

PARISH STUDY REPORT

TRINITY LUTHERAN CHURCH

Pottsville

October 2019

Northeastern Pennsylvania Synod



**Evangelical Lutheran
Church in America**

God's work. Our hands.

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Congregation: Trinity Pottsville PA 17901
Northeastern Pennsylvania Synod Conference: Schuylkill
Year Organized: 1834

From 2011 to 2018	2011	2012	2013	2014	2015	2016	2017	2018	% Chg (11-18)
Baptized Membership	3,634	3,653	3,693	3,699	3,708	3,721	3,741	3,753	3.3%
Members Received By:									
a. Baptism: Children	31	33	32	33	27	22	28	24	
b. Baptism: Adults	1	1	2	0	8	1	0	1	
c. Affirmation of Faith	29	20	24	6	2	13	15	9	
d. Transfer	5	8	18	11	0	2	0	7	
e. Other & Stat. Adjustment	0	1	0	0	0	0	0	0	
Total Members Received	66	63	76	50	37	38	43	41	
Members Removed By:									
a. Death	30	39	34	33	22	24	23	29	
b. Transfer	4	6	2	11	6	1	0	0	
c. Other & Stat. Adjustment	0	0	0	0	0	0	0	0	
Total Members Removed	34	44	36	44	28	25	23	29	
Membership Change	32	19	40	6	9	13	20	12	
Baptized Youth Confirmed	15	12	14	14	14	10	12	6	
Confirmed Membership	2,445	2,443	2,443	2,450	2,464	2,473	2,471	2,479	1.4%
Average Worship Attendance	300	320	291	282	255	243	245	230	-23.3%
Percent Attending Worship [1]	8.3 %	8.8 %	7.9 %	7.6 %	6.9 %	6.5 %	6.5 %	6.1 %	-26.5%



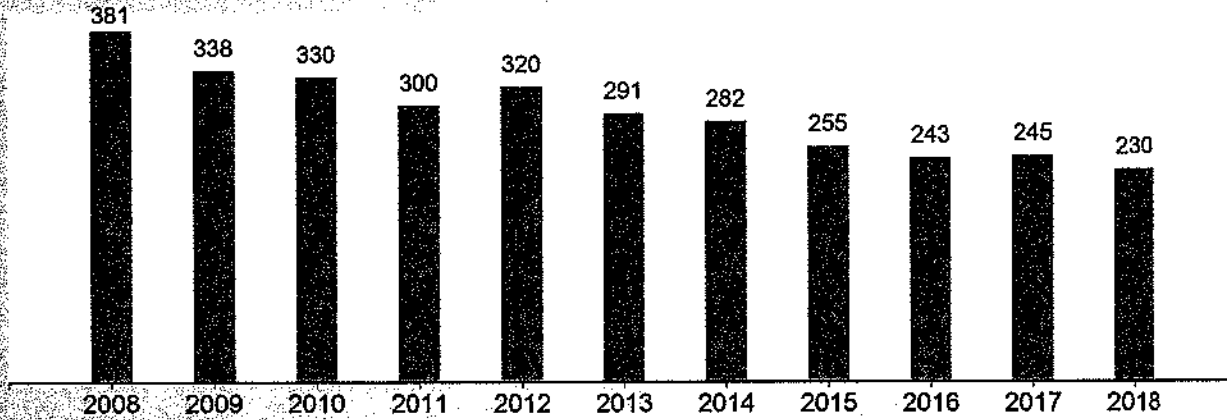
From 2011 to 2018	2011	2012	2013	2014	2015	2016 (2)	2017	2018	%Chg (11-18)
African American/Black	5	5	2	8	10	10	10	12	
African National/African-Caribbean	0	0	0	0	0	0	0	0	
Asian/Pacific Islander	0	0	0	0	0	0	0	0	
Latino/Hispanic	5	0	2	4	6	6	0	0	
Amer Indian/Alaska Native	0	0	0	2	2	2	2	2	
Arab/Middle Eastern	0	0	0	0	0	0	0	0	
Multiracial	2	2	3	0	0	0	0	0	
White	688	743	66	786	772	772	208	216	
Other	0	0	0	0	0	0	0	0	
Total Number of Active Participants	700	750	73	800	790	790	220	230	

Racial/Ethnic Composition - Congregations filing in 2011 to 2018 show Active Participants. This data is collected to measure the ELCA'S progress in becoming more diverse.

