

A Note on Appendices

The leaders and congregation are committed to a periodic comprehensive self-study process to ensure decisions are made based on a high level of collaboration and objective information. In the dynamic environment in which churches find themselves it is important to regularly examine the congregation, the community and the culture to do as much as we can to remain relevant and obedient to God's guidance.

The steps taken in preparing for the pastor search reflect this commitment on the part of Trinity's Session, Nominating Committee, Pastor Nomination Committee as well as the full congregation: The links to these documents can be downloaded from our website --

www.trinity@trinityalaska.org

1. Community Needs Study (by the Nominating Committee, April 2016)
 - a. Who is Trinity...How Do We Currently Serve the Community?
 - b. How Do We Describe the Community?
 - c. What Does Trinity Uniquely Have to Offer?
2. Round Table "Lunch and Discussion" on Community Needs, Full Congregation, April 17, 2016
3. Church Member Survey (Nominating Committee, early May, 2016):
Responses on such topics as current church priorities, how the leadership is doing, and congregation's opportunities to participate.
4. Executive Summary
5. Average Worship Contributions 2006-2015
6. Total Income 2006-2015
7. Average Worship Attendance 2006-2015

Trinity Presbyterian Church

2016 Community Study

April 17, 2016 Draft

Trinity's Session is proceeding with the search for an Installed Pastor. The Presbyterian Church USA suggests conducting early on a Community Study to define who we are in the context of our "community" needs.

The search process is outlined in the denomination's Book of Order. The Nominating Committee identifies candidates for the membership to consider in electing the Pastor Nominating Committee (PNC). The PNC independently searches for and narrows the list of applicants for Pastor to a single candidate for the membership to consider electing.

Gathering information about the community we serve early on through a "Community Study" will assist in validating and updating our Mission Statement. Further, the Study may be of use to the PNC in preparing the Ministry Information Form (MIF), which describes Trinity, its environment, and what kind of a Pastor we are looking for.

Note: This draft of the Study reflects what the people of Trinity have learned about the needs of their community through past and current experience. Interviews with community leaders and organizations are planned to add depth and outside views of how we can serve. We also anticipate updates every year or so to keep current so one should think of the "Community Study" as a work in progress over the coming years as the Congregation and relationships with the community leaders inform our decisions.

This "Community Survey" has prepared foundational information about:

- I. Who is Trinity (and what services does Trinity offer now)?
- II. What are the community's needs?
- III. What does Trinity uniquely have to offer?

I. Who is Trinity (and what services does Trinity offer now)?

Mission: *"Prayerfully Filled Up and Poured Out"*

While Trinity attracts members and attendees from all over Anchorage, and even long-time friends from other places, the largest number lives in the Hillside neighborhood. For those who know us, Trinity is well recognized for its welcoming atmosphere, prayerful worship, Christian education and local, Statewide and international outreach. This reputation has spread largely by word of mouth and multigenerational relationships over the decades. Under the guidance of Session, the people of Trinity:

- Include 110 members and a similar number of "Friends of Trinity" who keep in touch, most of whom are age 50+.
- Provide our community and people from around the State a welcoming place of worship.
- Participate in the Youth Group, when combined with participants from First Presbyterian Church, meets weekly and averages about 10.
- Lead children's Christian Education at Nursery and Elementary ages.

- Lead and study in the Adult Christian Education Class averages about 15.
- Serve as Deacons to meet the needs of our congregation and Friends of Trinity
- Serve as a relatively high per capita rate in such activities as: Trinity Presbyterian Women, Women's Retreat, Men's Ministry, Deacons, Mission Team, and many other ongoing activities and groups providing leadership and services to members, attendees, visitors, the general public and other churches.
- Reach out and connect with neighboring folks outside of the Congregation through the Connections Team...
 - Intentionally serving people and organizations in our community, such as music, science fair and "date night" events at Huffman and other elementary, middle and high schools, and sharing facility space with other churches in need.
 - Offer to be a community resource by providing facilities for non-profit music groups such as Anchorage Jazz Ensemble and Anchorage Marimba Ensemble, Community Council and Home Owners Association meetings, and kids activities such as Taekwondo and Cub Scouts/Boy Scouts.
 - Create new community gathering opportunities such as "Blessing of the Animals (pets)" and a Community Garden open to neighbors.
- Provide Christian wedding, baptism and memorial services to the community.
- Be available to pray with anyone, and offer a safe place of prayer and refuge for the troubled, ailing, fearful, angry and overwhelmed.
- Welcome attendees from villages all over Alaska who seek an Anchorage spiritual home.
- Though technically beyond the immediate neighborhood, Trinity embraces...
 - Citywide homeless, hungry and jobless people through the Downtown Soup Kitchen, Anchorage Rescue Mission, Bean's Café and Salvation Army Rehabilitation program, as well as
 - the Village of Anaktuvuk Pass through annual visits, VBS, facility repairs, ministry and worship with those who have moved to or are visiting Anchorage.

