

# RRR Team Report:

## November 2021

At the Trinity United Church Council meeting on April 22, 2021, it was agreed a team was assembled to review the team and position work and requirements under the guidance of the Governance team. The first time the team met we decided to call ourselves the Review, Reframe and Renew (RRR), our Terms of Reference were “Review the Trinity United Church Christian, Life and Growth program, engage broadly to re-envision a program which more fully responds to the Christian development needs of children and families (of all ages), and to prepare a program vision, framework and plan for Council review and decision.” The team felt once we started the work that the information, we would gather would have an effect on the life and work of all Trinity life and work so gathered information which we will share with the Council and all applicable teams.

The Team consists of Sandee MacLean, Chair, Leah Boyle, Sara Crowther and Nancy Small with Rev. Rachel Campbell as a resource and the ability to pull any resources required to complete this work, thinking outside the box. We cleared our minds of what was, what “used to be” and took the information provided from meetings, surveys and phone calls and created this report.

The Team met numerous times to complete the following work:

- Gathered information on Sunday School teachers, group leaders, parents, members, adherents and some contacts outside of the Trinity family.
- Hosted a Bike Rally for anyone interested in City of Summerside. We had a turnout of about 11 youth and parents who were all serenaded by Jim Dickson and his student. Fun and laughter filled the Memorial Park next to Trinity and of course food – individual ice cream sundaes. Parents and attendees were encouraged to complete the survey – and most did!
- Hosted a round table group of youth from 12 – 16 years of age, which Rev Rachel Campbell facilitated. While quiet at first, soon the auditorium was alive, and the thoughts and suggestions flowed. Of course, what event is complete without food – snacks were provided. Those in the youth group unable to attend were encouraged to complete the survey sent to them – and a few did!
- Sent surveys to the congregation, youth 16 and up and young families in our church, which are still trickling in.
- The Team also made calls to the United Church Women (UCW), former mid-week group leaders, former Sunday School Teachers and other volunteers. These people were asked the same or similar questions. Approximately 180 calls.

### **RESPONSES from surveys and phone calls:**

Many of the responses were repeated time and again.

- Music is a large part of worship, and we are so blessed with our Music Director and the talent of those who volunteer to share this music with our congregation. Recommend once the numbers in Junior church increase that a Junior choir be created. People love to see and hear children singing!
- Food and social interaction – with all thing’s food!

- Small group events – bible study, hiking, messy church, outdoor activities, etc.
- Shorter commitment periods for volunteers, teams, Council or Board of Trustees (Board) ,
- Virtual presentations and options are a great addition to worship
- Social action and outreach, continue our programs and the minute for mission Would like to see more local content – social action of Trinity and its, people, Council, Teams, Board of Trustees, etc.
- Education regarding Trinity, United Church of Canada, on such items as history, actions and current life and work of Trinity
- Personal contact – prefer a phone call or face to face request rather than a call out from pulpit or in bulletin
- Bring back the youth, have them take part in services, ushering, a social gathering for them
- Research, listen to the stories of those that have life experiences within the church, young and not so young. Their stories are our history and can inspire, be relatable and the impact on our faith could be palatable. This sometimes defines our relationship with the church and the congregation.
- We are accepting, lets reach out to the LGBTQ+ community, the immigrants, the marginalized and the lost
- We want to be talked with, listened to and challenged, not sit and listen to “talky talk”. Definitely, more music.

Our church is comprised of caring, compassionate staff, eager volunteers who ask only that their work be completed to the Glory of God and all peoples. Through this pandemic, we have been fortunate that our Staff have walked through this storm and provided the care and nurturing many required.

Today, families are tired on the weekend, they go-go-go in different directions all week and want a day where they are together as a family unit and do things.

### **Where do we go from here?**

#### **Observation:**

Membership on Council and teams is low. The members are tired and many feel the same people are doing a lot of the work. We wish to retain the knowledge, look for innovative ideas and add fresh faces to these teams..

#### **Recommendation**

The RRR Team recommends that;

- all teams put forward their wish list of numbers for their teams; and
- Each team look at dividing the work into smaller sub-teams that report their status and recommendations at the team’s monthly meetings. Some teams already have sub-teams. le Worship has sub-teams for communion, sound and screens, etc.

#### **Observation**

There was a time when numbers were high, attendance had regular continuous numbers and programming galore. The churches could launch just about any program and it would be well attended. There was no need to put out information on Trinity and its activities to attract people to worship, work and play. People now shop for churches like they do sports, schools, real estate, etc.

The church needs to present public relations work and toot our own horn about the things we do in for our congregation, their families and out in the community – find new and challenging items to assist with life at Trinity, in the City of Summerside and surrounding areas.