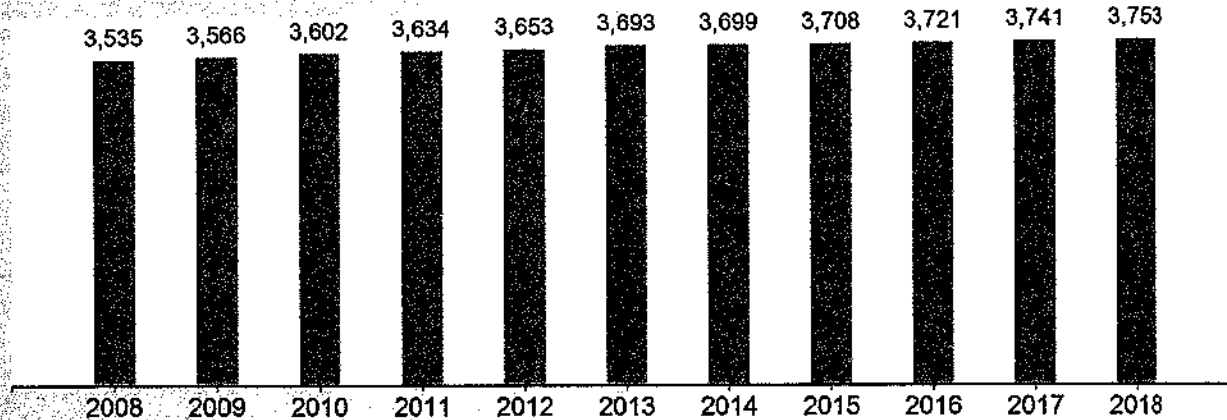
Regular Giving Per Confirmed Member	174.45	176.40	121.49	108.72	160.89	153.72	103.63	103.30	-40.8%
Regular Giving by Members	426,521	430,950	296,795	266,353	396,432	380,159	256,079	256,079	-40.0%
Regular Giving by Members in 2010 dollars	413,456	409,298	277,820	245,328	364,703	345,379	227,808	221,483	-46.4%
Designated Giving by Members	123,456	123,456	67,495	27,019	57,664	123,739	115,145	0	-100.0%
Grants & Partnership Support	0	0	0	0	1	0	0	0	0.0%
Total Receipts [3]	638,122	643,666	693,561	424,516	485,982	622,354	863,989	256,079	-59.9%
Current Operating Expenses	602,752	630,800	563,000	492,993	478,160	452,579	339,973	339,973	-43.6%
Payments on Debts	0	0	0	0	1	0	0	0	0.0%
Total Disbursements [3]	664,252	689,335	609,851	520,012	511,502	475,628	360,409	339,973	-48.8%
Mission Support	50,000	50,000	43,845	27,019	24,841	20,960	18,358	0	-100.0%
Mission Support as % of Current Operating Expenses, Debt, Expenses & Mission Support [4]	7.7%	7.3%	7.2%	5.2%	4.9%	4.4%	5.1%	0.0%	-100.0%
Mission Support as % of Regular Giving [4]	11.7%	11.6%	14.8%	10.1%	6.3%	5.5%	7.2%	0.0%	-100.0%
All other benevolence (non-mission support)	11,500	8,535	2,694	0	100	277	2,078	0	-100.0%
Mission Support as % of total benevolence	81.3%	85.4%	94.2%	100.0%	99.6%	98.7%	89.8%	0.0%	-100.0%



Average Worship Attendance From 2008 to 2018 (-39.6% change)



Baptized Membership From 2008 to 2018 (6.2% change)



Population of Congregation's ZIP Code 17901

2000	2002	2008	2010	2012	2014	2018	%Chg
24,991	-	-	26,780	-	-	23,934	-4.2%



Assistance provided to people with disabilities:

- | | |
|--|---|
| <input checked="" type="checkbox"/> Wheelchair access throughout the building(s) | <input checked="" type="checkbox"/> Sign language interpreters |
| <input type="checkbox"/> Braille worship materials | <input type="checkbox"/> Mental health ministries |
| <input checked="" type="checkbox"/> Large print worship materials | <input type="checkbox"/> Ministry with people with developmental disabilities |
| <input type="checkbox"/> Assistive devices for the hard of hearing | <input type="checkbox"/> None of the above |

Community Context: Small city 10,000 to 49,999 pop.

ZIP Codes Served: 17901 17972 17961 17965 17970 17954

[1] Average worship attendance divided by baptized membership

[2] Racial/Ethnicity numbers forwarded from 2015

[3] These totals include other receipts and disbursements not displayed

[4] The percent change in the right most column is the percent change between 2011 and 2018

The ZIP Code population data are Copyright (c) protected by Environics Analytics

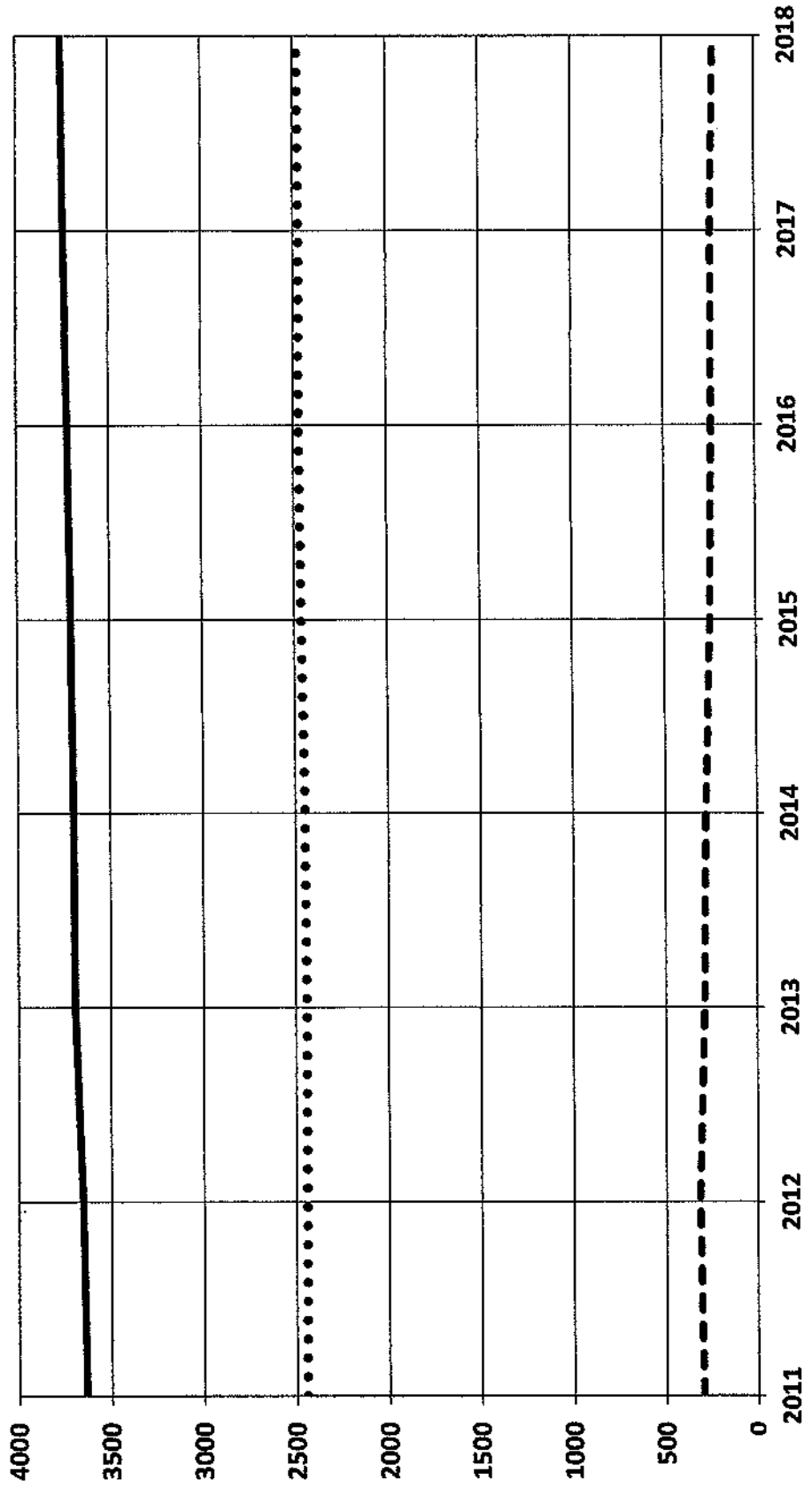
To make corrections or updates, contact the ELCA Office of the Secretary.

