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Inspired by Christ

# TRINITY

## EPISCOPAL CHURCH

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Strives to love our neighbors, do justice,  
and walk humbly with God.

### STRATEGIC PLAN 2019

WORSHIP ✧ FORMATION ✧ SERVICE

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## EPISCOPAL CHURCH

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## INSPIRED BY CHRIST,

Jesus preached “God’s reign is at hand,” <sup>1</sup> revealing a God who is inclusive, compassionate, healing, forgiving and generous. Living into Jesus’ example, Trinity Church strives to:

## LOVE OUR NEIGHBORS

“If it’s not about love, it’s not about God.” <sup>2</sup> Self-sacrificial love is the foundation of everything we do as Jesus calls us to “Love one another as I have loved you.” <sup>3</sup> Trinity is committed to sharing God’s love with ALL people in order to restore “unity with God and each other in Christ.” <sup>4</sup>

## DO JUSTICE

God’s dream for the world includes transforming racial <sup>5</sup>, social, economic and political injustice so that “justice rolls down like waters” <sup>6</sup> Christ’s disciples aspire to “bring good news to the oppressed, to bind up the broken-hearted, to proclaim liberty to the captives, and release to the prisoners.” <sup>7</sup>

## WALK HUMBLY WITH GOD

“All who exalt themselves will be humbled, all who humble themselves will be exalted.” <sup>8</sup> The way of the cross is the way of life and openness to God’s unfolding version of the world requires “compassionate hearts, kindness, humility, meekness, and patience.” <sup>9</sup>

# CORE PRACTICES

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Regular **WORSHIP** includes beautiful music, prayer, relevant preaching, and a table open to all God's children. These practices serve as a compass for the journey, orienting our lives towards God.



Lifelong **FORMATION** for all including children, youth, and families with ample opportunities to: "bear fruit and become disciples," <sup>10</sup> to grow as individuals, to nourish and be nourished.



Humble **SERVICE** to others is a cherished value of God's kingdom. As Jesus insisted, "whoever wishes to be great among you must be your servant." <sup>11</sup>

# VISION FOR 2024

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## TRINITY CHURCH ASPIRES TO BE:

- ✧ A house of worship and music, service, and spiritual formation; where all people are welcomed at Christ's table.
- ✧ A community, grounded in the Gospel, that "invites, welcomes, and connects" <sup>12</sup> all people to God and to one another.
- ✧ A devoted family, open to all, that loves, supports, and cares for one another.
- ✧ A nurturing home for spiritual growth, from birth through adulthood.
- ✧ A compassionate partner striving for justice in our community; Trinity inspires servant leaders who collaborate with those we serve to identify and address the systemic causes and effects of injustice in New Orleans and beyond.
- ✧ A thriving holy space with facilities that support our mission and continuous growth.
- ✧ An anti-racist church committed to undoing the effects of systemic and institutional racism.

To achieve this vision, Trinity works towards the following goals aligned with our Core Practices:  
**WORSHIP, FORMATION, and SERVICE.**



## WORSHIP

- ✧ Trinity will increase the number of participants in weekly worship services. By 2024, we will double average weekly worship attendance from 350 to 650.
- ✧ Parishioners are actively invited to participate in celebrating the liturgy, increasing the number of people serving in worship services to 300 per month.
- ✧ Trinity will explore ways to increase the diversity of music, prayers and liturgy across our different services. By 2024, Sunday and weekday services will incorporate an expanded range of musical worship, prayer and liturgy so as to appeal to an increasingly diverse audience.
- ✧ Trinity will develop a succession plan for Albinas and Manon Prizgintas that honors their legacy and preserves our musical heritage, including the Trinity Artist Series. This will be presented to the Vestry by 2021.
- ✧ Trinity will establish and implement a plan to finance the maintenance of our worship spaces, restoring and maintaining the glory of our church and chapel. Based on recommendations from the Buildings and Grounds committee, Trinity will implement all required maintenance of facilities and capital equipment. The Vestry will be held accountable for securing funding for these expenses.





## FORMATION

- ✧ Trinity will implement the Invite Welcome Connect ministry program by 2022 that will deliver on our goals for increased hospitality and lay leadership. A committee, reporting to the Vestry, will be created to ensure this ministry is prioritized.
- ✧ Operating with the ideal goal of connecting each member to a small group or formation experience, we will increase the number of adult opportunities over the next five years. Using 2019 as a baseline, Trinity will offer at least 5 additional small group opportunities a year over the next 5 years. As a result, an additional 250 unique participants will engage in small group opportunities by 2024.
- ✧ Trinity will identify and implement a birth to college youth pathway that ensures formation opportunities both on Sunday morning and during the week. In 5 years, we will have identified and implemented a formal youth curriculum.
- ✧ Trinity Church and School will collaboratively explore ways to increase cross-programming, increasing the number of school families who actively participate in church worship, formation, and service.
- ✧ Based on our commitment to be an anti-racist church, Trinity strives towards an aspirational goal of 100% participation in Undoing Racism workshops and trainings. Trinity will start with an intermediate goal of 400 new participants in Undoing Racism Trainings, Meetings, or Discussion Workshops over the next 5 years.
- ✧ The Trinity Master Campus Plan will include proposals for expanding formation classrooms and meeting spaces, anticipating increases in participation. Capital expenses for such plans will be included in the forthcoming Capital Campaign.



