

June 2022



Members Meeting Elder Board Chair Report

Dear Fellow Trinity Members,

As you know, since January, the EB and staff have been working together on the reorganization and budget alignment. Our primary objective/determination has been dedicated to present a balanced budget and aspire to move forward in a positive light as we restore health to the organization.

Many of you have contributed through committee work, using your gifts, giving time and praying towards this goal. We are so grateful for all the work being done. We extend an invitation to anyone who would like to get more involved by lending his or her personal or professional experience. Because of your faithfulness, we believe God has great things in store for Trinity Church and its community.

Upholding our promise to keep communication channels open, we are intentionally hosting more meetings than usual. In the last ninety days, this has included staff, members, and committees. This requires a lot of time, preparation, and dedication. On behalf of the Elder Board, we want to thank those who are serving with us especially during this challenging season. Your presence, work and engagement is what will allow us to emerge into a new season with hope and clarity about our future. Thank you.

Below are a few updates for your perusal. The expectation is that you will have read the Members Meeting package prior to joining us on June 21, 2022. The Elder Board Chair's report serves as a framework to support elements of what we will be presenting at the meeting. We will not be reviewing this report at the meeting.

MEETING PROCESS

During Members meetings, we expect adherence to the code of conduct, which is guided by our by-laws and Roberts Rules of Order. We will be adhering to this process to respect the time allocated for the meeting and ensure we can cover the full agenda. Trinity's governance and policies guides the Elder Board in their roles and responsibilities. One of our objectives is to continue learning, finding ways to be more effective, efficient, and clear in how we work and serve. Rooted by Trinity's values, we uphold our promises to serve the community and represent Membership.

Your voice is important! If something is not addressed during a meeting, it could mean that it is not relevant to the items on the agenda, not the right forum to have such a discussion(s) or other. If anyone feels after any meeting, that they were not heard, could not share, please reach out at elders@trinitykelowna.ca so that we can address any questions, issues, or concerns. Our desire is to create open and transparent dialogues amongst our community.

FINANCES AND OPERATIONS

Finances: The current financial reality of Trinity keeps being challenging. The team and Elders have worked hard to present a balanced budget. We have been prudent but also believe that God can provide beyond our expectations and plans. We were quite blessed to see close to 70 people in our pre-budget meeting to ask questions and express very valuable comments. Thanks to all those that invested their time into helping us.

Staffing Map: Understanding financial realities, it was critical to reduce our staffing map to build a manageable future. Effective February 14th, we moved 30 employees into a temporary layoff scenario (13 weeks). Every department was impacted including the Senior Lead Team. Remaining senior staff incurred a 5% salary rollback which continues to this day. Prior to the layoff we employed 44 individuals (F/T, P/T, Contract & Interns). During this difficult process, the goal has been to provide staff with clarity, grace and authenticity.

Although our revenues have stabilized, it became apparent we needed to apply for a Temporary Layoff Extension (Variance) through August 31. Our staffing map will continue to evolve as some have resigned, found new employment, or retired. As we look to the re-opening of our Auditorium and anticipated growth in attendance, our mindset has been a desire to be prudent without relinquishing our spiritual and practical presence in our local community.

Transitions: As Wayne completes his tenure on June 30th, Scott Lanigan, (Executive Pastor) and Kevin Nichol (Director of Finance and Administration) will continue to liaise with the Board. Through weekly meetings, we have established a working framework with transparent communication and clear boundaries so we can collaborate to meet our objectives.

CAPITAL RENEWAL PROJECT

Since our April 26th meeting, the construction work has continued and is still aligned with the plan presented in April. We want to thank the numerous volunteers that have been helping in all kinds of ways in the last weeks to allow us to continue the work. A Capital Campaign team has also been formed and is led by Kristin Edstrom.

SENIOR PASTOR SUCCESSION

The Search Committee has been meeting weekly as they continue this important work. Inherently, it requires a confidential process honoring all those involved. Equally important is to provide as much information as possible to our membership. To that end, Tom Loewen, Chair of the Search Committee, will give a brief update in upcoming meeting.

GOVERNANCE

Elder Board Orientation: In our May meeting, the Elder Board approved a revised onboarding process for existing and newly elected Elders. The intent of this process is to align and orient the entire Board. It will be held over half a day in July 2022 and requires mandatory attendance.

There will be a review of the Board structure, updated Elder Board Manual, tools and resources to increase Board efficiencies and effectiveness. The workshop will stimulate Board engagement as we connect, learn together and better understand roles, responsibilities, and risks as Elders.

Additionally, focus will be given to building an annual plan, with the intent, over time, of shifting our work to focus more on a macro level and long-term strategic initiatives. During the orientation, the Conflict of Interest (COI) and confidentiality statements will be reviewed, and each Elder will be asked to sign a copy.

Our orientation will be facilitated by Rachel Renaud. She is a vastly experienced consultant specializing in governance and business coaching. She has the tools and knowledge necessary to guide the Elder Board and Trinity Church into being a well-governed organization understanding our fiduciary responsibilities (legal, financial, risks) and member representation.

Nominating Committee: As you know, the committee has been working diligently over the last few months to present candidates for nomination at our June meeting. We want to thank Kristin Edstrom for her leadership and the committee for their efforts to highlight the candidates to us prior to our June meeting. Kristin will provide additional updates at the meeting. If you have not had the time to review the slate of proposed nominations, please take a moment to review their profiles (included in this June meeting package).

We look forward to having you join us for the June meeting. Should you want to reach out prior to us gathering please send an email to elders@trinitykelowna.ca

If you have an interest in volunteering your time on a committee or other, please reach out with your interest at elders@trinitykelowna.ca

On behalf of the Elder Board, we continue to ask for your prayers and guidance. Together we are stronger and we are confident that the future holds many blessings for our community. Patience is a virtue; we are in a process of transformation and elevation that requires process and time. We thank you for your continued confidence.

We pray for you, your families, and our community. May we keep our eyes on Jesus.

With gratitude,

Martin Tremblay, Chair
On Behalf of the Elder Board