



Trinity Episcopal Church + Ashland, Oregon
PARISH PROFILE



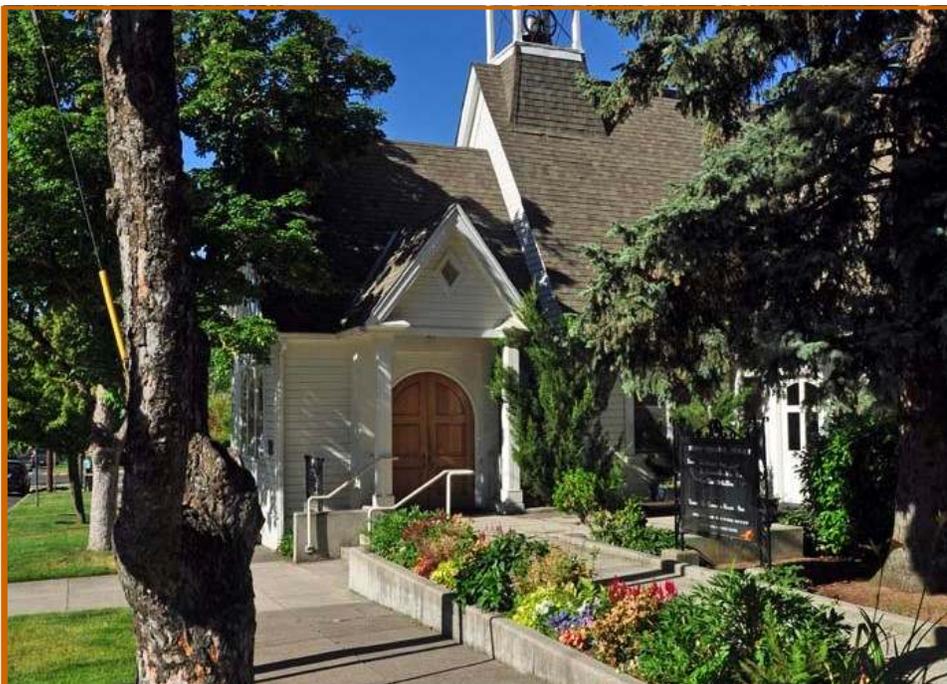
*Life is short,
And we do not have too much time
To gladden the hearts
Of those who travel the way with us:
So be swift to love, and make haste to be kind;
And may the Divine Mystery
Who is beyond our ability to know
But Who made us, and Who loves us,
And travels with us,
Bless us and keep us in peace.
Amen*

Contents

Welcome	3
Mission, Vision, Core Values & Goals	4
Trinity's Heritage	8
Parish Life Today	10
The Rector We Seek	21
Buildings & Grounds	23
Living in Ashland & the Rogue River Valley	26
Finance & Stewardship	28
Parish Resources	30

Trinity Episcopal Church
44 North Second Street
Ashland, Oregon 97520
541-482-2656
www.trinitychurchashland.org

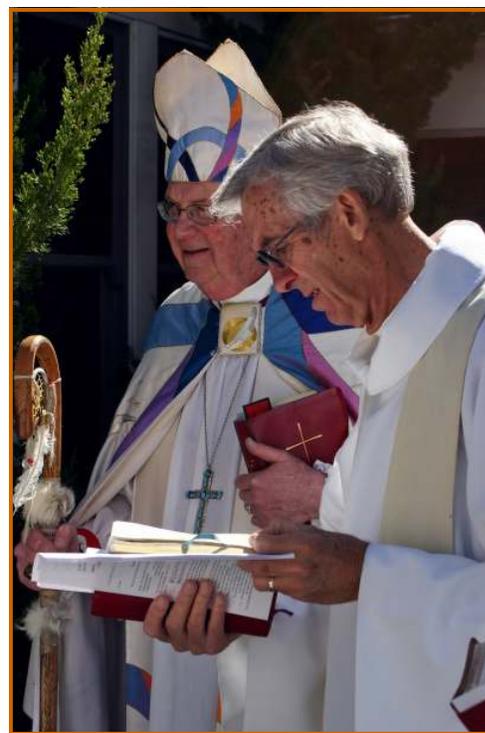
Welcome



Welcome to the Trinity Episcopal Church Parish Profile, which we have prepared so that potential candidates for our new rector might get to know us better.



In the words of our Interim Rector, The Rev. John Goddard, "The parish is well organized, committed to the Gospel, and living faithfully as a community of faith. The strong pastoral ministry heads the list of ministries in the parish that serves both the people of Trinity and the wider community. The balance of ministry in the parish, and the wider world, is as good as it can get. The music ministry on any Sunday is a tool for evangelism and enriches the worship of Trinity each Sunday and especially those major feast days of the Church year. Sunday morning worship is something the parish looks forward to each week."



Mission, Vision, Core Values & Goals

“The many ways in which Trinity members manifest care for one another and for the stranger alike constitute the backbone of parish life.”

Hearing God’s Call for Us

We realize that Mission and Goal statements are a normal part of Episcopal congregation life, and (if we are true to our Christian roots) they all tend to sound alike. While ours may be no different, we hope what characterizes us is the vitality, joy, humor, and sense of family affection with which we attempt to live our corporate mission and values.

Trinity’s Mission Statement, *To be formed as the Body of Christ in our Anglican tradition. To care for one another and the stranger alike. To seek with passion God’s call for us,* was adopted by the Vestry in November 2001. Our Mission Statement has been revisited and reaffirmed on many occasions since then. Although we’ve had periodic and animated discussions—especially around the term “Anglican,” which to many ears sounds more rigid and less inclusive than our intention and practice—we have always come back to the fact that Trinity IS Anglican in the historic sense, and we continue to honor that heritage.

Our Vision is *To be the Episcopal presence in Ashland, welcoming all who seek Christ in a parish family, where all of God’s children can find, celebrate, and grow in God’s grace.*

The many ways in which Trinity members manifest care for one another and for the stranger alike constitute the backbone of parish life. The mutual care for one another includes the many services of the Pastoral Care Team, prayer and Bible-study groups, breakfast gatherings and Friendship Dinners, and the Prayer Chain services. Contributions of food and volunteer time to the Ashland Emergency Food Bank, and participation by Trinity members in the “Food and Friends” program exemplify some of the ways that Trinity provides for community members who are not directly affiliated with the church.

Integral to all of these activities is listening for God’s call for us. Personal calls to ministry have led some members to seek training and licensure as Eucharistic Ministers and spiritual directors, and for nurses to volunteer their services to the parish. As part of a community with many retired persons, Trinity’s members have both experience and time to contribute to activities within the parish and in the wider community. They participate in a wide array of educational and volunteer activities, from volunteering as hospice and hospital chaplains to serving as special (CASA) advocates for children. Our challenge is to remain alert to ways that we, *both* as a parish and as individuals, can respond to the call without risking severe burnout. (For this reason, one former program of monthly brunches provided at the church for seniors and shut-ins, who were brought from area residential programs, was discontinued after approximately two years because it was over-taxing the core group of volunteers.)

