

Facility What If Team
Minutes of the Meeting of July 8, 2008
5:30 p.m. Vogel Corporate Support Center

Present: Brian Hector, Scott Simmelink, Dave Van Den Brink, Jodi McDonough and Scott Heemstra

LT Members Present: Jon Opgenorth, Tom Van Rooyen, Paul Aykens, Verlyn Netten, Jeff Guthmiller.

Absent: Dave Mars, Karen Barker.

Joining via conference call: Bryan Miles—Cogun, Steve Fridsma—Cogun, John Holm—Tag

1. Purpose of meeting was to hear the results of the Transforming Church Index survey that Trinity people took and the results of the area demographic survey.
2. Leading the discussion is John Holm, consultant for TAG—been with them for many years and was a pastor for 19 years prior to that.
3. Scores things as a percentile in relation to other churches. Over 25,000 entries in the database.
4. TCI survey—key points as we walked through the survey results:
 - a. Reviewed pages 11-12: 186 people took the survey which represents 28% of worship attendance. 15% was the minimum required for accurate results.
 - b. Reviewed the five key indicators on pages 13-14 of report.
 - c. Reviewed the overall summary on page 15. Overall it appears that Trinity is an extremely healthy church. The composite score of 71 is extremely high. This score is the second highest John Holm has ever had and the highest that Bryan Miles and David Dial have seen.
 - i. Above national average on ten of the 15 scales.
 - ii. At national average on three of the 15 scales.
 - iii. Below national average on two of the 15 scales.
 - d. Six scales are key indicators as to whether or not a church is ready to build. They are:
 1. Raising issues
 2. Trust in Leadership
 3. Communication about change
 4. Financial Leadership
 5. Caring Relationships
 6. Personal Connection to Church's Purpose
 - i. Trinity is “off-the-charts” and above average on Raising issues, Trust in Leadership and Communication about change. Trinity is right at national average on Financial Leadership and Caring relationships. Trinity is significantly below average on Personal Connection to Church's Purpose.
 - ii. Consultants believe that Trinity is definitely ready to undertake a project of this magnitude. Trinity's leadership needs to be aware of the opportunity to improve, but should not dwell on it. Holm's suggestion is to exploit the positives, work on the negatives.
 - iii. The other nine factors will improve after a project if there is a strong plan for after the move.

- e. Reviewed scores from the five key indicators:
 - i. Consumerism/Community—of the five indicators, this is the section that Trinity scored the lowest. This is an area of opportunity for the church to improve on.
 - 1. Caring Relationships
 - 2. Social Connections
 - 3. Personal Connection to Church’s Purpose
 - ii. Incongruence/Code—high level of identity and focus towards ministry, but do not feel that they have grown much spiritually.
 - 1. Unique Focus
 - 2. Excitement About the Church
 - 3. Personal Growth—this factor seems to be closely related to the Personal connection from above.
 - iii. Autocracy/Shared Leadership—Trinity does a very good job of handling issues. Overall the church feels good about its direction and its leaders. Typically this is an area that scores low, but Trinity is doing very well.
 - 1. Effective Management—communication is not an issue—Trinity does well in this area. Trinity’s management processes are very strong. It is very clear where the lines of authority lay and people understand them.
 - 2. Raising Issues
 - 3. Trust in Leadership
 - 4. Financial Leadership
 - iv. Cloister/Missional—the church is doing an excellent job at making a difference in the lives of people in the community
 - 1. Local Impact—“Trinity is a shining example. Trinity needs to share with others so that they can learn.”
 - 2. Meets Needs
 - v. Inertia/Reinvention
 - 1. Innovation and Creativity
 - 2. Communication About Change
 - 3. Embracing Change
 - f. Discussion about leadership styles and TAG’s definition that “Leadership is mobilizing people for ministry.”
5. Discussion over the results of the Demographic Survey
- a. This is a large overview of the area. Area studied is a 15-mile radius from the new location. TAG likes to think of this as an Ethnographic study in that it looks at demographics and the ethos of the area.
 - b. Some facts:
 - i. 28,102 people in the area. Expected to increase by 1.7% by 2013.
 - 1. 93.7% white—projected to be 91.7% by 2013
 - 2. 4.7% Hispanic-Latino—projected to be 6.9%
 - 3. 1.6 % Other—projected to be 1.8%
 - ii. Average age: 36.6. Expected to age to 37 by 2013.
 - 1. Generation Z (born after 2002) is increasing
 - 2. Singles and Young Families (Ages 25-34) growing

3. Higher percentage than national average of 85+
 - iii. Average household income: \$60,857
 - iv. # of households: 9,284
 1. 62.6% are married—national average is 56.5%
 2. 29% single
 3. 8.4% divorced—national average is 16.4%
 4. 89.9% married couple households with children—national average is 68.9%
 - v. Faith Involvement Level
 1. 40.2% Strongly involved
 2. 24.6% Somewhat involved
 3. 25.9% Not involved—this makes up over 7,000 people in the study area
 - c. Question from John: Do these demographics match the demographics of the church? Answer: we think so, but we cannot say for sure.
6. Non-Trinity participants left the conference call.
7. Group discussed the results for quite some time. Decided that it was excellent information and very helpful.
8. Next meetings.
 - a. Monday, July 14, 6:00 p.m. Trinity.
9. Meeting adjourned with prayer by Tom VR.

Submitted by Scott Heemstra