## SERVICE

- ✧ With an ideal goal of engaging every member in service to each other or service to our community, Trinity will identify and communicate service opportunities, increasing existing participation by 20% over baseline (i.e. WOTC Helping Hands, Pastoral Care outreach, TLF service opportunities)
- ✧ As part of Invite Welcome Connect, Trinity members will be asked to discern their own unique God-given gifts and identify a way of sharing them to serve others – in the parish and in the community. Over the next 5 years, Trinity will launch this process and engage at least 100 people in a discernment conversation and will engage them in service.
- ✧ Trinity Church is committed to identifying and understanding the systemic causes of injustice in our world and addressing them in collaboration with our neighbors. Over the next five years, Trinity will organize at least 5 convenings with local service agencies to collectively understand and organize around critical issues facing our community.
- ✧ Through our Trinity Loaves and Fishes and Community Ministries Committee, Trinity will pilot its collaborative outreach approach focusing on childhood hunger. In the spirit of servant leadership, Trinity will partner, advocate, and support efforts to eradicate childhood hunger in New Orleans by 2030. Trinity will contribute to this goal through collective action, volunteer service, financial contributions, and advocacy.

- ✧ Annual draws from the Vincent Memorial Legacy fund (VML) will continue to be deployed toward both internal and external outreach, but the level of outreach in the form of direct funding to support local organizations will be increased to demonstrate our continued commitment. By 2024, the VML fund will grant at least \$100K to eligible partners per year.
- ✧ Trinity will reassess its process for providing Direct Service benefits to those in need. By 2024, we will confirm a generous annual funding amount and a set of approved policies and procedures for distributing these funds in a way that protects against fraud and achieves desired impact, engaging partnering organizations as needed.
- ✧ To accommodate expanded service opportunities and to better serve our parishioners, the Master Campus Plan will include recommendations for staff offices, accommodating formation and meetings, and space for outreach programming such as Trinity Rummage and Trinity Loaves and Fishes. Capital expenses for at least one phase of the plan will be included in the forthcoming Capital Campaign.
- ✧ Trinity Church's communications will be refreshed and modernized. By 2020, information on worship services, ministries, key contacts, service opportunities, and events will be readily available digitally.
- ✧ Trinity Vestry will establish a standing Stewardship Committee which will support annual stewardship campaigns based on the theology of generosity. Ideally, all parishioners will participate in the service of joyful giving to support the mission and core practices of Trinity Church.

# FROM VISION TO ACTION

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The goals laid forth in this document are remarkably aligned with Trinity's 2004 Strategic Plan, and the last Capital Campaign. It includes input from numerous small group sessions with parishioners, vestry, staff, and clergy. It also incorporates feedback from listening sessions with community partners and survey data from the 2015 Parish Profile. Thus, we see this vision as belonging to all members of Trinity Church and it will take all of our contributions to make it real.

For the next 5 years, Trinity Church will prayerfully work to implement the strategic goals outlined. A key element of our work will be to continue the efforts our vestry is making to ensure strong and transparent programmatic and financial oversight. This includes their commitment to operate within our budget.

**Now there are varieties of gifts but the same spirit. And there are varieties of services but the same Lord; And a variety of activities, but it is the same God that activates them in everyone.**

**1st Corinthians 12:4**

Trinity is a community. We are all empowered differently by God's diverse spirit. What part of this vision inspires you? Where do you see the Spirit empowering you to use your gifts?

- ✧ How will you love and serve your neighbor?
- ✧ Where do you see opportunities to "do justice" at Trinity? In New Orleans?
- ✧ Humility is about serving others. How can you walk more humbly with God?

Through God's activating spirit, we can achieve this vision and more.

**Glory to God whose power working in us can do infinitely more than we can ask or imagine. Glory to him from generation to generation in the Church, and in Christ Jesus for ever and ever. Amen.**

**Ephesians 3:20-21**

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# TRINITY STRATEGIC PLANNING COMMITTEE

- |               |                     |
|---------------|---------------------|
| Kathy Eastman | Jerry Meunier       |
| Maria Elliott | Cathy Posey         |
| Don Erwin     | Jey Rogers          |
| Justin Fitch  | Audra Ryes          |
| Cres Gardner  | Andy Thayer, Rector |

# TRINITY CHURCH VESTRY

- |                               |                    |
|-------------------------------|--------------------|
| Barbara Waller, Sr. Warden    | Elaine Haney       |
| Gordon Kolb, Jr. Warden       | Ellinor Howard     |
| Chris Martin, Clerk of Vestry | Heather Lonian     |
| Keith Crawford, Treasurer     | Marky Murphy       |
| Michelle Cox                  | Alice Parkerson    |
| John Fay                      | Marguerite Redwine |
| Cres Gardner                  | Jim Theis          |
| Philip Gordillo               | Carrie Wright      |
|                               | George Young       |



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## FOOTNOTES

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<sup>1</sup> Mark 1:15

<sup>2</sup> Presiding Bishop Michael Curry

<sup>3</sup> John 15:12, 1 Corinthians 13:4-7

<sup>4</sup> Mission of the Church' Book of Common Prayer p. 855

<sup>5</sup> In our administrative policies, our Christian formation and our service to others, we uphold the Principles of Undoing Racism as adopted by the Vestry into its by-laws in 2015.

<sup>6</sup> Amos 5:24

<sup>7</sup> Isaiah 61:1 & Luke 4:18

<sup>8</sup> Matthew 23:12

<sup>9</sup> Colossians 3:12

<sup>10</sup> John 15:8

<sup>11</sup> Matthew 20:26

<sup>12</sup> Invite Welcome Connect is a ministry of the Beecken Center of the School of Theology, University of the South, Sewanee. Trinity will be using this transformational ministry to engage its parishioners and newcomers.



## STRATEGIC PLAN 2019

WORSHIP ✧ FORMATION ✧ SERVICE

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