



TRINITY
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UPDATES

FINANCE & STAFFING UPDATE PART 2

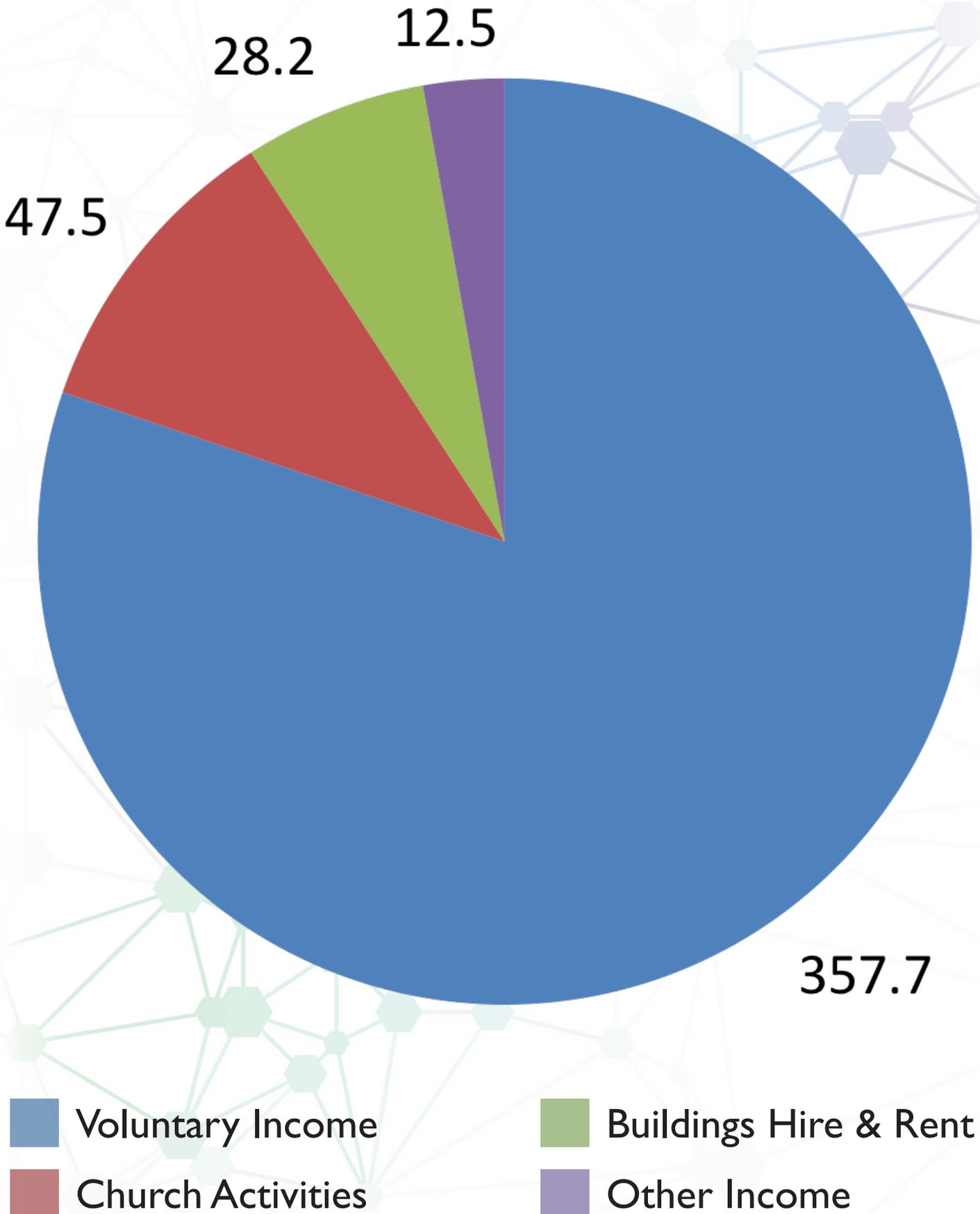
As we seek to keep moving forwards towards our vision “to see lives transformed by the love of Christ” we need to frequently evaluate the way in which we use our resources to ensure every pound spent and every hour of paid and voluntary work is playing it’s part in achieving the vision.

All our income comes entirely from church members and church activities and we receive no income from the Diocese or other bodies except for occasional special projects. However, our curate Jules Middleton is currently funded directly by the Diocese.

All income is used exclusively for the ministry and mission of TRINITY Church and our mission partners. This means that for every £1 given by a church member via the Parish Giving Scheme and including Gift Aid results in £1.25 spent directly on ministry and mission.

