

FINAL

**TRINITY
CHURCH
ANNUAL
REPORT
2015**

REPORT ON CHURCH ACTIVITIES

2015 for Trinity was another year of faithfully seeking to serve and follow Jesus. On the one hand I don't think there is anything dramatic to report. It was very pleasing and a real blessing to be able to welcome Rev Chris Evans, and family, as our Associate Minister, early in the year and then Adele Bownes as our student youth worker in the Autumn.

On the other hand, although the year wasn't marked by significant changes, there is always change on the go which we don't always find easy. My continued sense is that God has plenty of plans for his people based at Trinity but He really wants us to up the pace. We need to be courageous and dig in and deeper with intention as disciples, appreciating that the journey isn't always easy, smooth or understandable, but with God's abundant grace and patience, we will grow spiritually as individuals and see this little bit of God's Kingdom grow. The harsh reality of Kingdom building today is the need to be more imaginative and creative, as well as sacrificial, as we rub shoulders with a competitive, fast-moving and ever changing world. This is exciting! I hope you agree. As part of the church we face quite a challenge but also an incredible opportunity to show and share Jesus in new and exciting ways – so let's keep reminding each other God is with us and for us, and press on – nothing is impossible for God!

My thanks go to all the many, many people, including the contributors to this report, who keep Trinity going – thank you. Many of you live very full-on lives, as do our Leadership Team and Church Council members, and so what they contribute to Trinity and to building God's Kingdom is very much appreciated and a real encouragement.

Please can we pray for one another, for God to raise up new people, and for creative and imaginative ways to serve our Lord?

Every blessing in Christ,

Jon

1. Our Vision

The vision to we have to *to see people living life to the full by loving, following and being transformed spiritually by Jesus* has continued to guide our ministry and service. Of our six key areas of ministry – *Children and Families; Youth work; Whole of Life Christianity, Men's work, the strategic use of the building and tools for the job (discipleship)*, the focus has remained primarily on children and families and youth together with updating how we manage the use of the building. We have not seen any dramatic development or change in the course of the year. Moving into 2016 and beyond we need to be seeking God's guidance for how we resource the other areas of ministry.

1.1 *Youth Ministry*

It was exciting to be able to recruit a **new student youth worker** during the year. **Adele Bownes** started with us in September. She is undertaking a **youth work degree with CYM** in Bristol and Trinity is her primary placement. It has been great to welcome Adele on

board and see her settle in and begin making an impact on our youth activities and the lives of the young people. As part of her programme Adele is also working with **Just Around the Corner at Maiden Erlegh School** on a weekly basis, and is involved in the youth ministry at **CentrePoint**. She has also been playing a very useful role in discussions with **Earley Town Council** and The Salvation Army about the development of youth work in the area, including a **possible youth cafe** – all very much about building relationships at this early stage of her time with us, and about sowing seeds.

Youth work at Trinity is going through a re-building process as part of Trinity's overall approach to nurturing an inter-generational church. This will require gradual and committed investment. Pilots came to an end because it couldn't attract new children. Having a student youth worker is excellent but Trinity needs to recognise this won't suddenly result in loads of young people and a full-on programme of youth work!

We have lots of younger children and we are looking to set up a pattern of activities for children and youth that will encourage the younger children to stick around as they get older. Adele and the committed team of volunteer youth workers, along with the Family team have started working on this. This is exciting.

Youth Net continues to be a key component in the development of the youth work. Numbers had fallen but by the end of the year, and after a **Youth Alpha** course was run in the Autumn, there was a committed group of 6-10 girls involved as well as others, including boys, from Trinity, who are very much in the whole youth equation. It is encouraging that the young people are seriously exploring their faith. At a **Soul Survivor Saturday Celebration** two gave their lives to Jesus. There is a commitment from 7 young people, so far, to attend Soul Survivor in the summer of 2016. By the end of the year we saw a slowly growing group of young people which provides a great platform for growth.

FEST continued monthly as a youth-led time of informal worship on a Sunday evening. With one of the key youth heading off to university **FEST** has had to re-imagine itself a little, but to the credit of the young people they've really wanted to continue.