Core Values

Adopted along with the mission statement were five **Core Values** that guide the parish in its corporate life and also serve to remind individuals of qualities worthy of emulation. Trinity expresses itself well, although never perfectly, through these Core Values:

- Openness
- Compassion
- Generosity
- Hospitality
- Reverence



Openness

Trinity demonstrates openness in a number of ways, especially in areas that exemplify love and respect for fellow humans. This includes welcoming of gay/lesbian members, singly or in couples; strong representation of women in leadership roles; and acceptance of parish members who still have doctrinal questions and need a safe place to work them out. On the other hand, because of the congregation's overall progressive bent, we may sometimes assume that "everyone" in the parish is equally liberal in their views toward world and local events. We must watch ourselves in this area and respect the opinions of others.

Compassion and Generosity

Compassion and Generosity are closely linked at Trinity. Both independently and through requests from the Pastoral Care Team, members are quick to provide for the needs of parish members. In addition to prayers, visits, and timely phone calls of support, we work together to provide rides to church services, social functions, or to medical appointments. In the larger community, parish members contribute money, weekly food offerings, and their time to staff the local food bank, the hospice resale shop (founded just two years ago in large measure by a group of parish members), and other programs. We also contribute toward the parish's Outreach program, the greater Episcopal Church's Millennium Development Goals, and the Church Divinity School of the Pacific. Of course, none of these activities is unique to Trinity. What is unusual is the number and variety of ways in which Trinity's members respond to need, as well as the high number of members who participate.

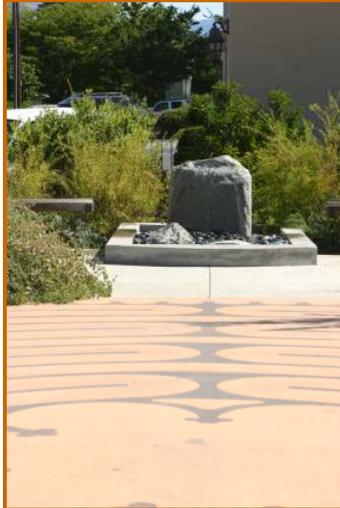


Anne, Maggie, and Patti working at the Food Bank

Core Values

Hospitality

Hospitality is encouraged through the individual pairing of established members with potential new members during the newcomers' early months at Trinity, followed by special "welcome dinners" held before the All Saints Sunday and Trinity Sunday ceremonies, at which new members are officially received into the parish. From time to time, neighborhood homeless people come for our coffee hour or other activities where food might be anticipated. They are welcomed and fed.



We also attempt to be hospitable with our building space. Alcoholics Anonymous and other twelve-step programs meet in the parish hall on a regular basis. They are not charged rent, but periodically contribute toward building upkeep. An array of other groups from the community rent the space for a nominal fee: meditation and music performance groups and businesses and other organizations that simply need a large space for occasional meetings. The biggest obstacle to even greater hospitable use of the Parish Hall is our need to reserve at least a few open times for regular meetings of the Vestry, parish committees, and study groups.

The Trinity Garden, located on a very visible corner adjoining the church, is open to the public. It provides a welcoming space for Ashland residents and visitors to "walk the winding path" of the Labyrinth in contemplation, and for those who may not yet be ready to enter the church proper, but who find respite beneath the garden arbor or on the benches near the fountain.

Reverence

Trinitarians strive to keep reverence in the forefront of their hearts and minds. Like all people, we often fall short. Sunday services provide a group touchstone for this core value, but we regularly seek to reawaken our reverence at other times—whether with opening and closing prayers at meetings or with silent, solitary contemplation.

Trinity's church building, along with the garden and columbarium, engenders respect and reverence—reverence for our tradition and for the practice of individual prayer and contemplation. The interior of the church, with the narthex containing exquisite bas-relief panels of Christ's Passion and our iconic stained-glass window of the Holy Trinity in the east wall of the sanctuary (which glows with the morning sun), provides a meditative, traditional worship space. The central service is Eucharist. The worship style is respectfully traditional, but leaves room for variations.



In 2006, the parish undertook a survey and self-study process, out of which grew a strategic plan containing five goals or strategies for moving forward, each with suggested guiding admonitions for action.

Goals

“The goals and ideas from the strategic plan clearly inform and guide decisions that are made in all areas of parish life.”

The five goals are as follows:

- To honor Trinity’s tradition and history, including keeping worship at the center of church life, providing diverse worship opportunities, and remaining actively connected with the broader church and interfaith relationships;
- To be faithful to Trinity’s core values, welcoming each other and the stranger alike, further diversifying and prioritizing outreach ministry, and embracing the Millennium Development Goals (MDG);
- To nurture and mentor lay leadership, especially involving our newest and/or youngest members in the life of the parish, but taking care to prevent program fatigue and member burnout by rotating energy-intensive programs and ministries, and by sharing resources or programs with other members of the Rogue Valley faith community;
- To “put our financial house in order” by providing adequate long- and short-range savings, making Stewardship a year-round effort, and broadening awareness of and gifts to the endowment program; and
- To provide mutual ministry in anticipation of a change in leadership, including education of Vestry, especially concerning cost/benefit of new programs and leadership needs.

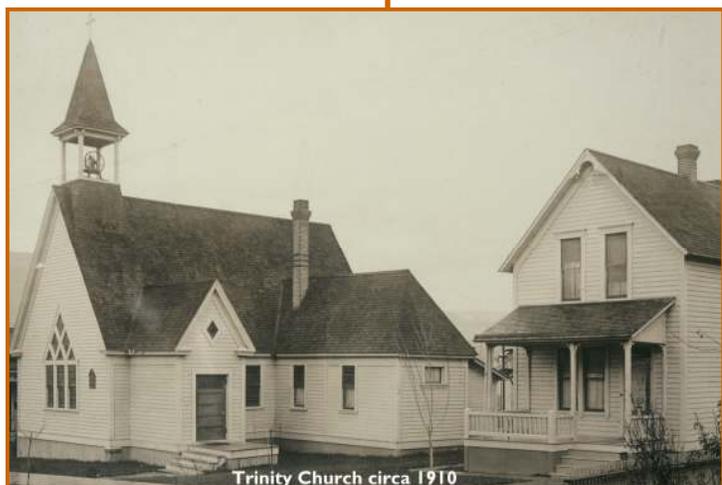
How Have We Done?