E-mail conginfo@elca.org or call 800/638-3522 extension 2810

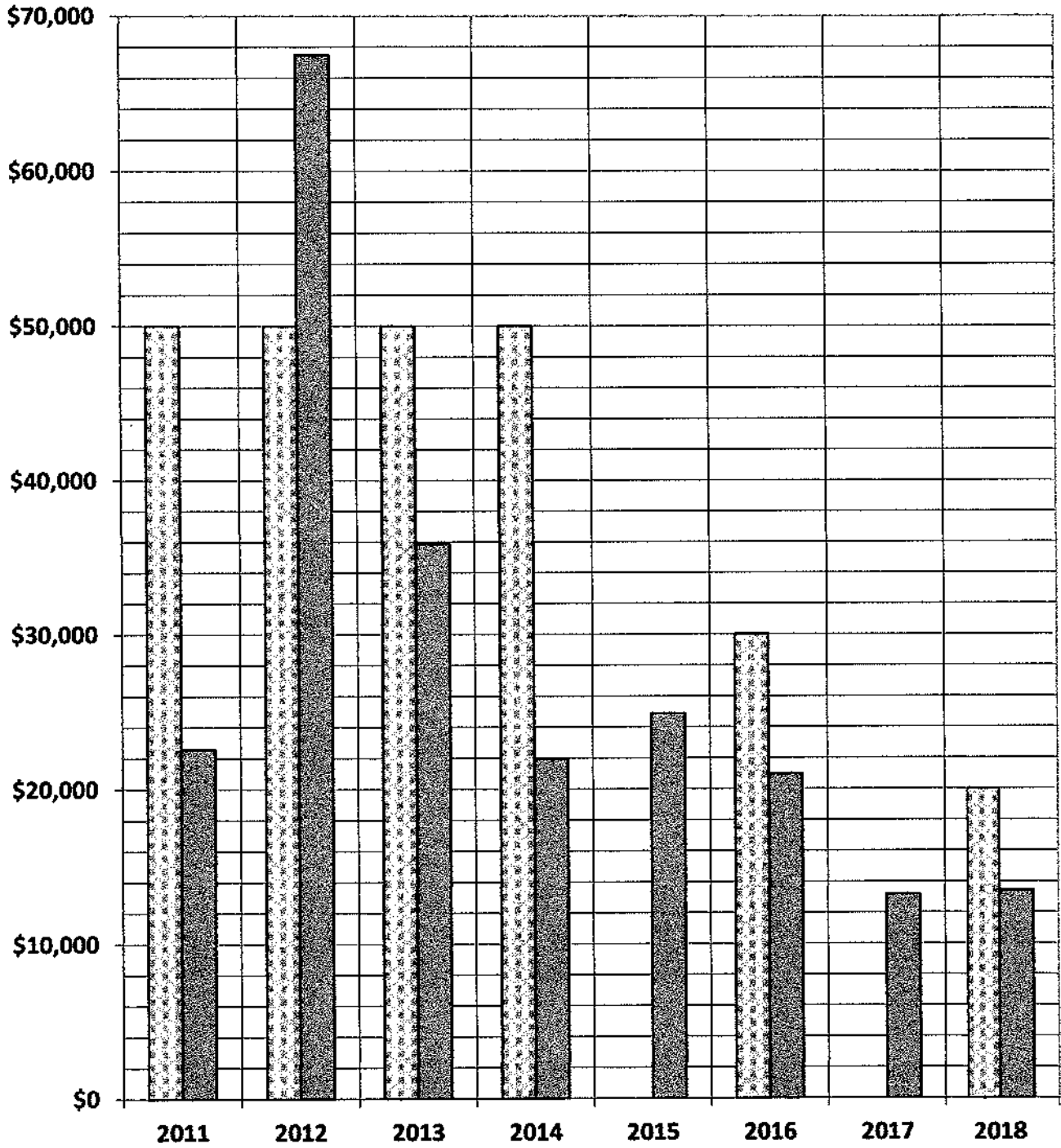
Forms filed electronically will be checked for errors starting in early summer.

"Living Lutheran: Renewing Your Congregation" by Dave Daubert is resource for congregational renewal. Order ISBN #0806653345 from Augsburg Fortress at www.augsburgfortress.org.