Plans are in place for a series to explore Confirmation as several of our youth are interested in this

1.2 Family Ministry

Our Family Ministry seeks to serve and encourage all those associated with Trinity across the generations and including those very much a part of Trinity and also reaching out to the community. We cannot serve all the needs and opportunities. It was encouraging during the year to be able to **increase the paid hours for our Children and Families and Pastoral Worker, Ann Baker**, from 17 to 30 hours a week, and to transfer her employment to Trinity from the Methodist Circuit. In part this simply reflects the hours Ann was already doing, but it also reflects Trinity's commitment to this area of ministry. The aim is to increase this to a full-time post. Ann's role is both to lead and to co-ordinate and support our many volunteers.

The weekly **Nursery Service** continued during the year, together with monthly lunches. This was always well attended and appreciated and the lunches were especially busy with attendance not far short of 100 some months. The Nursery Service continues to build relationships and friendships with lots of people. These go beyond the weekly nursery

service. Facebook, for example, has been a helpful tool in providing opportunities to further support and encourage people. As a church we should be very supportive of these opportunities and recognise the importance of this community for sharing Jesus and building the Kingdom.

Nursery Service highlights during the year include a picnic and bear hunt and service in Chalfont Park, a Nativity service and Christmas lunch. Plans are beginning to emerge for how to develop the Nursery Service in the year ahead and beyond.

Both the weekly **Parent and Toddler groups** (Mondays and Thursdays) continued to be busy and well attended throughout the year. Trinity is very involved as helpers and leaders and the Minister's visit as Santa in December was apparently a high-light!

In the Summer Holiday we ran our holiday fun club but experimented with a "**Messy Church**" style fun club. It proved popular (approximately 30 children) and was considered successful. The theme was Creation and included craft and science experiments (volcanoes), songs and Bible story teaching, and a giant "poisonous" jelly fish (God loves all of his Creation!). The Messy Church format will be repeated in 2016.

We also hosted the yearly **Yellow Brick Nursery Nativity** service in December. This was well attended by parents and grandparents from the local community.

We continue to maintain our **Cradle Roll**. There were 7 infant baptisms in the year, but in addition, birthday cards are sent to any child on the roll still under 3 years of age and invitations to Junior Church and other Trinity activities are sent out. We plan to improve our communication with baptism families.

At the other end of the inter-generational spectrum, the **Chalfont Social Group** continued to meet each week during term time. Although the group is open to anyone it attracts older members of the community from within and outside Trinity. The number of people enjoying the group increased during Autumn 2015 and New Year 2016. We plan to make the programme of speakers as varied as possible so it includes music, interests e.g. gardening, experiences of life e.g. fostering, travels abroad, history e.g. Henry I and Reading Abbey and local services for the 55+. The group had a day trip away to the coast in the Summer and will visit Poole in 2016. On special occasions, such as Christmas and Easter, we have an informal Praise time with our Minister.

The Trinity Walking Group, now in its 20th year, continued with its monthly walks aimed at providing exercise and social contact, hoping to introduce some to the pleasures of walking for the first time. The group had its annual walking holiday again, this year in St Ives and next year it will be in Dolgellau, mid-Wales. The group is always pleased to welcome anyone who would like to join the monthly walks or annual walking holiday and would be especially interested to see some of our younger people or anyone who would like to eventually lead one of our monthly walks.

Our small dedicated **Community Chaplaincy Team** operates quietly behind the scenes visiting people where possible and appropriate. We continue to take monthly Holy Communion services in two local care homes.

Towards the end of the year discussions with **ASDA** and the Pastor of Reading's Church of Christ, which meets at the Crescent Centre, started afresh about **chaplaincy** work in the store. It looks likely that in early 2016 chaplaincy in-store for staff and customers will begin.

As part of our support to families in and outside Trinity and to encourage spiritual nurture we have been running **various courses**. In 2015 we ran a well-attended **Parenting Teenagers course** (approximately 38 participants), a **Lent course** using the London Institute of Contemporary Christianity's **Fruitfulness on the Frontline** material, and an **adult Alpha** course in the Autumn.

Looking ahead to 2016, plans include a Nursery Service indoor street party to celebrate the Queen's 90th Birthday, starting both Who Let the Dads Out in the Spring and Messy Church in the Autumn, running Parenting Teenager and Small Children courses, and the Marriage Course. Lent will focus on running a course called Discipleship Explored.