During the 2007 Vestry meetings, these goals were examined in detail and assigned to individual Vestry members for follow-up or implementation. For a variety of reasons, including the normal rotation of Vestry members’ terms, not all of the goals have been fully addressed or implemented. Those dealing most directly with financial issues fared best. A “rainy day fund” was created in anticipation of roof or other major facility repairs; the endowment committee was activated, advertised its ability to receive gifts, and has received a sizeable contribution. The MDG program was widely discussed at parish events, and individuals were encouraged to create their own giving commitments either independently or through the church; a line item was even added to the parish operating budget for MDG contributions from that source. In 2011 we began working on year-round Stewardship. Trinity has yet to reach the level of diversity we would like to have. Given the normal press of parish activities, it has been difficult to maintain momentum on some long-term goals.

Trinity's Heritage

Trinity has a rich history, one marked from its very beginning by perseverance and a continuing vision “to be the Episcopal presence in Ashland.”

Until the coming of the railroad to southern Oregon in the early 1880s, Ashland’s Episcopalians were far outnumbered by the thriving little community’s original pioneer families, largely Methodists and Presbyterians. Women, who formed the “Trinity Guild” in 1883, served as both the core and the driving force of Ashland’s small but growing Episcopalian community. They hosted “circuit riding” priests whenever possible and, in an early show of the community’s continuing ecumenism, negotiated and accepted local Methodists’ gracious offer to use that church for services. Trinity Guild members then focused their considerable energies on raising funds to build a permanent home for their congregation.

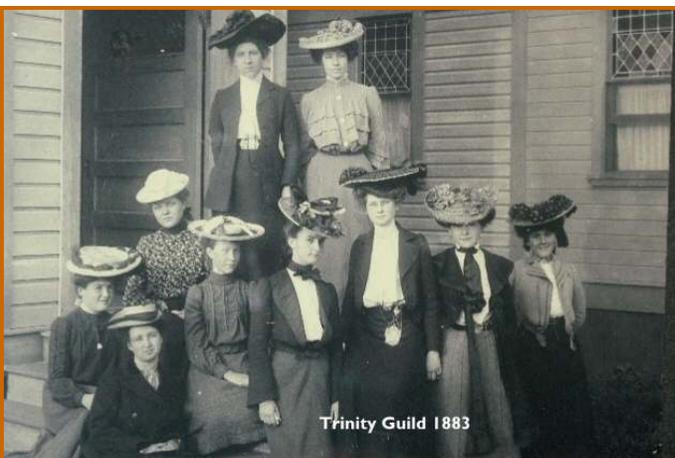


Although Bishop Benjamin Morris laid the cornerstone in early May 1894, various problems—apparently caused by the country’s most severe economic depression up until that time—delayed completion of Trinity’s simple, Gothic-style church until late the following year. The Rev. William Hart conducted the first service on September 22, 1895. The sanctuary’s walls were not yet plastered and pews still needed to be purchased. The local newspaper remarked that, although the church “is not a large one,” it was “cozy and comfortable.”

Soon thereafter, to ring in a new century, an anonymous “lady congregant” donated the church’s bell, made at the famous Meneely Bell Foundry in West Troy, New York. First ringing out in February 1900—from the church’s

steeple located above what was then the outer fringe of the town’s main residential section (“downtown” was as yet several blocks away)—Trinity’s bell has remained a familiar sound ever since. Trinity Episcopal Church and Ashland have literally grown up together over the course of the following 110 years.

Although it is only a tangible symbol of Trinity’s spirit, members are proud of their house of worship, which is listed on the National Register of Historic Places. As the Vestry’s current Junior Warden has written, “the simple-form Gothic... architectural integrity of Trinity has not been compromised by changes” that have occurred over the years. Trinity is the sole “remaining example of church architecture in Ashland” that retains its “original appearance and has been occupied by a single denomination.”



Trinity's Heritage



Some Historical Highlights

- 1911** Crew of congregation members builds the parish hall. (Later turned 90 degrees and much enlarged, it remains in use today.)
- 1890s–1930s** Trinity is served by a succession of twelve missionary priests (followed, from 1937 to the present, by twelve rectors).
- 1950** Trinity admitted as “a parish in union with the Convention.” First ordination service is held June 19.
- 1958** Choir and chancel space added to the church. (Later addition of the narthex essentially completes the structure of today.)
- 1950s–1970s** Postwar growth of Ashland and Southern Oregon College (now University) brings many new families to Trinity. Trinity’s rector and some parishioners involved in local controversy for protesting the Vietnam War.
- 1979–1980** New Wilhelm tracker organ—thirteen ranks, 646 pipes, and crafted by a master organ-builder in Montreal—is purchased (on a “5-year payment plan”) and installed; with the last rank of pipes (an 8-foot dulzian) added in 1983, the organ is fully complete. Music program continues to flourish during the following years.
- 1980s–1990s** With much-lengthened theatre season enabled by the Shakespeare Festival’s indoor Bowmer Theatre, Ashland steadily becomes a major tourist mecca (rising property prices result in demographic changes for town and for Trinity). Trinity’s ever-evolving Outreach Ministry program establishes its “Party of Parties” annual fund-raising event in the late 1990s; this continues today as a Shrove Tuesday tradition.
- 2000s** Trinity calls its first woman rector, who serves throughout the decade. The church becomes an inclusive community with regard to sexual orientation and other issues. Trinity Garden, with labyrinth, built on the north side of the church and dedicated as a gift to the community in 2004 (the Garden also includes a columbarium as well as a separate sacred ground for uninterred cremains).

Parish Life Today



Parish Life Today

Worship

Traditionally there are two Sunday worship times. The 8 o'clock worship is a quiet, said Eucharist. The 10 o'clock worship is a Rite II choral Eucharist, and the Thursday noon Eucharist is a healing worship. We also have a monthly 5 o'clock Sunday worship, alternating between Evening Prayer and a Contemplative Eucharist.

In the past, we experimented with a monthly Family worship at 9 o'clock, with contemporary music. This proved to be less than well-attended, perhaps in part because of its location in the Parish Hall and not in the church; we're open to re-viving a similar service in the future if there is demand.



Trinity Church has a historic designation. Due to this and other factors, there is limited space for expansion of the worship space. Our 26 pews accommodate approximately 130 worshipers, but Sunday 10 o'clock worshipers often number more than that, so we've converted the narthex into

extra seating for about 15 to 20 people. At Christmas and Easter, when we have over 200 people in attendance, the Parish Hall provides for the overflow, with a video camera in the church transmitting the service (displayed on a large screen).

Similarly, the space around the altar is less than would be found at a larger church, but our Eucharistic Ministers and acolytes have learned how to use it to their best advantage. In addition, a free-standing pulpit and lectern permit a certain amount of flexibility.

The church is open on a daily basis for prayer and meditation, and members of the public can often be found sitting quietly in a pew.

Deacons

Two deacons alternate in their serving each Sunday, setting the table, reading the Gospel, bearing a chalice, and sending us forth into the world. On occasion, the deacon also gives the sermon.

Altar Guild

Led by a long-time director, the men and women (yes, we have a man) of the twelve-member Altar Guild are dedicated and resourceful. This gentle ministry appeals to people who prefer to work quietly in the background but still perform an important duty to God and the church.



