



TRANSITION TEAM UPDATE

Transition Team Newsletter : Issue 6

July 24, 2016

Mid-term Transition Team Survey Results

Background:

Trinity's Transition Team began meeting in July 2015 to start the Interim Ministry process. Rev. Arlyce was introduced to the congregation on October 4, 2015 and began her work with the Transition Team on October 5, 2015. Our goals included an over-arching goal with five goals for the Transition Team to work on which are listed below.

The purpose of The Intentional Interim Ministry Period is to revitalize Trinity's mission after a long pastorate.

Goals:

- Review our history, consider the present, and define a vision for the future;
- Develop a shared "living mission" where a sense of belonging and caring is felt by all who enter the church, that inspires commitment, enthusiasm, stewardship, provides direction and focus for Trinity's programs, activities and celebrations;
- Identify and address structures, functions, programs and relationships that may need to be developed and/or altered to support the vision and facilitates our emerging "living mission";
- Assist in gathering information that will be utilized by the Joint Needs Assessment Committee for the purpose of seeking new Ministerial Personnel and Congregational Growth.
- Project and match our future Ministry Personnel requirements and financial potential.

As part of our work the Transition Team held 3 Discovery events:

Who are We? Letting Go and New Beginnings, Who are our Neighbours?

As per the guidelines the Transition Team was required to hold a mid-term review. The Transition Team used a survey to conduct the review. During the month of March 2016 the survey was distributed through mass email, Facebook, and paper copies were made available.

The survey included the following question's and respondents offered the following responses:

#1 How responsive has the Transition Team been in providing information about the interim ministry?

85% of respondents felt that the Transition team was extremely or very responsive.

#2 The Transition Team has held three events to date. Which event(s) did you attend?

69% of respondents attended Congregational Day of Discovery

41% of respondents attended Letting Go and New Beginnings

69% of respondents attended Who are our Neighbours?

11% of respondents did not attend any event



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The survey included the following question's and respondents offered the following responses:

#3 "What did you learn about yourself and Trinity community from the event(s) listed that you did not know before?" respondents offered the following comments:

- I was pleased with the attendance and met other members of the congregation, had interesting conversations
- Who Are We?: learned a lot of town & church history, Letting go: not as good attendance but my "fav" of all events, Neighbours? - very confused about what our objective was, more explanation needed
- I find my new church so friendly
- Both events were extremely useful for finding out who we are
- Would have liked more discussion on how to share our space with our neighbours or engage more with the community
- I found the first one well organized and valuable. The mandate for the 3rd one wasn't well explained so the group's discussion wasn't focused on useful information.

#4 "How has your experience at Trinity United Church impacted you since the Interim Ministry started?" respondents offered the following comments:

- That we are truly a family looking for change
- town and church history; enjoyed group discussion which is something that I am not always keen on

- the length of time I had been involved, and all the changes
- participation in group sessions were very informative by sharing ideas etc
- Just how much we care about each other and how we seem open to doing things in a new way
- I met and spoke with people that I did not know. I learned of the history of Trinity UC
- That we are very inward looking. We have difficulty focusing on outreach to the community.
- Interesting to hear about the history of the church. Appreciated getting to meet new people I had seen numerous times but never spoken to.
- I like the increased visibility and participation of Rev. Arlyce and renewed my enthusiasm
- I like the tea and coffee after service in the hall. People seem more engaged with a sense of belonging.
- We have a lot of learning and changing that needs to happen if we are to continue being a vibrant church
- I feel more connected to my faith
- It has been a truly positive and educational experience.
- a whole new approach to ministering a "wounded congregation"
- More enthusiastic to go to church
- As with most people as we get older adjusting to change is sometimes difficult. However,

this has been a wonderful change.

I have hope for the future of Trinity where before there was not much

Have felt more welcome & invested in the church in the past 6 months than I have in a long time.

#5 "How do you think the atmosphere at Trinity United Church has changed during the Interim Ministry so far?" respondents made the following comments: **78% felt a dramatic or moderate sense of belonging with the following comments:**

- I see a friendlier congregation and a greater attempt at welcoming new people
- I think that the congregation is embracing the opportunity that change brings
- People spirits seem higher and more motivated
- The "name tag" sale/Cynthia was great.
- I think Rev Arlyce is wonderful at bringing us together where I believe many were feeling that we would fall apart after Peter left
- I feel as though I belong to Trinity no matter who the minister is or has been. Trinity has a strong sense of community. In addition, the sanctuary gives me great peace and historic (from childhood) connection.
- I think Rev Arlyce and others have spent more time on visitation and inclusivity in general.