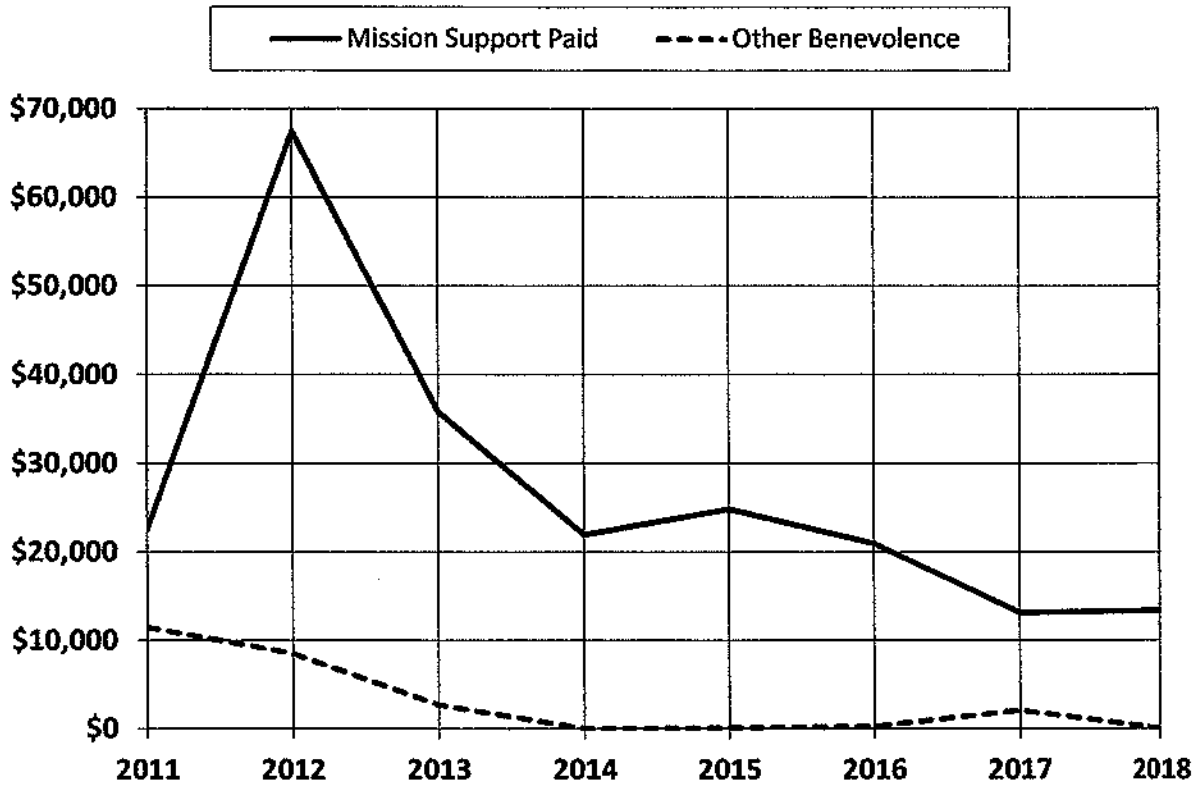
MEMBERSHIP TREND - 2011-2018



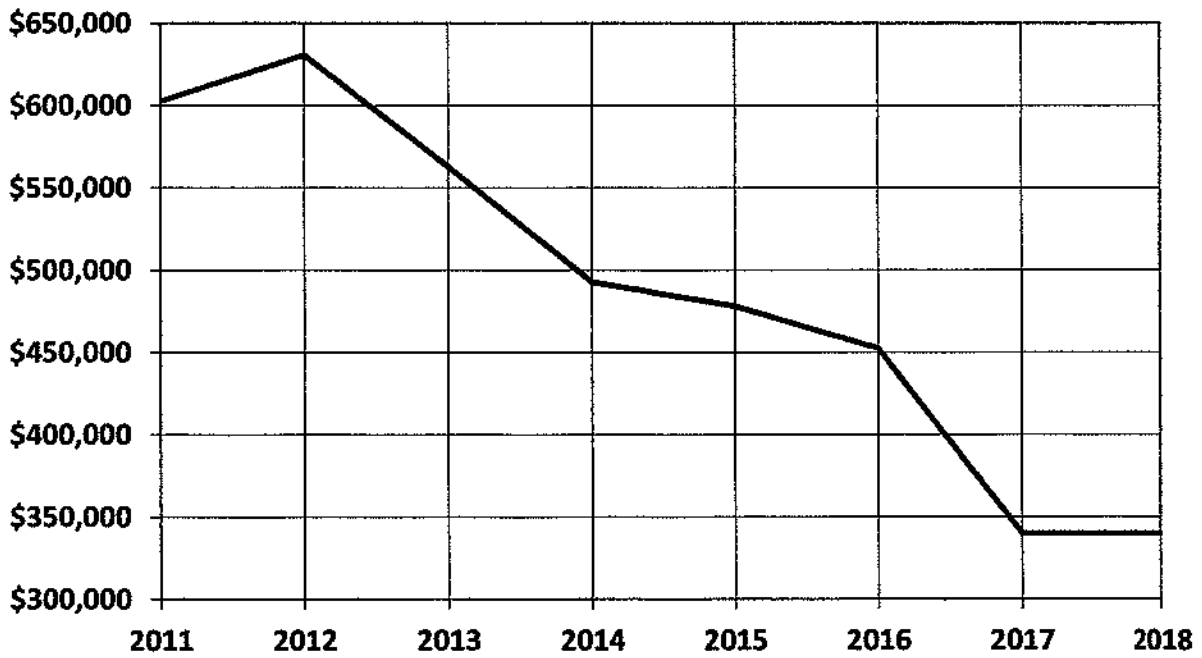
MISSION SUPPORT



BENEVOLENCE EXPENDED



CURRENT EXPENDED



REFLECTION QUESTIONS

Trinity, Pottsville

1. Why is attending church important to you?

- a. To serve God and to be inspired to be a better person and to do good things for others and the community with faith-based intentions.
- b. It is the time I set aside each week to slow down, refocus and get closer to God.
- c. Love the music, the feeling of peace and the time with other Christians. Also, a message to think about throughout the week.
- d. Staying connected to my faith. Fellowship opportunity with other believers. Thoroughly enjoy informal learning in Sunday School
- e. God is very good to me. Pastor Chris is very important, and I think the world of him.
- f. An opportunity to refresh, get recharged for the week and time to hear words of forgiveness.
- g. Need the support of other members, to worship with other members, to hear the pastor teach us about the Trinity through his sermons.
- h. Whole week is "off" without it. Need uplift; need renewal.
- i. Helps me deal with life.
- j. Church is a place where I can speak with God and get clarity regarding the direction of my life.
- k. I feel fed spiritually
- l. To keep on the right path. Fellowship needed. Activities. Listen to sermon to obtain info of its meaning!
- m. I need to always work on strengthening my faith life and I need to worship with a church family.
- n. It means having faith that will extend in my life and knowing a generation will follow, even if knowing you did best for the future.
- o. Because it's where I can worship God's my Savior Jesus with other Christians.