James Johnson, Verger

Parish Life Today

Eucharistic Ministers/Eucharistic Visitors

Trinity is fortunate to have twelve parishioners who happily and enthusiastically serve at the altar and are dedicated chalice bearers. The Eucharistic Visitors take the Sunday sacraments every week to the sick and shut-ins of the parish.

Acolytes

The two adult acolytes are long-time parishioners who perform their duties with grace and enthusiasm. We have several young people in training to replace those who have moved on to college



Chris Bogh, Head Acolyte

Music

Our church has excellent acoustics. Even with a small space, it allows for fine music and encourages a true “singing congregation.” We’re fortunate to have a choir director and an



organist

so respected that they attract some of the finest singers in the area to our choir, which consists of approximately 25–30 singers, led by paid section leaders.

A recent parish survey revealed that a majority of the parishioners enjoy the more traditional music. However, over 40 percent said they like various kinds of music, including contemporary.

The music program is heavily supported by parishioners in the form of the “Friends of Music” group, which raises money every year by holding both a

large rummage sale and the “Divine Follies” musical/theatrical production. The proceeds are entirely devoted to paying the expenses of the music program. Extra expenses include not only the purchase of new music but the fees for extra musicians brought in for special worship, such as Christmas and Easter.

Lectors

Trinity has 54 lectors—an amazing number for such a small church! The sound system with microphones at pulpit and lectern has greatly enhanced the ability of the people to hear the Word of God.

Parish Life Today

Ushers

The 10 o'clock worship is assisted by a three-person team of ushers each Sunday; more than 30 people regularly serve on a rotating basis.

Pastoral Care

The Pastoral Care Team (PCT), a group of parishioners with special skills, meet to coordinate care for the members of the congregation with certain needs.

The team coordinates rides for parishioners with no transportation, arranges for home or hospital visits, helps individuals or families who are in crisis, and refers people to appropriate community resources. The team also sponsors special informational workshops and coordinates the annual Remembrance Luncheon for those who have had a recent death in their family.

The PCT includes our rector, two parish nurses, two social workers, the parish's Good Samaritan coordinators, the deacon who is in charge of Eucharistic Ministers, our coordinator for Friendly Visitors, two spiritual directors, and retired clergy.

Because there is no public transportation in Ashland on weekends, we have a number of congregants who need rides to church, which are provided by a small, faithful group of fellow parishioners. At this time, our Friendly Visitor program needs more parish involvement.



One of our Parish nurses provides regular blood pressure checks after church worship and holds office hours.



Parish Life Today

Christian Formation

Adult:

Sunday Forums

Each Sunday at 9 o'clock (between Eucharists) we hold a forum in the Parish Hall. The subjects covered are wide-ranging—from conversations with notable local people, to discussions about stewardship, to videos of Bible-related stories. This time is also used to answer questions that parishioners may have on certain subjects. During the past year we have addressed the process of calling a new rector.

Bible Study

One of our retired priests, The Rev. Morgan Silbaugh, guides a Thursday morning Bible Study held in the church library. A group of a dozen or so parishioners engage in lively discussions of the Scriptures, and some may then go to the Thursday noon worship.



Children:

Godly Play

In 2009, we assessed the state of Christian teaching for our parish children. Based on the age demographics of those children, we decided to put our resources into the highly acclaimed *Godly Play* program. Thanks to a generous gift, we were able to purchase the beautiful *Godly Play* materials for fall, winter, and spring.



Godly Play

Our *Godly Play* team is dedicated to guiding our youngest parishioners as they explore their spirituality. We tell the stories of our faith as well as encourage self-expression and opportunity for discussion. We have a steady group of four to eight children between three to eight years old in attendance each week, with another five or so “waiting in the nursery wings.” We have high hopes for this next generation of Trinitarians.

The children enter the church after the Peace during the 10 o'clock worship. They join their families for Communion and the post-Communion prayers, then remain in the church for announcements and blessings. During Advent the children participate by carrying various animals to the

Nativity crèche near the altar. This tradition continues through Advent, culminating during the Family Christmas Eve Worship when the Holy Family is carefully placed in the crèche.

Parish Life Today

Christmas

Our children participate in a Christmas Pageant each year. Whether it be the full production of Jesus' birth or a group of angels and shepherds singing carols, Trinity's youngest Episcopalians are always eager to don their costumes and entertain the congregation. The baby-doll Jesus and the bathrobe-clad Mary and Joseph, together with stuffed sheep and the pipe-cleaner-haloed angels, bring alive the real meaning of Christmas.

Childcare

Children age three years and under are cared for by our very competent nursery staff. Nursery care is also available for other events such as parish dinners held in the evenings.

Safeguarding God's Children

All parishioners who work with children are required to attend Safeguarding God's Children. At Trinity this includes all clergy, all paid employees, all Vestry members, and all volunteers who work with our children.



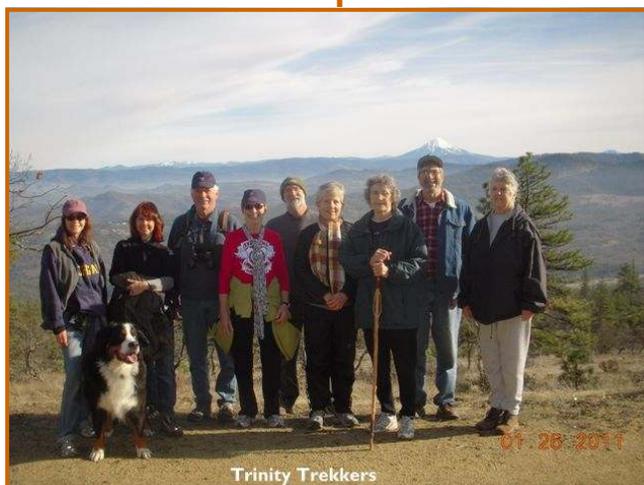
Parish Life Today

Fellowship

Trinitarians like to get together. Coffee hour after the 10 o'clock worship is very well attended. We also have a number of small social groups that give people a chance to meet outside of church. The most popular are the Friendship Dinner groups, where groups of six to eight people meet periodically throughout the year in their homes to share a meal. All are welcome to attend these groups, from the one-time visitor to the long-standing member.

We also have the following groups:

- Book Discussion Group
- Men's Breakfast Group
- Women's Breakfast Group
- Trinity Trekkers Hiking Group
- Men's Group



On Trinity Sunday, the congregation welcomes new members and then gathers in Lithia Park for the Annual Parish Picnic.



Parish Life Today

Newcomers/Visitors

An active Newcomer Committee follows up with visitors or others who may be thinking of joining Trinity. We assign a committee member to contact each prospective new member and keep in touch, meeting in person, encouraging them to attend special new-member functions. Because of the Oregon Shakespeare Festival, many visitors attend Sunday worship as part of their visit to Ashland, and we have a tradition of welcoming them at the end of the 10 o'clock Eucharist.