II. What Are the Community Needs?

While there are many ways to identify our "community," most attendees are from nearby Hillside neighborhoods. Because statistics are generally collected at the Municipality level, we start with what we know about the larger Municipality of 300,000 and search for more localized socio-economic data and anecdotal information where available.

A. Area wide Municipality of Anchorage:

Age trends in Anchorage:

Retired/elderly segment has grown because of quality health care, low taxes (so far), age friendly community amenities, especially if they have paid off their home mortgage.

Anchorage is growing older on average, from about 30 to 33 in the past 25 years, stemming

Of the five states affected by the recent 70% drop in oil prices beginning in 2014, Alaska is most economically dependent on the oil industry and is feeling it most. The effects are delayed but already being felt in job loss, housing construction slowdown, and drops in private and public economic spending, in State spending and the one-third of the economy that is dependent on the oil and gas industry.

Young people are some of the worst hit, and the impact of oil prices is expected to drive more young people who are less established in their careers to look outside Alaska for employment.

Housing trends:

Housing prices were still high in late 2015, but this year real estate professionals see “hunkering down” or buying a more moderately priced home. Federal rules raising criteria to qualify for loans are affecting home buyers, especially young people who are early in their careers and have less savings. “It is hard to be a young adult in Anchorage now,” says one realtor, “and it will likely be so for some time.” On the selling side, trying to sell a nice home may take three years. So people are somewhat wary of buying.

Fact: Average Anchorage sales price of a single family stand-alone home is \$350,000, which is within the subsidized range, at around a 3% interest rate. At this modest level most are well built, insulated, and sell fairly well. Older and expensive homes not selling as well.

On the higher end of the spectrum real estate professionals estimate the median price of a Golden View neighborhood home is about \$500,000. This may not be considered expensive by Seattle standards, but it is historically high for Anchorage.

B. Neighborhood

While Trinity draws parishioners from numerous areas, our Trinity Neighborhood Quadrant accounts for the majority of our attendees, though the proportion outside the quadrant has recently increased. Its boundaries are generally bounded by:

Abbott Road to the north

Seward Highway to the west

Potters Marsh to the south

Upper Hillside mountains to the east

Schools:

High Schools: South and Service

Middle Schools:

Elementary Schools: Huffman, O’Malley, Bowman, Spring Hill and Rabbit Creek

Socio-economic “rules of thumb,” according to a professional realtor, for the Trinity quadrant neighborhoods compared to the Municipality at large include:

Highest educated

High parent involvement in schools

Highest professionally educated and employed residents

Highest average home price

High % of church affiliation (as high as 30%)

III. What Does Trinity Uniquely Have to Offer?

A. Selecting Priority Unmet Needs

In a relative sense, the Quadrant Community is economically well off, yet spiritual and physical safety needs appear everywhere in society. There are also some pockets of disadvantaged people to be served. Some of the unmet needs are:

- School-Church partnerships
- Healthy activities
- Spiritual support
- Elderly needs
- Greater awareness of Trinity's ministries

B. Trinity's Opportunities and Tools

Trinity is offering a number of services, including the examples above. So are there any gaps that Trinity can realistically address?

- South High School and Service High "School-business partnerships" such as music and science fair events can lead to student interest in what Trinity is doing in people's lives
- "School-business partnerships" and PTA-Trinity relationships at the middle school and elementary levels can be developed with O'Malley, Bowman, Rabbit Creek and even our closest neighbor, Huffman, are productive ways of introducing new people to Trinity and vice versa.
- Community Garden—get our fingers in the soil and share the harvest with the needy
- Blessing of the Animals (Pets)—what better way to get to know neighbors?
- Emphasis on reaching out for more community use of the church facilities throughout the week
- Additional special events Christmas and Easter events
- More communication of our events to the community through the media, social media and word of mouth by the Congregation.

