

# Analysis of Responses to Question 4: 'What are your hopes and dreams for Trinity 10+ years from now?'

## 1. Major Themes

### A. Growth and Vitality

- Desire for increased membership, especially more young families, youth, and young adults.
- Hopes for multiple pastors, expanded services, fuller pews.
- Vision of a vibrant, sustainable congregation.

### B. Youth and Next Generations

- Strong emphasis on thriving youth ministry.
- Includes children's and teens' programs, camps, daycare, mission trips, intergenerational activities.
- Goal: youth leadership pipeline.

### C. Worship, Faithfulness, and Theological Integrity

- Some stress rootedness in Scripture and not drifting with culture.
- Others emphasize ELCA's welcoming, inclusive theology.
- Desire for heartfelt, Christ-centered, unifying worship.

### D. Inclusivity and Diversity

- Calls for growth in diversity, including racial, generational, and LGBTQIA+ inclusion.
- "All are welcome" repeated.
- Tension between inclusive vision and conservative caution.

### E. Community Outreach and Service

- Dreams of Trinity deeply engaged in Midland and beyond.
- Programs for mental health, affordable living, meals, elder care, marginalized groups.
- Trinity as a community hub and trusted nonprofit partner.

### F. Facilities, Camps, and Programs

- References to Wixom Lake camp thriving or re-purposed.
- Dreams for family life center, preschool, daycare, afterschool, expanded facilities.
- Physical renewal of the church building.

### G. Internal Culture and Leadership

- Calls for unified vision, less division, more transparency.
- Strong lay leadership, small groups, robust ministry teams.

## 2. Categories with Illustrative Quotes

### 1. Growth & Vitality

"So many folks have joined we need additional worship services and two or three pastors."  
"Grow to twice the congregation size."

### 2. Youth & Next Generations

"Youth programs are once again full of children of all ages."

"Better youth programs. If you involve the kids & keep them involved, they become the church when we're gone."

### 3. Faithfulness & Worship

"I hope Trinity will be known as a church that is unwavering in teaching the Bible."

"That Trinity is still a place where the Good News of Christ crucified and resurrected is preached."

### 4. Inclusivity & Diversity

"That we would see an increase in youth, young families, and the LGBTQIA+ community."

"Continue conservative teachings and do not go woke."

### 5. Community Outreach

"Reach those who need Jesus: spreading the gospel to the marginalized, being the hands and feet to those who need to see Christ's love in action."

"I'd like Trinity to become a haven for young families ... meals, childcare, support."

### 6. Facilities & Programs

"Finish the church camp on Wixom Lake ... several activities for all ages."

"Full day 5 days/week preschool/daycare ... After school K-5 program."

### 7. Internal Culture & Leadership

"That we become a church with a unified vision ... a culture of developing and trusting new leadership."

"We must do better. We currently have very uncomfortable divisions."

## 3. Summary

- Growth and youth vitality are the most consistent hopes, with families, children, and future leaders at the center.
- Spiritual/theological clarity is a dividing point: some call for inclusivity and diversity, others for conservative biblical fidelity.
- Community engagement remains a major aspiration, envisioning Trinity as a hub for service, compassion, and outreach.
- Facilities and programs — especially camps, childcare, and expanded ministries — reflect long-term vision for infrastructure to match mission.
- Unity and transparency are desired to overcome current tensions and build lasting strength.