Other activities include:

- Greeting newcomers and visitors at Coffee Hour;
- Sending a welcome card to any identified visitor;
- Holding a special newcomer Coffee Hour including the priest and some members of the Newcomer Committee;
- Inviting—twice yearly—prospective new members to a dinner to learn more about Trinity;
- Welcoming new members officially during the 10 o'clock worship on All Saints Sunday and Trinity Sunday; and
- Posting pictures and names of new members on the bulletin board in the Parish Hall.



Parish Life Today

Community Involvement

Trinity's primary commitment to the community is to "Feed my sheep." Over time, Trinity has collected over 3,000 pounds of food just through our Sunday food baskets in the narthex, for the Ashland Emergency Food Bank, which collects and distributes food to those in need. Additionally, Trinity volunteers staff the Food Bank regularly. Volunteers also deliver meals for "Food & Friends" every Monday during the year.

The Trinity Garden and Labyrinth are a gift to the whole community and are regularly visited and enjoyed by people who are not parishioners. An annual ecumenical event is the Winter Solstice labyrinth walk, with the labyrinth lit by hundreds of small lights and with the participants then invited to the Parish Hall for cider and cookies and short talks by different clergy. (In the past this has included a rabbi from one of Ashland's two synagogues, a Buddhist lama, a minister from another faith community, and our rector.) This event draws many people who may never attend any other type of church service. Another event that is popular in the community is the Blessing of the Animals, held close to the Feast Day of St. Francis.

Several times per week the Parish Hall is used by Alcoholics Anonymous or Narcotics Anonymous groups, and three times per month support groups for caregivers are held in our Library.

Trinity parishioners are very involved in the wider community and many serve as active volunteers at the Oregon Shakespeare Festival (OSF), Osher

Lifelong Learning Institute (OLLI, at Southern Oregon University), and other organiza-

tions. Trinitarians were instrumental in starting (and they continue staffing) the HUB (Hospice Unique Boutique) and the Threshold Choir.



Parish Life Today

Outreach Ministry

The Outreach Ministry is a special extension of our Community Involvement. Outreach is managed by two separate committees: one oversees fund-raising and promotes outreach volunteer opportunities, and the other makes decisions as to how the outreach funds are awarded.

Our primary fund-raising event is the *Party of Parties (POP)*, held on Shrove Tuesday along with a pancake supper. Different parishioners offer to host dinners, brunches, hikes, game nights, or other events throughout the year, and people sign up to attend. The cost to attend a party might be \$5, \$10, or as much as \$35 or \$40. The hosts decide how many can attend, and the “parties” are open to non-parishioners. At the POP, silent and live auctions are also held. In 2010, the POP raised \$14,200 for Outreach.



The Outreach Funding Committee meets with representatives from different community organizations to review their programs and decide who will receive grants from the church. The wishes of the parish, as documented in the Strategic Plan, are to focus on the needs of children, women and families. Another guideline is to allocate approximately 75–80 percent locally and 20–25 percent internationally.

Other Outreach Ministries

SWAT



The longest-running ministry (more than 30 years!!) is our SWAT team (Sewing Women at Trinity). This group of about 12 (mostly older) women gathers at the Parish Hall each Tuesday morning to create more than 100 patch quilts and comforters each year, made in adult sizes and also smaller sizes for children. In addition to the quilts, the SWAT team makes about 70 jars of “Trinity mincemeat” from an authentic English recipe and sells this, along with quilts, at their yearly bazaar. On the following Sunday, Trinitarians have the opportunity to purchase the leftover children’s quilts that are then distributed to foster-children and to the Healthy Start program in the Rogue Valley. Many of the adult-size quilts are given to local aid agencies.

The money raised by SWAT is used to purchase sewing supplies and for special church projects that may arise during the year. The SWAT team holds tea time each week and provides a genuine and important social support for their members, many of whom live alone.

Parish Life Today

Giving Tree

At the beginning of Advent, a Christmas tree is put up in the Parish Hall with tags identifying children who need clothing. This year we had planned to assist 46 children, selected by Jackson County Child Welfare, with new coats, hats, mittens or gloves and scarves through our Giving Tree. The generous parishioners at Trinity were actually able to supply enough for 71 children. A majority of the children were also given an age-appropriate nature book by one of our parish authors, April Thomas.



White Gifts

On Epiphany Sunday, in the tradition of the Magi, we bring gifts (blankets, coats, sleeping bags, food, and household items) wrapped in white paper and present them at the altar during the two morning Eucharists. Later, the gifts are unwrapped and given to local charities that serve needy families.



White Gifts on Epiphany Sunday

The Rector We Seek

“Central to all is a love of God, a grateful heart, and a willingness to seek the least and the last.”



Virtually the entire congregation participated in a formal discernment process to establish the qualities we want in a rector. That discernment process (described below) led to the following list. (Please note that the attributes are not in priority order, but reflect a coming together of the total congregational discussions and surveys.)

The Rector We Seek. . .

- Will embrace the concept of shared leadership and will use his/her authority within our well-established participatory decision-making system—identifying, encouraging, and involving parishioners in carrying out Trinity’s mission. Our new rector “will encourage and foster the ministries of lay people of Trinity.”
- Will deliver sermons that, while scripturally based, relate to our daily lives—sermons that incorporate stories, humor, and lively examples—“preaching that touches the heart and the gut as well as the intellect.” At the end of the service, “when we shake hands with the preacher, we want truthfully to be able to say, ‘That was exactly what I needed to hear today.’”
- Is visionary, and while respecting tradition, will look to the parish’s future creatively. Is also willing to challenge us into new paths of Christian learning and experiences. The new rector will help us find ways to bring the young families and youth of our community into our midst, will encourage involvement in social-justice issues, and will enhance Trinity’s ecumenical involvement and diocesan presence. Our rector will promote a “greater connection to those within or outside the religious communities who are seeking to heal a broken world.”
- Will honor our traditional style of worship and our excellent musical program while providing a variety of worship services to meet varied preferences. The new rector “will celebrate with real intent, slowly, as if he or she is listening and really hearing the words of the liturgy as she/he says them.” Our rector will use music “as a tool for evangelism and a vital part of worship, realizing that without the artistry of our musical offerings, Trinity would be a very different place.”
- Has a passion for openness and inclusiveness, especially for those who traditionally may not have always felt welcomed, that meshes with the receptiveness to diversity that our congregation strives to manifest. “There is a sense of richness, deep comfort, and security in knowing that all are welcome and enfolded into our worship community.”
- Has a deep sense of spirituality and compassion, enabling him/her to be an effective spiritual guide for others. “In a parish such as ours where many people are engaged in unfinished spiritual quests, the rector must lead by example and embody the full power of the Gospel’s saving grace.”
- Is authentic, allowing him/her to be approachable and to communicate well with parishioners and the larger community. The new rector will have skills to minister to many different needs, including those of the elderly, and will work effectively as a member of the Pastoral Care Team. Our rector will exhibit “a personal openness and warmth that gives flesh and blood to Divine love.”