C. Specific impact on church attendance and membership:

In our efforts to grow Trinity and serve new folks this study has discovered that we should not

Downturns in the oil and gas sector certainly causes job loss, house sales and consideration of moving Outside (including younger citizens), but even if one tenth of the population leaves, it will not make a dent in the huge number of people who do not have Christ in their hearts.

With God's guidance will there not be plenty of unchurched folks of all ages that need to hear the Word? That is the golden opportunity Trinity can look forward to.

How is this?

True, the emerging economic picture in Alaska will be difficult for many. Yet, statistics show an interesting picture:

- When uncertainty in employment and home value causes personal and family insecurity, people tend to seek assurance and security.
- When insecure, people are drawn to stability, peace, prayer and a message of hope. After the 9/11 tragedy, America experienced the highest church attendance in decades.
- Trinity is such a place where the challenged can find peace, spiritual help, and relief from worry by focusing on *Christ's message of hope*. Good news displaces that which we fear.

D. Summary:

It is worthwhile to discuss who we are, where are our best opportunities to reach out and serve, how can we reach out effectively, what tools and strategies can we employ in God's name to further his Kingdom in our own community and Anchorage as a whole. The examples in this Study are preliminary, and suggest areas that may warrant further discussion. With everyone contributing to the dialogue the Community Study can be a significant analysis as the Pastor Nomination Committee proceeds with its discernment.

In summary, the opportunities include adding emphasis on:

- Reaching out with Christ's message of hope and service to young families and students, by partnering with schools and their activities;
- Modeling the Good News by coming alongside those in need and those who may be just looking for something worth believing in;
- Attending to the spiritual and physical needs of all age groups; and
- Prayerful worship and discipleship.

We have made a good start in the past two years and are seeing high congregational participation, a good indication of a healthy church family. Our resources may be limited in some ways but recent signs of new growth in former members and new attendees foretell an unlimited capacity to reach our Community, powered by God's love and guidance.

Priority Needs in Trinity's Community

Table #1: Reporter: Dora Soria

Trinity

Youth Group
More Activities other than Sunday
Calendar
Date Night
South High Partnership
Middle Schools
VBS – Other Churches

Top 3 Needs in Community

Family Programs

Community Events – Picnic, Heart Run, Group Activities

Date Night – IQ

Coordinators

How Can We Do This?

Network with other Churches

Invite Other Churches

Community Center

Elderly

Table #2: Reporter: Beverly English

Community Needs:

Young Kids; young families

Shut-ins, Elderly: Touching hand, welcome baskets

How to reach; How to identify

Impoverished areas

Keep meeting as a Congregation; Sharing Ideas

Different tables, new ideas; Keep Communication Open

Table #3: Reporter: Millie Livesay

Traits of Pastor

Pastor who mingles with the Congregation and guests

Hospital visitation

Someone or more to relate individually to members and guests and care about how they will fit in and what they can do within the body

Needs:

Religious teaching should be focus of Youth activities: Keep religious aspect. Young can get "fun" activities in many other places

Teens a focus

Best way to serve community is make sure you are not losing the core of the Church

Teach them how to reach out

Church is the core of helping to support the family

Sincerely want to get to know each other

Hearing impaired capability

Speak not so fast and more clearly

Table #4: Reporter: Susan Lundgren

Community Needs

Community Centers

Teenagers after school

Young Life Partnering

Big Brother/Big Sister

Covenant House

School

Before school

Unsupervised after school South High

Hunger

Homeless

Kids serve adults

Feed them

Table #5: Reporter: John Russell

Community Needs

Build a Community

ASD _____ Program

Facilitate single family _____

Allow Christ to flourish

Table #6: Reporter: Spencer

Community Needs:

We need to share the Good News, e.g. at work

Tutoring kids

Drug Counseling

Reading to autistic

Needs: spiritual support, education

Foster care

Job loss counseling

Table #7: Terry Keith

Community Needs

Hospital visits

Partner with other Churches, e.g. First Pres

Churches in neighborhood here: how do we partner without competing?