1.3 Men's Ministry

As with last year, 2015 has seen this ministry sit quietly, waiting for the right leaders to emerge. Plans began to develop for running "**Who Let the Dads Out**" (WLTD) in 2016. This is a national movement that encourages churches to run groups that dads and male carers take their children to. It serves three main purposes: i) it gives dads time with their children, ii) it gives mums a break, iii) it gives men time to spend with other men. WLTD is growing in popularity across the UK and its founders believe it is a way to transform the nation by, in the end, bringing many men to know Christ. We are keen to trial it. It depends on having a team of men to run it which, as 2015 drew to a close, was looking promising.

1.4 Whole Life Christianity

During Lent 2015, as part of our focus on Whole Life Christianity, we looked at how to be more **fruitful on our frontlines**. We particularly considered how we might better model Godly character, do good work, and be a messenger of the Gospel (either directly or indirectly). We agreed that what happens in Church should help to equip us to become more Christ-shaped so that we can play a full role in forwarding our vision to see the culture, values, and individual lives transformed by Jesus on our frontlines.

We also recognised that we need to be alert to potential opportunities to act and make a difference, and to be more purposeful in what we are doing, recognising the need to call on God's strength. Building on this, in Church we have subsequently looked at Jesus' personality, God's generosity, His forgiveness, and the need for repentance and healing. Moving into 2016, this has led to our spending time exploring the core fivefold ministries set out in Ephesians 4, with many of us then participating in the **Discipleship Explored** course.

Moving forward, we will continue to explore Scripture and seek other ways to progress, both as a Church and as individuals, working with God to do the things he calls us to do, so that each of us might become more like the person God designed us to be.

1.5 Tools for the Job

Enabling and encouraging one another as disciples is so important for Christians and we are seeking to do this in an on-going way. For 2015, in conjunction with what has been

described above about whole life Christianity, we sought to go deeper as disciples with a range of ideas under the heading “**Going Deeper**”. We developed the following leaflets to help with this: ‘Introductory Leaflet to Going Deeper’, ‘Spiritual Buddies’, ‘Reading the New Testament in a Year – reading plan’, A5 booklet on ‘Fruitfulness on the Frontline for Lent’

Key activities included individuals reading the New Testament in a Year, something we did a few years ago, undertaking the Fruitfulness on the Frontline course from LICC, signing up to have a spiritual buddy, sharing personal testimonies, as well as some teaching across the year that focussed on Jesus’ character and going deeper when life hits – how do we respond to money issues, work, addiction, generosity.

There was uptake with all the ideas but it was hard to maintain the momentum through the year. There is scope to revisit some of these ideas again in the future.

We have continued to maintain a **library** in the church. Loans are not numerous (19 in 2015) but that was a 25% increase on 2014. Many people may access information via the internet. We don’t know this. Loans early in 2016 indicate they’ll exceed those of 2015.

1.6 Strategic Use of the Building

We continue to strive to make Trinity as effective as possible for worship and church use as well as community use. This year the two main projects were: i) the installation of 98 solar panels on three of Trinity’s roofs, thanks to generous gifts and loans from many church members. We had an excellent company undertaking the work and there were few hitches. With 25kW installed capacity it will generate about 25MWh a year, saving about 18 tonnes of CO₂. At the same time, we also double glazed the church hall and other back rooms, further reducing future energy bills and our carbon footprint.

Secondly, we began working on improving our room booking system. This has been slow, is surprisingly complex, and will continue on into 2016. We need to ensure the building is sufficiently available for church use.

2. Our Relationships

This year has seen relationships in Trinity, with other local churches, organisations and charities, as well as with hirers of the building, and also our individual networks continue to develop and be a focus of prayer and commitment. This all needs to be at the heart of our life at Trinity.

Internally, our eight **small groups** continued to run with minimal change to report from last year. The **Leadership Team**, **Vision to Action Team** and **Church Council** worked at developing stronger and more trusting relationships which is positive to see. Where people took up the opportunity to have a spiritual buddy as part of Going Deeper, this encouraged mutual care and trust and deeper relationships.

Monthly **Open Saturdays** which took root during the year are creating opportunities to link in with charities which each Open Saturday supports, raises funds for, and draws in some local people. Another well-organised and well-attended **Christmas Fayre** did likewise and it was great having the support of Earley’s Mayor at this.