2. What do you feel is the biggest challenge facing a new pastor of your congregation?

- a. He doesn't know anyone, has to find housing, get driver's license, voter's registration, etc. changed while learning about the congregation members and finances – all at the same time. - 2
- b. To keep the current congregation motivated to keep the church a part of their daily lives. You have the millennials, the post millennials and generation X that are so so busy, usually both parents working and leading very busy lives with kids and sports, that going to church most times is last on the list. Sundays are spent as a catch-up day. Church attendance falls to the bottom of the priority list.
- c. Bringing in new members, while retaining the current membership.
- d. Building a youth program to bring the children, through high school, back to church to help them have a firm foundation and lasting Christian friendships.
- e. Being accepted, especially if wanting to introduce new and different ideas.
- f. Reconnecting with our youth population.
- g. Trying to please everyone.
- h. Low attendance
- i. Apathy of parents of children in Sunday School and Confirmation.
- j. Pastor Bendle, whom I never met, has an idyllic reputation.
- k. Serving all the people's needs
- l. Ability to reach all ages of people.
- m. The toxic political atmosphere surrounding our congregation which, in my opinion, is going to destroy this place.
- n. Attracting "30-somethings" with children.
- o. Trying to bring in new members and encouraging members who haven't been to church in a long time, to worship and become active (especially younger folks).
- p. He's on his own.
- q. Reaching out to all our members. We are a congregation of various age groups, with different views and personalities.

3. What can you do to help a new pastor face and overcome this challenge?

- a. Welcome and be supportive in any way possible. - 3
- b. I would encourage the sermons be in part about problems and solutions facing today's world – give us tools to keep us moving forward – to be ready for Monday and a new week with the strength and encouragement to face the obstacles ahead of us. Sunday could be like a watering station for a plant that's been in the sun all week and needs a big drink of encouragement and faith.
- c. Be a welcoming presence to all members.
- d. Welcome him or her and continue to work with children's ministry and music.
- e. Wear nametags at services for 2 – 3 months. Create a list of restaurants, plumbers, electricians, physicians, carpenters, as well as names, addresses and phone numbers of other pastors in the area.
- f. Give honest feedback and support on his own merit.
- g. Keep supporting and attending
- h. Do not use social media. To keep everyone happy and motivated to attend church we need a pastor who spreads the word of God, not the word of politics.
- i. Volunteer for activities aimed at the "30-something" target group.
- j. Try to help him/her in his mission by reaching out to others (probably working in committees etc., word of mouth.)
- k. Be understanding. (Changes always happen) Be there to help in "anyway" I can.
- l. He's on his own
- m. Welcome him or her with open arms and show the love of Jesus whenever and where ever we can.

4. To grow is to change. What positive changes are you willing to support to live out God's mission in this place?

- a. No answer given
- b. I think the current template of service needs to be updated – to be more relevant to today's world and all we are facing – so we can leave

after the sermon, feeling motivated and energetic and ready to share that good feeling with neighbors and friends.

- c. Get new members involved in the ministry of the church.
- d. Be open to changes that will help the youth program grow.
- e. Whatever is presented to me
- f. Any that further our mission and service and glorify God.
- g. Try to restart Women's Group for Bible Study and support each other. Find a way to get members to know each other. I've been a member since 1973 and I still don't know everyone!
- h. A joint choir
- i. Any
- j. Follow the blueprints of the "mega churches".
- k. Get out of the stone age and living in the past, new is not bad. We need young members who want to stay.
- l. I believe change in this congregation is inevitable and welcome. I would support worthwhile, positive changes such as including contemporary Christian hymns and initiating an Alpha course.
- m. To help in whatever ways I can!
- n. We need to change our confirmation practice as I feel it is antiquated for today's youth; explore churches where their membership is growing. We also need to have more interesting programs and events to entice younger folks!
- o. That's my faith
- p. Changing our worship service back to 11 a.m. on Sunday. 9:30 just doesn't suit our family. If not 11 a.m., at least 10:30 a.m.

5. What is your congregation doing to bring God's work to your changing community?

- a. No answer given - 2
- b. Adding new technology; I like the website and Facebook. - 2
- c. I believe they do a lot of activities trying to support our youth and they schedule events for the congregation to attend to keep the comradery with the parishioners current. The list of activities is pretty full it seems. Something for everyone.
- d. Having a presence in the community during activities, sponsoring a variety of activities for members.

- e. I hope we are growing to include and to plant seeds for our youth.
- f. Active food pantry.
- g. A ton of advertising, creating events and activities bringing excitement to our church and community.
- h. Knoebel's picnic, pool party, social media notices of activities
- i. Honestly, not as much as other churches
- j. Our ministries are far reaching, continuing them is essential.
- k. Getting people together to plan activities that other people can enjoy, such as Donut Run, Pool, movie, etc. Suggesting ideas for change.
- l. It is a difficult struggle as our church is in a very low socio-economic area and depressed. It is also an aging community. We have lost a lot of members through death and we are trying to bring in youth through programming.
- m. Through our various programs that reach out to young people as well as our senior citizens. Our pastor as well as members visit our shut-ins, those in nursing homes, and those in hospitals.



