

Holy Trinity Leadership Retreat Review

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January 27-28, 2023

Attendees

- Pastor Andrew Chavanak
- Bill Deacon
- Debbie LaFontaine
- Michelle Spunar
- Sherri Wisniewski
- Margaret Ash
- Layne Fagnani
- Amy Morse
- Paul Stratton
- Alysa Offman

New Board/Staff Structure:

- Working well and provides flexibility
- Want to get more people involved in Teams
- Engage the congregation in visioning and planning
- Time for a new Listening Team

Holy Trinity's:

**Strengths, Weaknesses,
Opportunities, and Challenges**

Strengths

- Pastor
- Welcoming
- Vibrant Music Ministry
- 'Yes' attitude/trust in leadership
- Successful preschool/good relationships
- Bible Studies
- Strong staff
- Generous
- Good vibes
- Open atmosphere
- Kids Hope
- JAM
- Great real estate
- Building offers opportunity

Weaknesses

- Recruiting new volunteers
- Communication
- External publicity
- Traditional worship focus – no contemporary service
- One worship time
- Youth/teen/young adult programming

Opportunities

- Ministry @ Independence Village
- Discussion on 'Welcoming Spaces'
- Schoolcraft College
- Partnering w/other congregations
- Pastoral intern program
- External communication
- St. Christine's
- NOAH
- Listening
- Connection w/Tiny Tots Families - promoting HTLC @ Tiny Tots
- Debriefing/reflection on initiatives

Challenges

- Follow through on initiatives/goals
- Lines of communication/close the circle
- Social/cultural dynamics
- Engaging members to join a team
- Having members bring forward ideas they are excited about

WHAT RECEIVES OUR ATTENTION?

Pay more attention to what is already happening in the community.

What is the spirit already doing in our immediate neighborhood?

**Think about the church more like an airport
than a destination.**

**The church as a gathering spot is
a means not the end.**

Reflection on 2022-2023 Goals

1. Encourage and equip one another in our journey of spiritual growth
2. Create and provide energizing worship 'experiences'
3. Cultivate intentional relationships with our community and one another
4. Enhance and expand our digital ministry presence

The 2022-2023 Goals will continue to be relevant for 2023-2024, with modifications made to provide clarity, adjust for progress made, and consideration given to Strengths, Weaknesses, Opportunities, and Challenges

2023-2024 Goals

Goal #1: Encourage spiritual growth and develop ministry leaders

- Continue to encourage spiritual growth in new and creative ways
- Added focus on developing ministry leaders
 - Recruiting new volunteers
 - Engaging members to join a team
 - Participating in pastoral intern program

2023-2024 Goals (Continued)

Goal #2: Create and provide engaging and alternative worship ‘experiences’

- ‘Engaging and alternative’ replaces ‘energizing’
- Worship ‘experiences’ is not limited to worship services

2023-2024 Goals (Continued)

Goal #3: Cultivate intentional relationships with our neighbors and one another in person and online

- 'Neighbors' replaces 'community'
- Areas of focus might include

Surrounding neighborhood
Church Visitors
Tiny Tots Families

Homebound church members
College & high school students
NOAH & St. Christine's

Other Topics

Discuss holding future conversations with the congregation regarding social issues, prompted by the following two questions on the internship site application:

- How ready is your congregation to welcome, affirm, and joyfully receive the leadership and gifts of an openly LGBTQIA+ intern?
- How ready is your congregation to welcome, affirm, and joyfully receive the leadership and gifts of an intern who is Biracial, Indigenous, or a Person of Color?