Relations with local stakeholders and organisations continued to be positive. With **ASDA**, by the end of the year, plans for starting **community chaplaincy** in the store were well

underway, as noted above, with the expectation it would begin early in 2016. The Reading Church of Christ will become part of the **Community Chaplaincy Team**. The **Church Council** continued to meet in the ASDA Training Room as one way to nurture links. Church Council prays for the store when it meets. Individuals from Trinity support various local charities and organisations, such as **The Contact Centre**. With our approach to mission and ministry guided by the frontline agenda we've been working with, our spiritual eyes and ears should be alert to any opportunities to show the love of Jesus.

The Minister continued to attend the **Community Forum** run by C-Salt, the education and leisure charitable trust that manages WBC's sport and leisure facilities. This keeps Trinity's profile raised with **Wokingham Borough Council** and other local organisations represented on the forum, including **Loddon Valley Leisure Centre**. The **Community Allotment** reported in the 2014 Annual Report, initiated by the Minister, and supported by a start-up grant from the Forum, got underway during the year, attracting additional funding from **The Earley Charity**. A site was agreed with **Hillside School** and work for clearing and getting planting underway was in place by the end of the year. The **Hillside Community Allotment Association** was established, and the Minister is the Chair. The Minister has got involved as a **governor at Hillside** with responsibility for the Spiritual, Moral, Social and Cultural agenda as well community issues.

As with last year, we continued to maintain relationships with various charities and mission organisations including **Readifood**, **Street Pastors** and **Home for Good**, **Christian Aid** (including Christian Aid Week), **Traidcraft** (in addition to other charities we supported through Open Saturdays). Total Traidcraft sales were approximately £2800 (up on 2014) but Traidcraft nationally continues to struggle, threatening its pioneering work with the most disadvantaged producers, so many thanks to those who buy regularly from Trinity's stall or make the most of the opportunity to try new things.

Trinity remains involved with **RE-inspired**. The team from Trinity of Kate Robinson, Jon Salmon (also a Trustee), Janet Whiteman and Lisa Waite continue to help run sessions for, and in, the local primary schools and find it to be deeply rewarding. A recent visit to Trinity from Radstock Year 2 children went down very well with the teachers and parents: one parent commented "My son loved the session at Trinity today. He's been telling me all about babies being baptised, quiet rooms with candles and lots of different crosses.....you clearly did an amazing job."

Time 4 Us, a group open to women of all ages now meets four times a year in the church on Friday evenings. The purpose of the group is to encourage and support women on their faith journey whilst at the same time offering friendship and enjoying a range of activities. On average 25+ women have attended meetings this year.'

Trinity continues to maintain its relationships with the **three 'parent' denominations**. Methodist **Circuit Meetings** are usually attended, as are the monthly **Circuit staff meetings**. **Deanery synod and chapter meetings** are attended too as are the **URC's Wessex Synod meetings**. The Anglican deanery focussed its attention on the church of the future, working towards a mission action plan which will be completed in 2016. Trinity takes its turn in hosting denominational meetings.

Trinity continues to play a part in **Churches Together in Berkshire (CTB)** and we also remain involved in the local **Churches Together in Earley and East Reading (CTEER)**, with the Minister continuing to sit on the Steering Group. He also remains a member of **Reading Christian Network**.

We have continued to use **Social Media**, notably **Facebook and Twitter**, to help share information, advertise and maintain relationships within and outside Trinity. Our **website** is still being more widely accessed and more imaginatively used. Sermons continue to be uploaded and event information included and, where possible, event booking forms are available.

3. Our Worship

We continued with our regular pattern of weekly worship. This included 5th Sunday 9.30am all age services organised and led by a great team, and the 11.15am quieter more traditional service which continued to attract approx. 25-30 people. **FEST** continued as well, organised and led by some of the youth.

At **10am** our **family service** style reflects an informal and lively approach to worship. We use a wide variety of musical styles, mixing newer material with older, more traditional hymns. Our music continues to be provided by a core of musicians using mainly guitars and keyboard but at least once a month there is a fuller band. We have continued to occasionally include special 'all-age' songs whilst the children are present before they leave for their own Junior Church activities. At **8am** we stuck to more traditional hymns and had a quiet service every 6 weeks or so. The **FEST** services have continued once a month at 6pm. These services are informal and are led by our young people who mostly use modern worship songs usually accompanied on guitars, ukulele and keyboard. Due to the core leaders of the FEST music group leaving for university and starting employment this service is currently in a transition phase and may well change in format in the future.