Population:	ZIP Code	County
2020 Projection	24,291	145,159
2015 Estimate	24,543	146,271
2010 Census	24,948	148,289
2000 Census	26,732	150,337

Population Change and Percent Change:		
2000 - 2010 Number Change	(1,784)	(2,048)
2000 - 2010 % Change	-6.7%	-1.4%
2010 - 2020 Number Change	(657)	(3,130)
2010 - 2020 % Change	-2.6%	-2.1%

Number of Persons in Families, Households and Group Quarters		
2010 Families	6,516	39,004
2015 Families	6,445	38,487
2010 Households	10,461	60,192
2015 Households	10,315	59,305
2010 Population in Group Quarters	703	6,780
2015 Population in Group Quarters	727	7,095

2015 % Population by Race		
African American or Black	1.8%	2.9%
American Indian and Alaska Native	0.1%	0.1%
Asian	0.8%	0.6%
Number of Chinese (not Taiwanese)	69	211
Number of Filipino	8	47
Number of Japanese	0	21
Number of Asian Indian	4	178
Number of Korean	12	55
Number of Vietnamese	92	307
Number of Cambodian	9	34
Number of Hmong	0	0
Number of Laotian	0	0
Number of Thai	0	0
Number of Other Asian	12	59
Native Hawaiian & Other Pacific Islander	0.0%	0.0%
Some other race	0.7%	1.6%
Two or more races	1.6%	1.2%
White	95.0%	93.5%

2015 % Population Hispanic Origin



Not Hispanic or Latino	97.7%	96.4%
Hispanic or Latino	2.3%	3.6%
Number of Mexican	125	1,361
Number of Puerto Rican	299	1,676
Number of Cuban	9	107
Number of Other Hispanic or Latino	121	2,130
2020 % Population by Race		
African American or Black	1.7%	3.1%
American Indian and Alaska Native	0.1%	0.2%
Asian	1.0%	0.8%
Native Hawaiian & Other Pacific Islander	0.0%	0.0%
Some other race	0.7%	2.0%
Two or more races	1.9%	1.3%
White	94.6%	92.6%
2020 % Population Hispanic Origin		
Not Hispanic or Latino	97.2%	95.5%
Hispanic or Latino	2.8%	4.5%
2015 % Population by Gender		
Female	51.5%	49.1%
Male	48.5%	50.9%
2015 % Population by Age		
0 - 4	4.9%	4.8%
5 - 9	5.2%	5.2%
10 - 14	5.7%	5.6%
15 - 17	3.7%	3.5%
18 - 20	3.3%	3.2%
21 - 24	4.6%	4.6%
25 - 34	11.3%	11.6%
35 - 44	11.7%	12.3%
45 - 54	14.4%	14.8%
55 - 64	14.9%	14.6%
65 - 74	10.4%	10.4%
75 - 84	6.2%	6.3%
85 and over	3.7%	3.1%
2015 Median Age	45.00	44.00
2015 Median Household Income	44,701	47,752
2015 Average Household Income	56,840	59,087
2015 Families Below Poverty Level	699	3,822



2015 % Educational Attainment (25yrs+):

Less than Grade 9	3.2%	3.0%
Grade 9-12, no diploma	8.9%	10.1%
High School graduate or equivalency	49.4%	49.4%
Some College, no degree	14.8%	15.0%
Associate's degree	8.1%	8.7%
Bachelor's degree	9.8%	8.8%
Master's degree	4.5%	4.0%
Professional school degree	1.1%	0.8%
Doctorate degree	0.2%	0.3%

2015% Employment Status (16yrs+):

Armed Forces	0.1%	0.1%
Civilian: Employed	53.0%	52.3%
Civilian: UnEmployed	6.0%	5.9%
Not in labor force	41.0%	41.7%

2015 % Travel Time to Work

Less than 15 minutes	45.4%	32.5%
15 to 29 minutes	29.3%	33.4%
30 to 44 minutes	8.6%	15.6%
45 to 59 minutes	7.5%	8.2%
60 minutes or more	9.2%	10.4%

2015 % Marital Status (15yrs):

Never married	32.8%	29.8%
Married	48.7%	50.6%
Widowed	7.9%	8.6%
Divorced	10.6%	11.0%

2015 Median Home Value:

93,833 99,251

2015 % Owner/Renter Occupied Housing Units

Owner occupied	69.5%	75.7%
Renter Occupied	30.5%	24.3%

2015 % Estimated Housing Units by Year Structure Built

2010 or later	0.5%	0.7%
2000 to 2009	4.9%	5.4%
1990 to 1999	7.6%	7.6%
1980 to 1989	5.0%	6.8%
1970 to 1979	10.3%	10.7%
1960 to 1969	7.3%	5.9%
1950 to 1959	9.6%	8.4%



1940 to 1949	6.3%	7.2%
1939 or earlier	48.7%	47.3%

2015 % Household by Type

Married Couple with children	24.4%	25.0%
Female Householder with children	10.5%	8.6%
Male Householder with children	4.6%	4.4%
Married Couple with no children	47.3%	49.4%
Female Householder with no children	8.8%	8.2%
Male Householder with no children	4.5%	4.4%
Family Households	6,445	38,487
Non-Family Households (Single or with non-relatives)	3,870	20,818

Report prepared by ELCA Research and Evaluation 1-800-638-3522 ext. 2990
 The data are Copyright © protected by The Nielsen Company (US), LLC (2016)
 The PRIZM® NE segments developed by The Nielsen Company (US), LLC (2016) can be found on the web at
www.mybestsegments.com



Living in God's amazing grace

ZIP Code Report: Congregational User's Guide

The ZIP Code report reflects the 2009 estimates and 2014 projections. It compares the ZIP Code requested to the county in which it resides. There are a number of ways the data in this report can be used. For example, you may ask, how does my area compare to the county? Is my area higher, lower or on par with the county data? If you serve more than one ZIP Code, are they similar or different? How does that affect your congregation's ministry?