Open up Bible Study and education to the community

Table #8: Reporter: Tom Morse

Community Needs:

Outreach to homeless; Bean's, Downtown Soup Kitchen, Rescue Mission

International outreach

Building relationships with Hillside through community _____ schools

Outreach to our neighbors, newcomers through bread baskets, flowers, pies

Take the initiative to welcome newcomers at Church; encourage others to do the same

Trinity Presbyterian Church

Church Life Survey 2016

In order to assist our Pastor search, we would like to hear from you! Please take a few minutes to thoughtfully consider the two questions below, and to reply to the specific items that make them up. The results of this survey will be presented as part of our congregational gathering held after worship on Sunday, May 4th.

Question One:

Churches typically perform certain tasks. Please respond to each item below by indicating whether you feel Trinity needs to give the task more emphasis, whether you are very—or generally—satisfied with Trinity's current performance of this task, or whether you feel the task currently receives too much emphasis at Trinity. For each question, put an "X" below the column provided.

Task	Needs More Emphasis	Generally Satisfied	Very Satisfied	Receives Too Much Emphasis
Offering worship that provides a meaningful experience of God and the Christian tradition, using both contemporary and traditional elements	_____	_____	_____	_____
Providing Christian Education for children and youth	_____	_____	_____	_____
Providing Christian Education programs for adults	_____	_____	_____	_____
Helping members deepen their personal, spiritual relationship with God	_____	_____	_____	_____
Sharing the Good News of the Gospel with the un-churched	_____	_____	_____	_____
Engaging in acts of charity and service to people in need	_____	_____	_____	_____

Question One (continued)

Churches typically perform certain tasks. Please respond to each item below by indicating whether you feel Trinity needs to give the task more emphasis, whether you are very—or generally—satisfied with Trinity’s current performance of this task, or whether you feel the task currently receives too much emphasis at Trinity. For each question, put an “X” below the column provided.

Task	Needs More Emphasis	Very Satisfied	Generally Satisfied	Receives Too Much Emphasis
Encouraging members to act on the relationship of the Christian faith to social, political, and economic issues	_____	_____	_____	_____
Providing a caring ministry for members who are sick, shut-in, and bereaved	_____	_____	_____	_____
Providing pastoral counseling to help members deal with personal problems	_____	_____	_____	_____
Providing fellowship opportunities for members	_____	_____	_____	_____
Helping members understand their use of money, time, and talents as expressions of their Christian faith	_____	_____	_____	_____
Supporting the global mission of the Presbyterian Church (USA)	_____	_____	_____	_____
Helping members discover their gifts for ministry and service	_____	_____	_____	_____
Participating in activities and programs with other local organizations and religious groups	_____	_____	_____	_____

Question Two:

In order to carry out the tasks mentioned above, every church must deal with certain organizational issues, among them how decisions are made, information shared, and how resources are developed and used. Listed below are a number of statements that touch on these issues. To what extent do you agree—or disagree—that each statement describes Trinity? A "Don't Know" response is provided, but please use it only when absolutely necessary.

Issue	Strongly Agree	Agree	Disagree	Strongly Disagree	Don't Know
Members are well-informed about what various committees and groups in the church are doing	_____	_____	_____	_____	_____
Activities taking place in our congregation are well-publicized to the surrounding community	_____	_____	_____	_____	_____
A study of the needs of the congregation and community is regularly undertaken as a basis for church planning	_____	_____	_____	_____	_____
Members and groups are willing to support new initiatives in the church	_____	_____	_____	_____	_____
Resources/opportunities are provided to members to discover their particular gifts for ministry and service	_____	_____	_____	_____	_____
Members are provided the training they need for committee and task assignments	_____	_____	_____	_____	_____
Every member who is capable and interested has an equal opportunity to hold key leadership positions	_____	_____	_____	_____	_____
The theological and Biblical implications of important decisions are regularly discussed	_____	_____	_____	_____	_____

Question Two (continued):

In order to carry out the tasks mentioned above, every church must deal with certain organizational issues, among them how decisions are made, information shared, and how resources are developed and used. Listed below are a number of statements that touch on these issues. To what extent do you agree—or disagree—that each statement describes Trinity? A “Don’t Know” response is provided, but please use it only when absolutely necessary.