Leading worship, preaching, reading praying, operating the PA and projector and stewarding and welcoming is all undertaken by a large group of people. It was great to welcome Rev Chris Evans to the team in the first part of the year. This was mentioned in last year's report, since when Chris has been getting involved and serving Trinity. Chris is a member of the Methodist Circuit and he and his family started worshipping at Trinity with Chris made our Associate Minister. Chris is full time Chaplain and Boarding Master at Reading School so has limited time but has been a real blessing. He will play a leading part in working with Jon in steering our Worship and developing our Worship Team. It has been good to see all those involved in leading worship working well together, and our technology serving us well too. Its great having some young people involved in operating the projection and PA systems. It'll be even better if we can, in future, draw in more young people into other areas of our worship on a regular basis.

Trinity, like most churches, is experiencing a **shift in patterns of attendance**. Consequently attendance per service is lower most weeks than a number of years ago. This should not be glossed over but shouldn't either be seen as a lack of commitment on the part of members and adherents. To some extent it is a reflection of changing life-styles. Churches, Trinity included, need to respond by sharpening up i) how it reaches out to people and makes disciples (simple to state!) ii) what it provides because some tried and tested models of church and worship are no longer working in the ways they seemed to in the past. We need to be waking up to this more quickly than we are!! This is a significant but exciting opportunity. We have a growing number of adults and children taking part in Trinity related activities but who don't yet really belong, never mind believe, and who don't but could feature in our membership statistics.

Mid-week our small groups worshipped in homes, the Nursery Service reached 20-30 young children and a similar number of Mums and carers, Youth Net spent time

worshipping and we held occasional services to celebrate Ash Wednesday, Passover, Ascension, Pentecost, and All Souls. We also had praise services for the **Chalfont Group** at Easter, Harvest and Christmas.

At **Easter** we had to come indoors on Good Friday because of the weather and for once weren't able to worship in ASDA's car park. However, we did gather, as usual, outside, with members from St Nicholas, at sunrise by Maiden Erlegh Lake on Easter Day. At **Christmas**, we celebrated with a Christingle at a 10am family service, an evening Carol Service and a packed Crib Service as well as a mid-night Communion Service both on Christmas Eve, and a family service on Christmas Day. Andrew Rixon, once again, organised a singing group of approximately 20 people, which performed at the carol service and the midnight service.

Junior Church continued to be co-ordinated by Lisa Waite and a great team of teachers of helpers continue to serve. There was an average of 22 children joining us regularly each week and we've welcomed a couple of new families over the year. The nursery class, our youngest from 2.5 years old, explored the Lord's Prayer in fun and creative ways. A highlight for Junior Church is making and giving out the Mother's day gift each year when all the children come together as a team, the older ones helping the younger ones, with a real sense of joy and productivity!

In the future we are looking to involve the children more in the services, and to be a part of family communion more often.

Our worship wouldn't happen without a faithful team of **stewards** and **welcomers** and **cleaners**. Trinity is grateful to all who serve in these ways. Church Council has recognised the need to clarify roles because it is not easy to find new stewards but there is a question about whether stewarding at services needs to be linked with a seat on Church Council.

4. Our Prayer Life

Our worship and our small groups have continued to have prayer at the centre of all they do. In services spontaneous prayer has continued to play a growing part and we have a group of faithful prayers who lead intercessions in our services with sensitivity and creativity. Our prayer chain continued to be very active under Jill Duncan's co-ordination. This certainly provides encouragements and some answers to prayer. During Maundy Thursday and Good Friday we had a creative and well-organised 24 hour prayer vigil.

5. Our Management

Church Council met as scheduled and overall attendance has been good. We continued to meet at ASDA as it is felt that our presence in ASDA contributes to the relationship and chaplaincy program going forward. We welcomed Sandy Catchick and Veronica Elleson to the Church Council while saying goodbye to David Ramsden. We still have Church Steward vacancies on Church Council but are still compliant with regards to the required ratio to trustees.

Church Council worked on the development of a new Human Resources Team, including the role of the HR Team Leader. Thanks to Annelise Thornton for her assistance with this. Church Council agreed to disband the Staffing Committee which will be replaced by the new HR team. By the end of the year the search was on for the right person to take on this role. The HR Team will support our paid employees and volunteers and ensure we are

serving both categories as a good employer. The search was also on for the right person to take on the role of Publicity Team Leader. This is an important role.