- **Population Change** provides a brief synopsis of what has, what is, and what will happen to the population. If an area is growing, particularly at a fast rate, you may need to think about building an addition to accommodate the needs of new members. If an area is declining, consider why. Is it because a major industry closed down and folks are moving to find other jobs? Is it because the area is in racial/ethnic transition? A transitional phase will probably mean you need to start thinking about an outreach program to those who are moving into the area.
- **Population by Race** can help you get a picture of your area. This is helpful for the new pastor or for areas in transition. Does the membership of the congregation reflect the racial make-up of the community? The Population by Race can help determine if there should be outreach or a new service in different languages. Is your area comprised mainly of new immigrants? Maybe you can sponsor an English as a Second Language (ESL) program at your congregation.
- **Population by Age** will tell the age composition of the area. For instance, your area may show 20% 25-34 year olds and 10% 0-4 year olds. This would indicate parents with young children in the area. The age composition can also help determine the need for additional ministries such as day care or a senior center.
- The income section on the ZIP Code report can hint at expectations of regular giving. Or, it may inspire you to start a food pantry, contribute to local charities or provide support for transitional housing.
- **Educational Attainment** can help a congregation determine guests for workshops, adult education forums, speakers and topics.
- **Marital Status and Households by Type** provide insight into the ministries that you have or can start at your congregation. If the percentage of population which is divorced is large in your area, there may be a need for support groups. If there is a high percentage of single parents/caregivers, there may be a need for a day care center, a pre-school or other ministries.
- The **Estimated Housing Units by Year Structure Built** can tell whether the area is established or if it contains newer housing. Older housing can mean empty-nesters or senior citizens reside in the area. New housing typically means growth.



Trinity

Pottsville

PA

Congregation ID 00749

Synod: Northeastern Pennsylvania Synod, ELCA

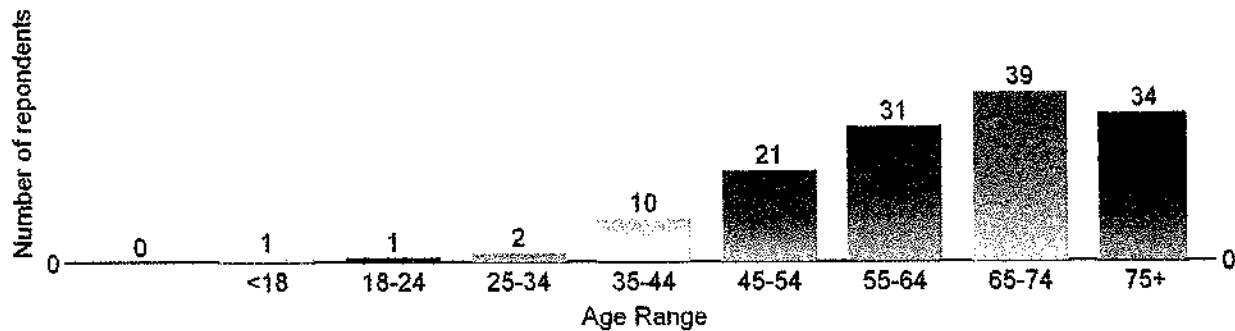
Measuring Vitality

This survey measured perceived strengths and challenges of the congregation in three critical areas: the congregation's connections with God, each other and the world. All items range from 1 (poor) to 5 (great). The target score is 4 or higher. A average vitality score was created by averaging all items together. Compare your congregation with aggregated ELCA congregations.

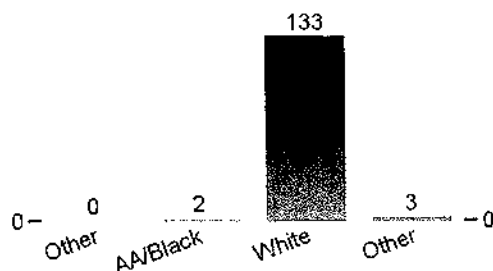
This report is divided into three sections. The first section tells you who completed the survey. The next section shows the average responses to the 15 questions and the average vitality score, and the last section shows details of how each question was answered.

Total responses 145

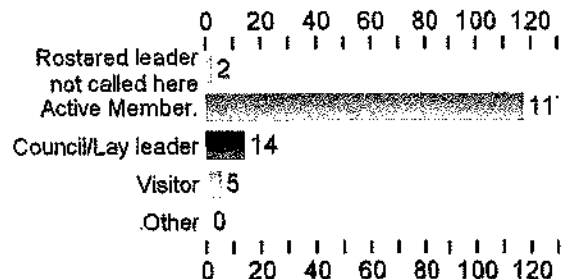
Age of Respondents



Ethnicity



Type of Respondent



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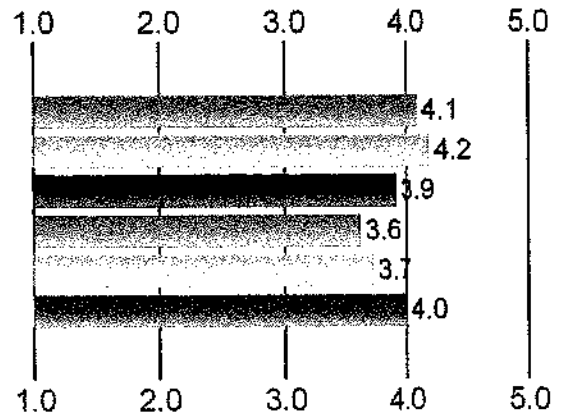
reportID 2238

7/19/2019



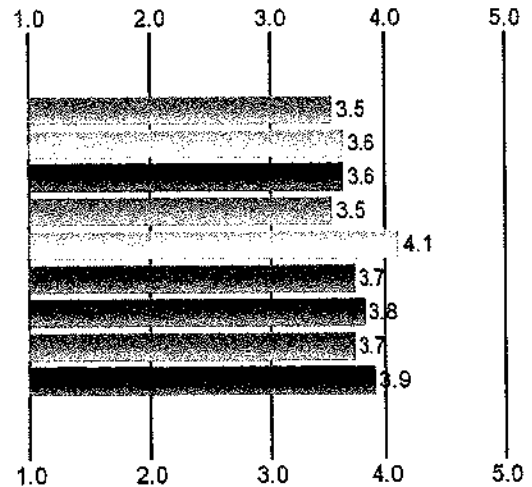
How well do these phrases describe your congregation?

- Worship nurtures faith
- Helps deepen relationship with God
- Clear sense of mission
- Excitement about the future
- Always ready to try new things
- A positive force in the community



How well does your congregation do the following?