**Recommendation:**

The RRR Team recommends that a position be created for a “**Cheer Leader for Trinity**” (**cheer leader**). This position would be filled by an energetic, public relation minded and people oriented person who is compassionate and caring. This person would also assist with other areas of the church. The Position would be under the supervision of the coordinating minister.

The Cheer Leader position expectations would be:

- ❖ Blow our own horns, publicize our work with our congregation, within our church, within our community, our province and beyond;
- ❖ Assist in engaging volunteers for Council, Board, Teams, special events as well as any other areas of the church life that requires volunteers;
- ❖ Assist all staff, ministry and lay positions, with any administrative work as assigned by the Co-ordinating minister;
- ❖ Recommend this person at Annual Congregational Meeting as Trinity’s Lay representative on the Summerside Christian Council; and
- ❖ Any other duties as assigned by the Co-ordinating minister.

All other expectations, such as hours of work, wages, etc. to be determined by the Council and/or Ministry and Personnel team.

**Observation:**

The Christian Life and Growth (CLG) team is tired and requires more team members. New members should be ideally from the parents in the age group of youth involved in church activities. A lot of work falls under the umbrella of CLG team. CLG and all teams should be “working better not harder”.

One of the activities of the former Youth coordinator was the responsibility for contact with youth and their families, young families and promote Trinity and our Youth programs.

There is a low number of youth attending Junior Church, not enough youth to divide into age groups.

Sunday School teachers/helpers are hard to find, as many find one half or a full year in the position is a large commitment. A copy of the Sunday School teachers responses to the surveys by present and former Sunday School superintendents and classroom leaders will be forwarded to the CLG team for their information.

When we surveyed the age group 13 to 18 years of age, they felt that they did not want “Sunday School”, “Bible Study” or having to sit and listen to “talky Talk”. They would prefer a “meeting” on Saturday evenings as they have no activities for their age group on the weekend. This group should be vibrant, alive and helping make a difference. A few of this age group surveyed assist with Feed My Sheep and enjoy the interaction and seeing how others live. They are comfortable reading in church, as long as they have sufficient notice to practice. A report on the survey results from this age group will be forwarded to the CLG team for their information.

**Recommendation**

RRR recommends that the CLG team find additional members for their team. The Team’s work should be divided into sub-teams for each event under the guidance of the CLG so that all the work does not fall to a few members of CLG team. Each sub-team would have a leader that attends and reports their work to the CLG and the coordinating minister at the CLG monthly meetings. Recommend sub -teams be established for, Curriculum, Youth groups, recruitment of members/Sunday School Teachers (in conjunction with Cheer Leader), special events, Confirmation etc. These could be broken down into further sub-teams depending on the work required.

The RRR team recommends that the position of Youth and Young family coordinator not be filled. We further recommend the former position be replaced by:

- The contact and maintenance of the roll of youth and their families work would be filtered to the Cheer Leader position and the Membership Team (to be established);
- A “superintendent” be found to oversee the Junior Church program (ages 2-11) and one or more superintendents when the numbers warrant a return to a “Sunday School” format; and
- A sub-team be setup to review other youth programming (age appropriate groups, etc.) and recommend their adoption to the CLG team. This team would also have oversight of their programming, leaders and youth as prescribed in the Care of Use guidelines.

The RRR teams recommended that Junior Church (ages 2-12) continue until such time as numbers of youth increase, under the leadership of a “Superintendent”. Once numbers warrant the division of age groups, the Christian Life and Growth should revisit a “Sunday School” operation model.

The “superintendent” would be responsible, with assistance from the CLG team,

- To ensure enough volunteers available to assist with the weekly Junior Church or possibly later with Sunday School. That the curriculum is discussed with all leaders/teachers so that all groups follow the same theme each Sunday.
- Junior church follows a curriculum, which centers around the lectionary being shared in the worship service. Junior church is the gathering of youth and leaders in one area (Ratio of leaders to youth should be reviewed) for bible based activities. If segregation is required, suggest putting like ages in the same area/table, depending on activity.

The RRR team recommends that the age group 11 to 18 years of age meet on a Saturday evening. The group would be promoted as a social gathering, as a beginning, and slowly introduce them to the life and history of Trinity and the outreach and church related activities, as well as some thought-provoking discussions. The outreach and church related items could consist of assisting with food boxes or Feed My Sheep programs, greeting/ushering, reading, and once we can again have tea and coffee assist with socializing, they could be an asset!

This report is provided after many hours of collecting input from various people and groups in a variety of formats. We found the process of collecting the information both interesting and awakening. Taking this information and making recommendations was challenging. We trust you will consider the recommendations but at the same time recognize adjustments may be required during implementation.

We respectfully submit this report, but note that if further action is required, we ask that another team be selected.

Sandee MacLean

Leah Boyle

Nancy Small