During the year, as noted above, the contractual arrangement with our Pastoral Worker was changed. Her employment was transferred from the Methodist Circuit and the post's hours were increased from 17 to 30. Thanks go to members of the church who have increased their giving to make this possible.

Church Meeting – We have trialed various forms of meeting including Sunday meetings followed by a “bring-and-share” lunch. We have an ongoing issue with poor attendance at church meetings.

6. Our Membership

Our church database is made up of 249 entries – 153 members (160 in 2014), 54 adherents (61 in 2014) and 42 children (43 in 2014). This shows a drop on the previous year and reflects a continuing pattern but those who have left have generally either moved away or passed away. This pattern needs reversing but it doesn't reflect an increasing number of new people who are yet to make it onto our database. We have acknowledged the need to improve how we seek to integrate new people into Trinity – not just services but more specifically into our family, into small groups, and how we can nurture them as disciples of faith following Jesus. Greater emphasis will be placed on this in 2016.

We need to appreciate that, in addition to the database figure, there are approximately 30 children and 30 adults regularly attending our Nursery Service, by the end of the year we had getting on for 20 new people beginning to attend services and we have approximately 15 regular attendees of communion services in local care homes. It's not all about numbers but they do matter for a variety of reasons. It is encouraging to add approximately 95 people to the total in the database!

7. Our Finances

General Outlook

We ended the year with a surplus of £1,000. This was achieved by a combination of cost cutting measures and prudent financial management. The year was very challenging in terms of our income streams as the church lost some of its members who were also substantial givers. Most of these members had relocated.

Income

Total income for the year stood at £120,572. This amount was £18,000 less than the same period last year. This was the case because in the previous financial year there was a one off donation of £10,000. Envelope giving was £11,939, slightly up on last year, but cash giving was £1,000 down at £9,407. Standing order giving was also down at £52,313 compared to same period last year. Manse letting was £4,900, up from £3,200 same period last year. The church leadership are working on various strategies to increase giving, both cash and standing orders.

Expenditure

Total expenditure was £119,635, which was £9,920 lower than last year. Expenditure on Training and Growth, Ministerial Expenses and Anglican Assessments were substantially higher than last year. There were no Youth Worker costs as the church did not have one in place.

The solar panels project was fully financed mostly by loans from the congregation and the panels are now operational. It is expected that benefits from the installation of solar panels will begin to reflect in lower gas bills from the next financial year.

Mission Giving

Mission giving amounted to £6,025, up from £5,267 last year. This is well below the required 10% minimum threshold. The leadership team is determined to address this trend and there is hope that in the next financial year, the church will reach its 10% threshold in mission giving.

Notable donations in the year were £1,750 to Christian aid, £700 to Parkinson UK and £720 to East meets West.

Three Year Budget

A three-year budget from September 2013 to August 2016 was agreed by the Finance Sub-Committee in May 2014. Church Council ratified the budget and it was also discussed at the general church meeting in June 2014. Following the Methodist Circuit purchasing a new Manse for the Superintendent, our Manse at 1 Strand Way was let from 30 November 2013. It was agreed with the Circuit that the income generated between Dec 2013 and Aug 2014 will be split two-thirds to the Circuit and one-third to Trinity. The income will then be split 50:50 from September 2014. The church is expected to receive the first manse contribution in March 2015. Years two and three the income has been budgeted. It is our policy to designate the income from the Manse so that we could use this income to support the General Fund.

Reserve Policy

Our Reserve Policy has been changed by Church Council from 6 months to between 3 and 6 months' cover. So we should never let our reserves fall below 3 months turnover and also never let the amount go above 6 months. The Reserves refer to Unrestricted Funds. The lower amount based on last year's turnover, without the one off Grant, would mean we need £33,000 in reserve. We currently have £32,000 in reserves.

Summary

While we achieved a substantial surplus in the year, Trinity still has many financial challenges over the coming three years. In terms of spiritual growth, Trinity has now increased the hours of the Pastoral Worker by a further five hours to a total of thirty hours a week as noted above. The Pastoral Worker was moved fully to the Trinity payroll from September 2015.

Another crucial area which needs attention is discipleship. Trinity has not done a lot in this area and a concerted effort needs to be put in place to ensure that outreach activities are increased in the coming year and beyond.

There is also need to increase income, mainly membership giving, so that Trinity can operate comfortably and also be able to give donations to as many charities as possible. The leadership team is well aware of these challenges and are keen to improve the situation in the coming year.