The Rector We Seek

- Will be organized and have managerial and administrative skills, including the ability to delegate as well as oversee the day-to-day aspects of church operations. The rector will communicate well with staff and the vestry. She/he will be “a priest with strong administrative sensibilities coupled with gifts of pastoral care.”

The Discernment Process

To discern the attributes Trinity seeks in a rector, the Profile Team sought input from the entire congregation in two ways. First, all were invited to participate in small group events where parishioners sat at round tables of six-to-eight with a facilitator, wrote out their own dreams and desires for the church, followed by lively discussion. The fact that 100 parishioners participated in these sessions with good cheer, enthusiasm, and serious engagement was a gratifying indication of the cohesive atmosphere and collaborative spirit of our church.

Our second step in the process involved using these anonymously written input sheets from the small-group sessions to create a more quantifiable survey. We sent the survey to 256 congregants, from whom we had a 62 percent return rate. There were six categories on the survey, with 4–6 items listed under each. Respondents were required to prioritize the listed items. This task turned out to be the toughest job because all the choices were positive, drawn as they were from the initial wish lists. But this difficult process of prioritizing forced careful thinking, enabling the Profile Team to come up with a more focused list of attributes.

The quotations we have included in each item above were taken directly from comments by parishioners made either at discussion groups or on surveys.



Buildings and Grounds

“Trinity has so much to offer to a new rector, not the least of which is our wonderful buildings and grounds.”

~Junior Warden

The Church and Its Worship Space

The church building was constructed in 1894 and 1895, with the first service in the worship space held on September 22, 1895. There have been several additions over the years, including a narthex, chancel, choir, and sacristy. The design is “simple-form Gothic,” and that architectural integrity has been maintained in the design of the nearby Parish Hall and attached offices. The total size of the church property is 0.56 acres and is located in downtown Ashland. Parking can be a problem as we depend upon street availability downtown and a nearby city parking lot. We have only one space of our own, and that is reserved for the rector.



The only major maintenance issue, of which we are aware, is the roof on this building, which was replaced with asphalt-shingle roofing in 1986. It could well need replacement within the next 10 years. Funds are being accumulated for this purpose.

The church building has 26 pews, seating 4 or 5 to each pew. The choir area seats an additional 28 to 30 and our choir is operating at capacity. Our Junior Warden describes the interior as being

“distinguished by its wooden raftered ceiling supported by A-trusses hand-hewed by the builder.” Windows throughout the narthex are original, one-over-one light in design, containing a diamond-and-square pattern of leaded and stained glass. A wonderful circular window—made of stained and painted glass, symbolizing the Trinity, and set directly above the altar in the east wall—gathers in the morning sunlight during Sunday worship. “The architecturally sensitive additions have enhanced the space and beauty of the interior.”

Parish Hall

The Parish Hall was originally built in 1911 and remodeled and completely updated in the major remodeling project in 2004. The adjacent kitchen and library were brought up to date and are quite functional—and they do receive heavy use. Over time, the addition to the Parish Hall has been called the Annex. The Parish Hall can seat over 100 and is used for special events, as well as overflow on Easter and Christmas. Air conditioning was added to both buildings in the remodel and refurbishing of 2004.

Buildings and Grounds

Parish Hall Photo Gallery

**Vestry Room
(Annex)**



Library



Kitchen



Coffee Hour in the Parish Hall



Buildings and Grounds

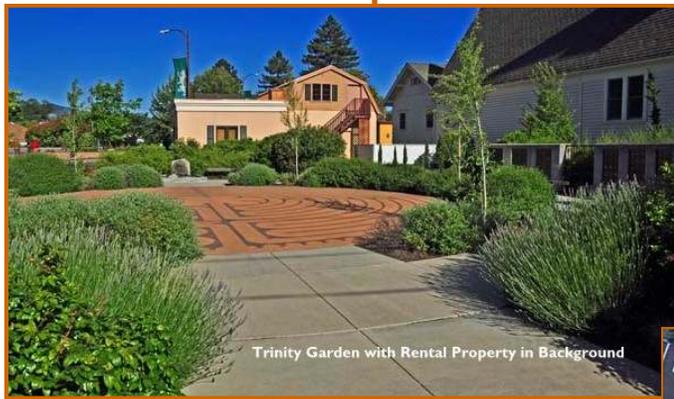
Trinity Garden

The Trinity Garden comprises landscaped grounds with a fountain, labyrinth, a columbarium, and Sacred Ground. The Garden was completed in 2004. The Labyrinth is modeled on the one at Chartres Cathedral, near Paris. The Garden is open all hours for public use and is well used by the community. The adjacent columbarium and Sacred Ground, which are officially registered with the Oregon Mortuary and Cemetery Board, serve to memorialize deceased parishioners.



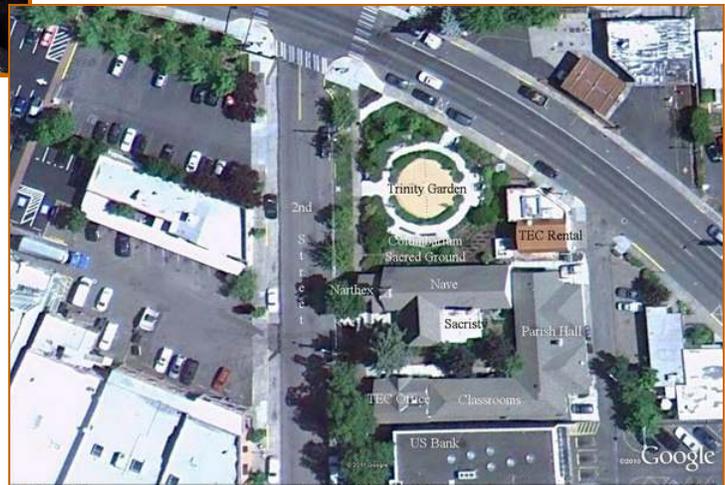
Adjacent Rental Building

Trinity owns an adjacent lot (included in the 0.56 acres) with a small building, which is currently rented to the owner of a women's clothing store. The rents received have been put aside for the last 5 years to pay for maintenance issues as they arise. These funds anticipate such things as the roofing project in the next 5 years.