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68% felt a dramatic or moderate renewed sense of enthusiasm with the following comments:

- I see more enthusiasm in others, and myself. I hope it is more than just curiosity, and a pathway to acquiring more members and active members.
- I like coffee time in the hall - space to walk around and chat, bathroom, kitchen
- For me, the positive energy about the change and moving forward exhibited by the Team and the congregation have helped with my sense of loss resulting from Peter's leaving.
- I think those who are optimistic or interested in change are eager. Those whose ideas are very entrenched are having difficulty.

71% felt a dramatic or moderate inspired commitment with the following comments:

- I think in general, that most of the congregation realizes the importance of keeping our church active and viable and that can only be achieved through work and participation.
- Most active families in Trinity are committed to the best of their ability.
- Provide projects and programs that enhance persona and spiritual growth, well-being, mutual help.

86% felt a dramatic or moderate sense of community with the following comments:

- I think our church has always been a part of the community and continues to hold its own.

- Trinity has always been close knit family.
- The food bank donations, the group meetings etc. are all bringing us closer together
- Rev Arlyce continues to offer opportunities for Trinity to be involved in the community
- There is a sense and feeling that we are going through this transition together and with the support of each other. I feel that strongly.
- Again, the willingness to think beyond ourselves as a whole is difficult

#6 "Do you identify any areas in the life of Trinity United Church that need to be reviewed or addressed?" respondents provided the following comments:

- I think Rev. Arlyce is doing a great job in her role and has contributed a lot to the renewed interest and enthusiasm. Needed to state that for the record. 2. We need to promote "peace" among ourselves as we also do for the world. I have seen examples of people who cannot work together right within our church. We need to really TRY to set aside personalities and power struggles for the good of our church. I know, easier said than done. 3. Children's time is wonderful! I would love to hear a little more upbeat music included in our programs that would be more appealing to the young people (and obviously myself). Our music is very professional & traditional, and fine, but all geared towards the older generation. We have great talent within the choir & music director - I'm sure they could occasionally up the beat a little.

- Church Office should be a welcoming place at all times - Bible Study - Encouragement of new ideas
- Connecting with the young families of the church community
- Engage those members not attending services (or support financially). A report on how/what our giving pattern is (done some years ago - in terms # of people giving in each category, e.g. >\$4000, \$3000-4000, \$2000-3000 etc) families with children participating on Sundays, etc. This allows us to have a reality check of our condition (would be nice to have some demographic breakdown of above group).
- We need to get new people on committees and give the regulars a break. People don't want to get involved. You learn so much more about your Church by doing so.
- Finding new ways to engage youth and the wider community than through Sunday worship. More diverse ways to serve the community
- Would love to see more outward focus from our church - engaged in the community
- I think it is not areas, it is a few individuals who weigh down the willingness of the whole to at least discuss Trinity's mandate. There are a few who pay lip service in public but complain and undermine behind the scenes. It is like having termites in the house. You can't see or even know what damage is being caused until something collapses.

Personnel issues were also commented on in the survey



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Transition Team “Take –A- Ways”

Average survey response is typically 3 to 5 percent. Based on our resident membership of 485 the nearly 10 percent response rate was strong and meaningful. We thank those who took the time to respond to this survey. Those who did participate in the transition workshops, for the most part, were very positive about the process and what they are gaining from the experiences.

The big take-away for the Transition Team is that we are on the right track, people are engaged in the process, we need to build on the enthusiasm and momentum that has been developed so far in the process.

We must continue to keep the congregation informed about the process and have them deeply and fully involved in the discussions, discernment and decision making process.

The Transition Team acknowledges that there remains much to be done and we need to connect with those members of the congregation who are sitting on the sidelines.

Follow-up Action:

The Transition Team brought to the attention of the Spiritual Leadership Team and the Ministry and Personnel Committee concerns that were revealed in the survey.

We will redouble our communication efforts with the congregation, to ensure clarity of mission, process and message.

Transition Team:

- ◆ Diane Bennett
- ◆ Cheryl Bird
- ◆ Bill Dickson
- ◆ Walter Edwards
- ◆ Al McFadden
- ◆ Heidi Peskett
- ◆ Bob Swan
- ◆ Norma Wrightly
- ◆ Rev. Arlyce Schiebout
- ◆ Rev. Micheline Montreuil

If you have any comments/questions/concerns for the Transition Team, please contact one of the Co-Chairs or use the drop box in the cloak room.

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Rev. Arlyce will be leading us until June 30, 2017