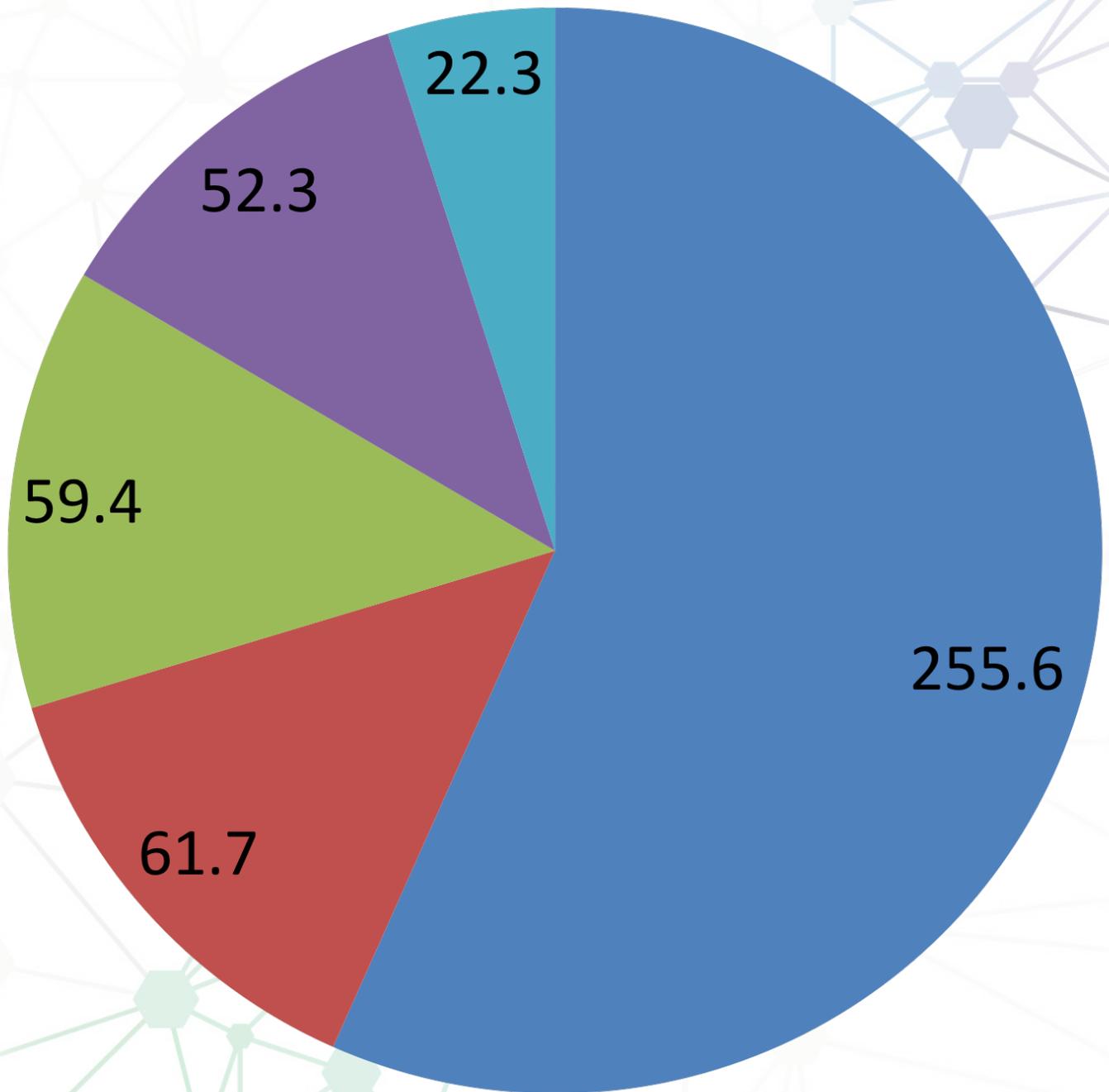
TOTAL INCOME (£K) IN 2017

£445,916



TOTAL EXPENDITURE (£K) IN 2017

£451,278



Ministry & Staff Costs

Mission Giving & Projects

Buildings Upkeep

Other

Church Activities

OUR STAFFING PHILOSOPHY

TRINITY is a vocational volunteer organisation. It is crucial for us not to lose sight of this. It is a great temptation for both the leadership and membership to want to “professionalise” roles as the church grows. We believe this has a subtle but immensely debilitating effect on the ministry of the church:

- it reduces the amount of volunteer roles,
- it reduces the sense that everyone has gifts to deploy in the life of the church,
- it gives the false impression that only staff can be effective ministers,
- it increases a consumer culture, where we see ourselves as passive receivers rather than active servers
- it increases our operational costs

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**WE ARE A
VOCATIONAL
VOLUNTEER
ORGANISATION**
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Whilst TRINITY was forming, our staff were employed as expert practitioners. They were employed on the understanding that they would be excellent in personally delivering the key ministries that we needed. Now that the church is unified with a membership of almost 500 adults, it is clear that in many areas the leadership are a bottle-neck for initiatives.

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**AIMING TO
BECOME BETTER
ENABLERS AND
FACILITATORS
OF VOLUNTEER
LEADERS**
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The leadership are fully employed trying to keep us doing what we’re doing. Therefore our leadership want to develop their approach to become better enablers and facilitators of volunteer leaders who will themselves build teams and grow disciples. Our leadership needs to become leaders of leaders not just leaders of doers. This style of leadership may take years to develop and is not at all common in churches.

Please continue to pray for our leadership team as we go on this journey together.