Issue	Strongly Agree	Agree	Disagree	Strongly Disagree	Don’t Know
-------	----------------	-------	----------	-------------------	------------

Important decisions about the life of the church are rarely made without open discussion by church leaders and members

Looking Ahead: Goals for Our Future

Based upon your replies to the above questions, what would you identify as the top five goals for Trinity over the next 3-5 years? Please list them below, in descending order. Please also indicate steps to achieve these goals—i.e. if you wish to see Trinity grow in members, how should we go about doing it, and so on.

Goal One: _____
Goal Two: _____
Goal Three: _____
Goal Four: _____
Goal Five: _____

Are you willing to give your time and talents to achieve these goals? If so, enter your name and contact information below. You will be contacted with next steps!

We would also like to know more about you. The following information is optional:

Age:
Gender:
Years as Member or Attendee:
Avenues of Involvement as Member or Attendee:

Thank you! Your input will be part of the data shared at the gathering following worship on Sunday, May 4th! We look forward to seeing you!

Executive Summary – 2016 Church Life Survey

1. Number of respondents: 34
2. Males: 13
3. Females: 21
4. Average age: 64 (Two were under 25 years; delete those and the avg. age is 67).

Question 1: How well does Trinity do its job of providing Christian education??

- | | |
|---|---|
| a. Generally or very satisfied: | 31 Yes; 3 – needs more emphasis |
| b. Christian Education for children and youth: | <u>SPLIT</u> ; 17 yes; 17 – needs more... |
| c. Christian education for adults: | 23 yes; 11 – needs more emphasis |
| d. Helping members deepen their spiritual relation w. God: | 21 yes – 13 – needs more... |
| e. Sharing the Good News with the un-churched: | <u>SPLIT</u> ; 17 yes – 17 needs more ... |
| f. Charity and service to people in need: | 22 yes; 12 needs more emphasis |
| g. Encouraging members to act on Christian Faith – social, political & economic matters | 24 Yes; 10 - needs more emphasis |
| h. Providing a caring ministry – shut-ins, etc. | 20 yes; 14 - needs more emphasis |
| i. Providing pastoral counseling | 20 yes; 14 - needs more emphasis |
| j. Providing fellowship opportunities | 28 yes; 6 - needs more emphasis |
| k. Using money, time and talents in Christian faith | 27 yes; 7 - needs more emphasis |
| l. Supporting global mission of PCUSA | 28 yes; 6 - <u>too much</u> emphasis |
| m. Helping members discover their talents | 19 yes; 15 needs more emphasis |
| n. Participating with other organizations & churches | 23 yes; 11 - needs more emphasis |

Question 2: How well do we organize, communicate and develop or use our resources??

