment to mission and ministry regionally, nationally, and internationally. Therefore, the Consistory recommends the following strategic plan:

1. Form a Prayer Team to keep prayer as an integral part to Trinity's ministry through:
  - Ongoing efforts for sustained prayer similar to the 24/7 experience
  - Prayer warriors for specific ministries and personnel
  - Intentional prayer for our facility and ministries vision
  - Encouragement and equipping for helping Trinity members integrate prayer as a key component of their daily lives.

2. Develop a plan to build a new facility on a new site (St. Paul Avenue). Some reasons include:

- We believe that God is calling us there
- Room for future growth for many years to come
- Unlimited potential in design for flexibility and accessibility
- Additional space for additional ministries
- Location creates a more regional opportunity
- Less disruptive to current ministries during construction
- Better value for cost

3. Acquire the property as quickly as possible with little or no debt. Leadership Team is tasked to perform this step.

#### 4. Form a Facility Oversight Team that will:

- Provide consistent leadership and continuity throughout the entire process
- Lead sub-teams for design, finance, construction, volunteers, etc.
- Be 6-8 members in size
- Be formed by and held accountable to the Leadership Team
- Make recommendations as appropriate to the Leadership Team. The Leadership Team will take appropriate business to the full consistory and congregation.
- Evaluate possible uses for the current facility
- Finance
  - Develop financial guidelines to stay within classis guidelines for debt
  - Determine the financial guidelines for each individual phase including cost, amount that to be raised before commencement of the project and debt load allowed.
  - Develop a plan for raising capital for each phase, which may include an outside consultant.
- Design
  - Develop a "Rough Draft" design plan for the entire site and facility. This plan would set the overall vision for each individual phase. Detailed designs would be completed during each phase of the project.
  - This plan would seek the input of Trinity congregation, volunteers and staff.
- Identify and recommend the phases for design and construction of the overall project

## 5. Expand the current Mission Team to:

- Provide leadership and opportunities to expand local outreach by creatively utilizing the new site
- Consider possibilities for use of the existing facility for local outreach and ministry
- Form a plan for development of additional missions giving and endowment geared towards national and global outreach
- Provide leadership for the congregation to take part in mission outreach for work projects or other types of mission outreach activities.
- Be formed by and be held accountable to the Leadership Team
- Make recommendations as appropriate to the Leadership Team. The Leadership Team will take appropriate business to the full consistory and congregation.

6. The following would be the guideline for the process used for each phase of the facility design and construction:

- a. Finalize the design for the current phase.
- b. Raise funds/commitments for the current phase.
- c. Reconfirm that the original design is still appropriate after funds have been raised.
- d. Develop a construction project plan and schedule for the current phase.
- e. Implement construction project plan when funds available per guidelines set.
- f. Complete project and pay off all remaining debt from the current phase.
- g. Repeat

## **In Conclusion**

These are precious and historic days in the life of Trinity Reformed Church. Imagine the possibilities of a people fully devoted to following Christ in mission to a lost and hurting world so loved by Christ. Imagine a church praying to the Lord night and day with praise and intercession Christ's Kingdom. Imagine a church resolved to proclaim Christ to the lost of our region and to the nations of the world.

*Now to him who is able to do  
immeasurably more than all we ask  
or imagine, according to his power  
that is at work within us, to him be  
glory in the church and in Christ  
Jesus throughout all generations,  
for ever and ever! Amen.*

Ephesians 3:20-21