Trinity Garden with Rental Property in Background

Google Earth Image



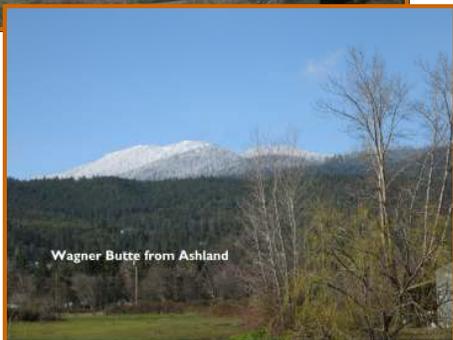
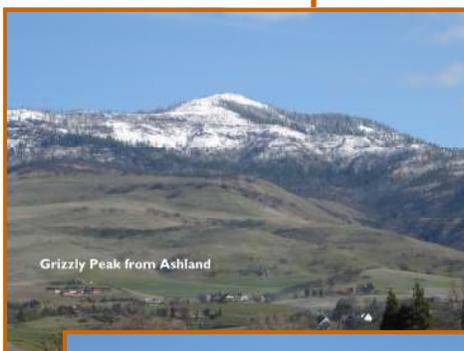
Living in Ashland & the Rogue River Valley

Ashland occupies a scenic location within the Rogue River Valley (more commonly called simply the Rogue Valley). With a population of less than 22,000 people, its relatively small size belies the importance of the town's character. Home to the Tony Award-winning Oregon Shakespeare Festival (OSF) and to Southern Oregon University (SOU), the town's numbers swell each year from thousands of visitors and students.



Situated in Jackson County, Oregon, about halfway between San Francisco and Portland on Interstate 5 (the main thoroughfare of the West Coast), Ashland provides easy access to the recreational opportunities of southwestern Oregon. Nearby attractions include the Rogue River (with rafting, salmon and trout fishing), Crater Lake (Oregon's only National Park), Britt Music Festival (in the historic gold-rush town of Jacksonville), the Oregon Coast, and Mount Ashland Ski Park (full range of snow sports a half-hour's drive from downtown Ashland). Emigrant Lake, a shorter drive away, offers camping, boating, and a water slide; over a dozen golf courses dot Jackson and neighboring Josephine counties.

Medford (population about 80,000), located less than twenty miles north of Ashland on I-5, serves as the busy retail, governmental, and service hub for all of southwestern Oregon and much of northernmost California. Rogue Valley Airport provides regular direct flights to Los Angeles, San Francisco, Portland, Seattle, Salt Lake City, and Denver. With Rogue Valley Medical Center, Providence-Medford Medical Center, and a number of specialized clinics, Medford offers a full range of the most modern medical care between the San Francisco Bay Area and Portland. Ashland is served by a community hospital that is equipped to deal with any health problem and emergencies. The quality of life in Ashland has allowed it to attract many excellent doctors and surgeons, dentists, and a number of alternative-health therapists.



Ashland is situated at an elevation of 2,000 feet above sea level, near the juncture of two mountain ranges—the Siskiyou Mountains on the west and the Cascade Range to the east. This setting helps protect the town from extremes of weather. The Rogue River Valley has the lowest rainfall in Oregon west of the Cascade Mountains; most of Ashland's annual precipitation (approx. 20") comes in the form of rain between November and March. Winters typically bring the town a little snow or ice, which usually melts within a day or two. Although generally above the Rogue River Valley's winter "fog line," some fog and an occasional spell of below-freezing temperatures can occur. Late summers may see a few days of above 100 degree temperatures, but the nearby Siskiyou can bring cooling breezes down the foothills at night. Spring and fall in Ashland tend to be mild and colorful, with moderate temperatures, showy spring blossoms, and fall colors to rival any part of the country. Any time of the year, residents and visitors alike enjoy the peaceful stroll through the town's famous Lithia Park, which beckons directly across the street from Ashland's Plaza, its historic downtown core.

Living in Ashland & the Rogue River Valley

Ashland is a town of contrasts. The 6,000+ students who attend the university are offset by the relatively high number of (often affluent) retirees who've moved to Ashland over the past three decades. Housing prices skyrocketed during the 1990s, which shut out many young families. Consequently two of the town's five elementary schools were closed. However, home prices have dropped and stabilized in the last few years (the median 2005 price of \$389,000 has declined to \$309,000 in 2010). Still, Ashland real estate remains among the highest priced in Oregon. Single-parent families are common, but ethnic diversity, although increasing from former years, remains comparatively low in Ashland. For example, the growing Hispanic presence in the Rogue River Valley makes up almost 10 percent of the population in Medford, but less than 4 percent in Ashland. Ashland does have low-income residents, many of them retirees living on fixed incomes, but it also contains a transient population of homeless people. Although the statistical figure may include some of the town's large number of college students, about 12 percent of Ashland families have annual incomes below the federally defined poverty level.



Lithia Park in the fall

In terms of politics and social outlook, Southern Oregon (the local term for what is actually the southwestern quarter of the state) tends to be fairly conservative, but Ashland, in contrast, is considered to be quite liberal—due in part to the impact of the university, the theater, and the many new arrivals.

Since 1970, Ashland's economy—after struggling during the 1930s–1960s due to declining importance of the railroad and local sawmills—has focused on tourism. The OSF's three theaters are steps away from Main Street. Apart from OSF, Ashland supports several other theatrical groups, ranging from the university and high-school drama departments to Oregon Cabaret Theatre (a dinner theater) and a number of smaller “off-Bardway” groups. Summer brings ballet and band concerts to Lithia Park, and the town's Fourth of July Parade attracts enough visitors to double the population for the day. Art galleries (many of them located in the historic Railroad District), two multiplex movie theaters, and a downtown area filled with restaurants and shops give the town a range of amenities that is unique in the region.

Ashland's schools are consistently rated above those in the rest of the Rogue Valley. The high school was recently granted a “Silver School” award, which denotes a “Top-100-in-the-Nation” school. Well over 60 percent of graduates go on directly to 4-year colleges, and another 30 percent go on to 2-year colleges. Ashland voters have supported schools and libraries with bond measures and tax levies over and above the Jackson County norm. Extracurricular activities, both sports and the arts, are heavily supported by the community.

Finance & Stewardship

Finance

Trinity Ashland maintains a stable financial posture. The church facilities are owned outright; the parish has no debt; and the congregation maintains reserves for foreseeable “rainy days.” For the year ending December 31, 2010, the parish’s receipts exceeded expenditures by \$20,978. Approximately \$100,000 in cash and near cash is currently available, net of 2011 prepaid pledges. We have a small endowment of \$74,000.

The table below is a financial summary of Trinity’s operations over the past five years, and its budget for 2011. As noted, total income grew steadily each year up through 2009, but then fell off in 2010, and it is budgeted to fall slightly farther in 2011. Both the retirement of our former rector in October 2010 and the continuing national recession are likely significant factors in this recent downward trend. Also noteworthy is that our average number of pledges has been falling slightly in recent years, largely as a result of parishioner deaths. However, some of this reduction has been offset by a slight increase in our average pledge per unit and by new members.