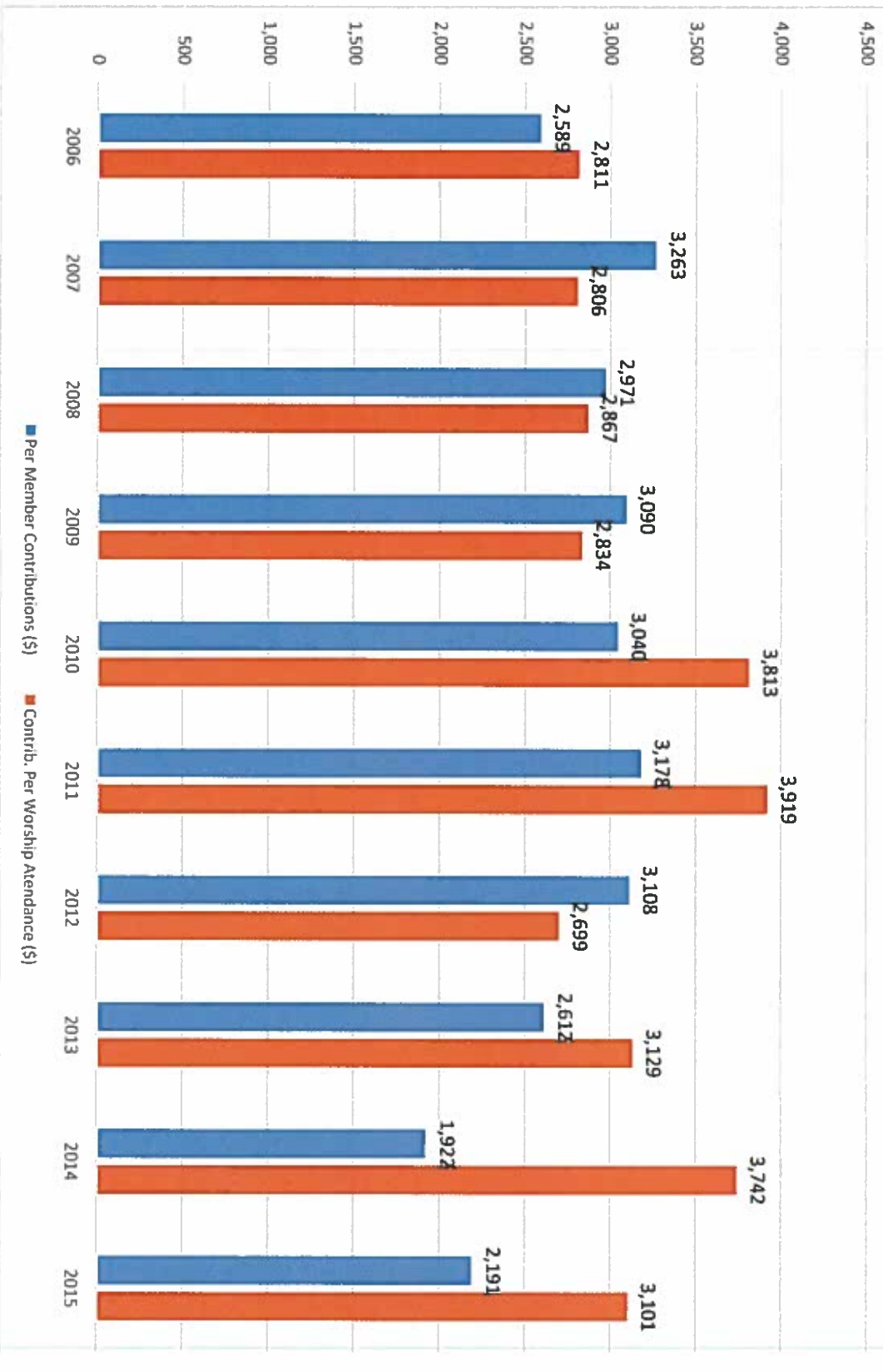
- | | |
|--|--------------------------------------|
| a. Members are well informed about activities | 21 yes; 13 disagree or don't know |
| b. Activities are well publicized to surrounding areas | <u>NEGATIVE: 12 yes; 22 disagree</u> |
| c. Needs study is regularly undertaken for planning | <u>NEGATIVE: 12 yes; 21 disagree</u> |
| d. Members are generally informed about finances | 24 yes; 10 disagree |
| e. Members can discover their gifts for service | 20 yes; 14 disagree |
| f. Members are provided training for service | <u>SPLIT: 17 yes; 17 disagree</u> |
| g. There is equal opportunity for leadership | 27 yes; 7 disagree or don't know |
| h. Biblical implications of decisions are discussed | <u>NEGATIVE; 13 yes; 21 disagree</u> |
| i. We have open discussion regarding big decisions | 23 yes; 11 disagree |

A summary of member's suggestions for growth:

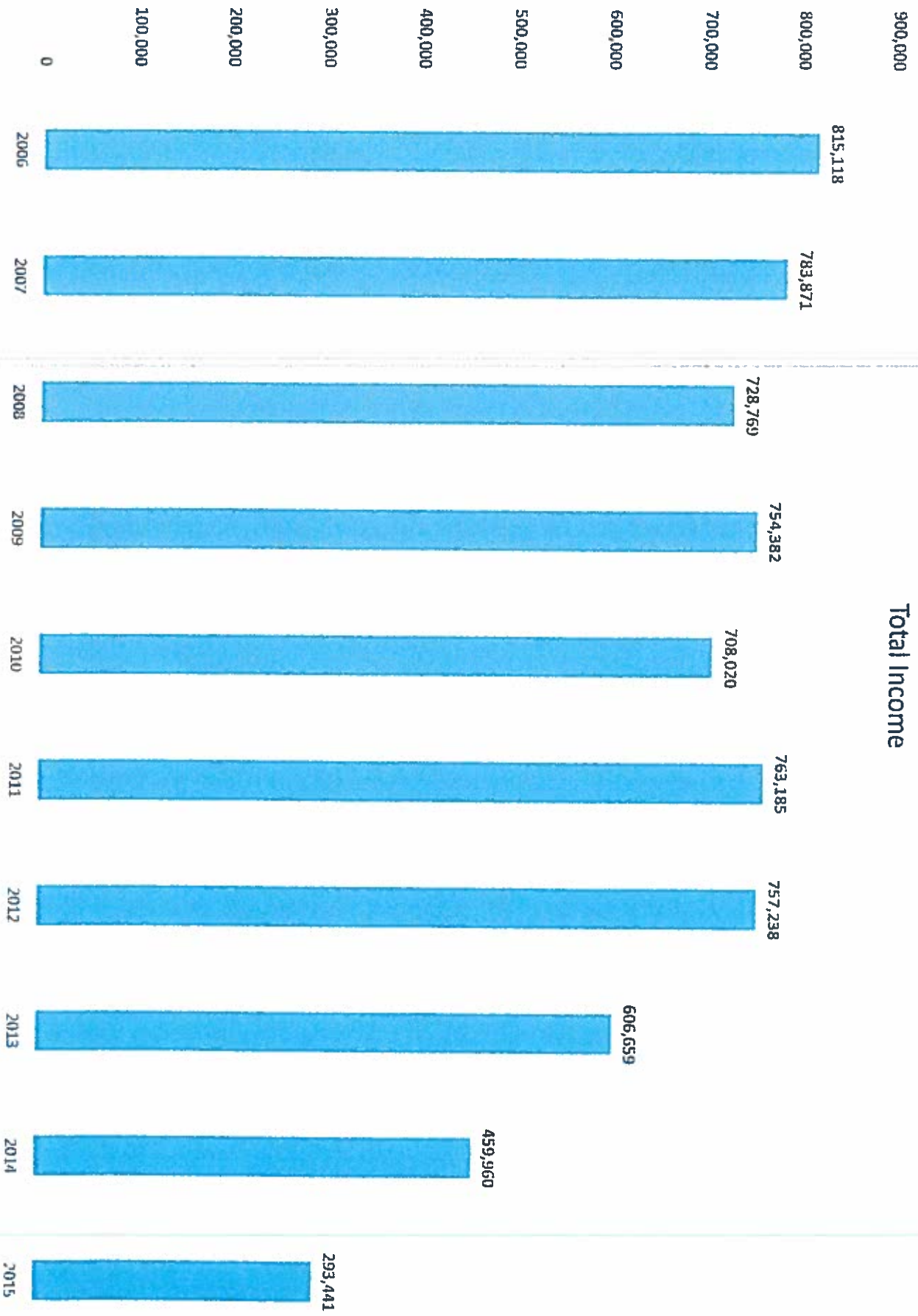
- 1. Maintain/ expand mission work as finances allow.**
- 2. Reestablish Bible study within sermons, ala BSF. Haven't done this for a while.**
- 3. Hire an installed Pastor who can relate to multiple age groups.**
- 4. Expand child and youth programs as we grow.**
- 5. Grow Home Groups and encourage them to do Bible study – get into the BIBLE !**
- 6. Reach out more to the community, Huffman School, local service groups, other churches.**

- 7. Our new pastor needs to be well grounded in counseling and strong in faith.**
- 8. Communicate better (inside with a newsletter and outside with participation and fliers).**
- 9. Possibly restart the 707 program.**
- 10. Share fellowship nights and other activities (joint picnics, etc) with other churches.**
- 11. Continue to be transparent in leadership decisions – doing better at this recently.**
- 12. Develop/ follow a program to connect with first-time visitors beyond the “7 min. Party”.**
- 13. Our mantra is “Filled Up and Poured Out”. If we're really going to do this, we need to insure that we are filled up with a love of Jesus BEFORE we reach out to others. Let's get into the BIBLE as a first priority, or all our outreach activity is just window dressing.**
- 14. More family activities, picnics and special services with fliers to community groups.**
- 15. Identify a TPC “Historian”. Provide a written synopsis of TPC history. Share our “history” with the local paper and invite new arrivals to the area to seek a connection with us.**
- 16. I appreciate a traditional service, with a choir; the music leader at Easter was great.**
- 17. Perhaps two services – one traditional and one more contemporary.**
- 18. Emphasis on Biblical teaching and less on social issues or “politics”.**

Trinity Presbyterian Church Contributions



Trinity Presbyterian Church Total Income



Trinity Presbyterian Church Average Worship Attendance