TRINITY CHURCH ASHLAND FINANCIALS (\$000 OMITTED)

	Budget 2011	Actual 2010	Actual 2009	Actual 2008	Actual 2007	Actual 2006
TOTAL INCOME	\$291	\$295	\$304	\$297	\$287	\$279
EXPENSES						
Payroll (excl music)	117	116	122	128	119	108
Diocesan support	45	45	50	51	50	48
Music program	45	44	49	40	38	38
Outreach	31	31	39	36	33	27
Utilities and maintenance	18	18	18	18	20	20
Office (excl. salaries)	10	9	10	10	10	11
Insurance	5	4	5	5	5	4
Worship supplies	3	2	2	3	2	2
Adult/children’s Educ.	1	1	1	2	1	1
Rector search	25	0	0	0	0	0
	3	3	2	3	3	3
TOTAL EXPENSES	\$303	\$274	\$298	\$293	\$278	\$262
SURPLUS	(\$12)	\$21	\$6	\$4	\$9	\$17

Finance & Stewardship

Stewardship

Church stewardship consists of the gathering of time, talent, and treasure for the future good of the parish. The profile has previously discussed Trinity's use of time and talent. In terms of treasure, the Stewardship program at Trinity has consisted of a two-month campaign for the annual pledge appeal, with no activity during the remainder of the year.

For 2011, 163 pledges have been made, for total of \$238,071.

Year-round stewardship has not been a focus at Trinity in the past. The Vestry has recently decided to establish a permanent team that will focus on year-round stewardship activities and education. Its purpose will be to keep the need for Stewardship, in all forms, before the parish throughout the year.

This team will also work closely with the Endowment Committee to share ideas and strategies to benefit the successful endeavors of both, such as Planned Giving. There is much to be done in this area of stewardship.

A candidate's past record of imaginative and successful stewardship would be a useful qualification of our rector-to-be-called.



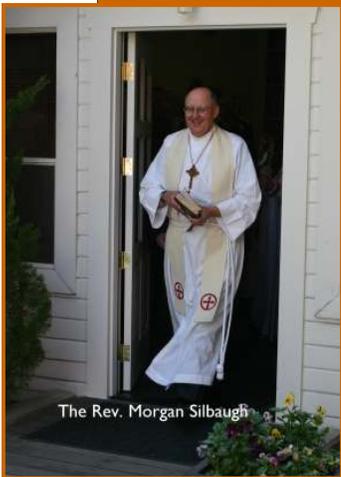
Parish Resources



The Rev. Tom Murphy



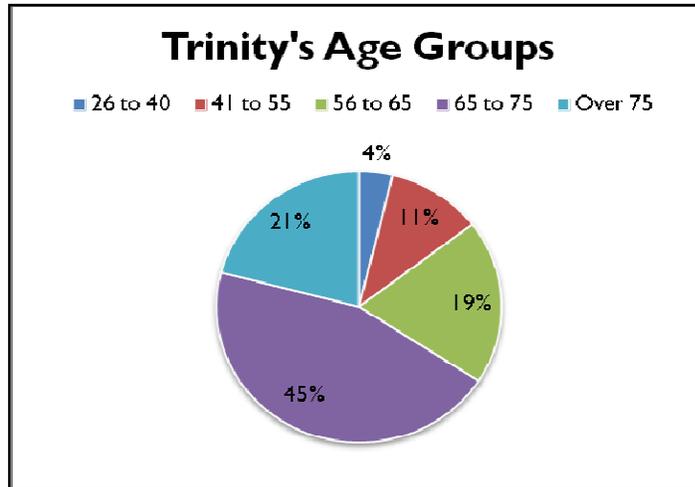
The Rev. Meredith Pech
Deacon



The Rev. Morgan Silbaugh

People

Trinity Ashland is one of 74 churches in the Diocese of Oregon (encompassing the western, most heavily populated portion of the state). Our congregation has a current membership of 338 people with an average Sunday attendance of 176. Most parishioners serve on at least two of the many active ministries and committees. A recent survey showed that we are indeed an aging congregation, not unlike the national church (see chart below). For the most part, we are educated, active retirees. Over 42 percent have been coming to Trinity over 11 years.



Clergy

Not only do we have the resources to support a full-time rector, but because Ashland is a place for retirement, Trinity has retired clergy among the congregation. Trinity's rectors have a history of inviting retired clergy to assist with education, supply, and support the rector's pastoral work. We are also blessed to have two Deacons who alternate their duties each Sunday.



The Rev. Carol Howser
Deacon

Trinity Staff

The Trinity staff includes:

- A Parish Administrator - clerical, 3/4 time, paid.
Office duties, financial input
- A Music Director - part-time, paid.
Directs choir, selects music, conducts rehearsals
- An Organist - part-time, paid.
Plays at all services that have music.
- Sexton - part-time, paid.
Works approximately 8 hours a week.

Parish Resources

The Diocese of Oregon: The Episcopal Church in Western Oregon

Vision Statement

We, the people of the Episcopal Diocese of Oregon, seek to live out the Baptismal covenant in our common life, ministry and mission. We are a body formed in the Anglican tradition of Common Prayer, and are open to new forms of liturgical expression as they are revealed to us.

With spirits strengthened by sacraments and minds enlightened by Biblical witness, we seek to bring a clear expression of the ministry of Jesus Christ to the people of the world. We recognize our equality in the sight of God and we seek to discover and honor the unique gifts of all. Thus, we serve God with resources ever made new by divine and abundant grace.

Mission Statement

Our mission, as the church in Western Oregon, is to equip and support one another in our baptismal ministries, and to spread the Good News of God in Christ into the world.



Objectives

Following are the objectives Diocesan Council adopts in seeking to fulfill the essence of the Vision Statement:

- I. Serve as a symbol of unity and grace and a witness to God's compassion and mercy within and outside the Diocese.
- II. Engage the people of the Diocese of Oregon in a common effort focused on the Vision.
- III. Implement and strengthen the ministry of all the baptized in the Diocese of Oregon. Develop support for diocesan congregations as they work to fulfill the Vision, with counsel, coordination, and direction from the Bishop.

For more information, please visit <http://www.episcopaldioceseoregon.org/>

We give thanks to the members of Trinity Church who supported the Profile Team over the past months through their prayers and encouragement.

This profile was prepared by the members of the Parish Profile Team:

Martha Hutchison

Phyllis Reynolds

Tom Harrington

Roger Graves

Ward Wilson

Virginia Rea

Suzanne Lang

Maggie McCartney

Carol Harvey

Chris Amorelli

Diana Quirk

John Ferris

Jeff LaLande

Kathy Griffin

Frank Lang, Photographer

Steve Clinton, Photographer

Chappy Nelson, Cover Design

Pat Brewer, Copy Editor

We couldn't have completed this profile without the guidance of our Interim, The Rev. John Goddard, to whom we are greatly indebted.



Trinity Episcopal Church
44 North Second Street
Ashland, Oregon 97520

541-482-2656

www.trinitychurchashland.org