- Incorporate newcomers
- Seek out and use gifts of all ages
- Build strong, healthy relationships
- Manage disagreements health, respectful
- Help those in need
- Equip people to share their faith with others
- Interact with the local community
- Advocate for social justice
- Help people live out faith in daily life



Connecting with God

Your Average
Vitality Score 3.8

Struggling	Concerns	Maintaining	Moving Forward
<3.2	3.5	4.0	4.3+

This range is based on real experiences of other ELCA congregations. Mark your congregation's score in the shaded area and choose the description that best matches your score.

Note that labels are not precise. Some congregations with a score of 4.1 are moving forward, while others are maintaining. However, very few congregations with a 4.1 are in struggling just as few congregations with a 3.6 are moving forward in mission.

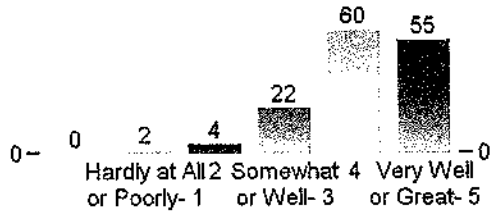
Visit www.CongregationalVitalitySurvey.com/Resources.html and use the Congregation Check-up for suggested next steps. Talk to your synod's Director for Evangelical Mission for more information.



Item by Item Responses

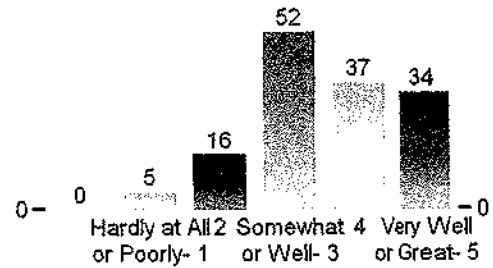
Connecting with God

Worship nurtures people's faith

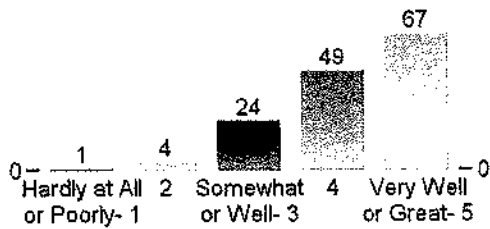


Connecting with Each Other

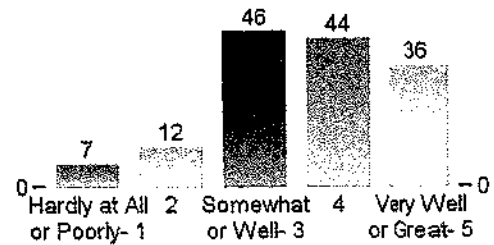
Incorporate new people into congregational life



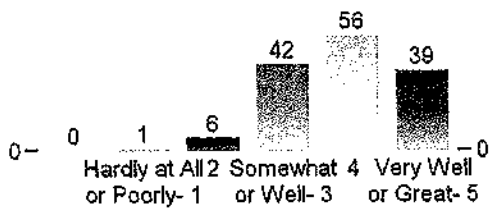
Deepens people's relationship with God



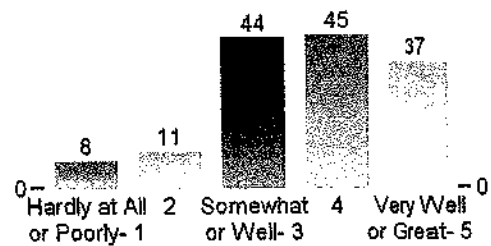
Seek out and use the gifts of all



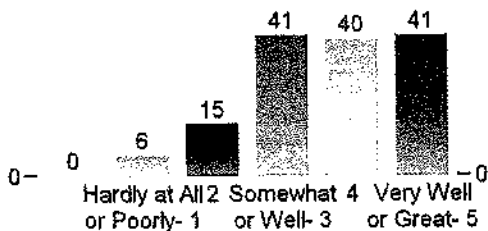
Has a clear sense of mission



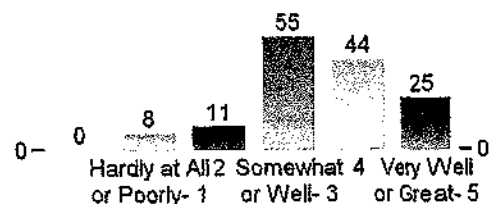
Build strong, healthy relationships



Willing to try new things



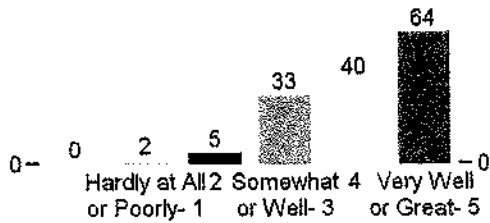
Manage disagreements in healthy respectful manner



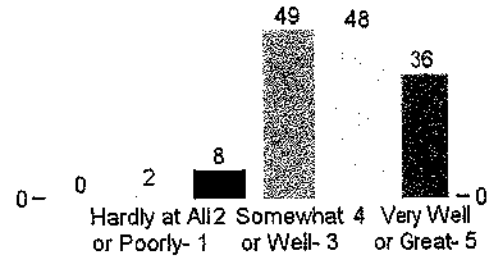


Connecting with the world

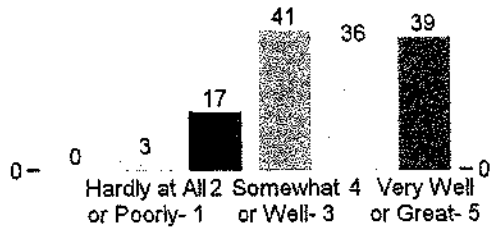
Address social concerns/ Serving those in need



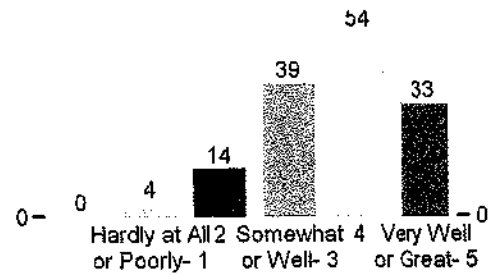
Interact with the local community



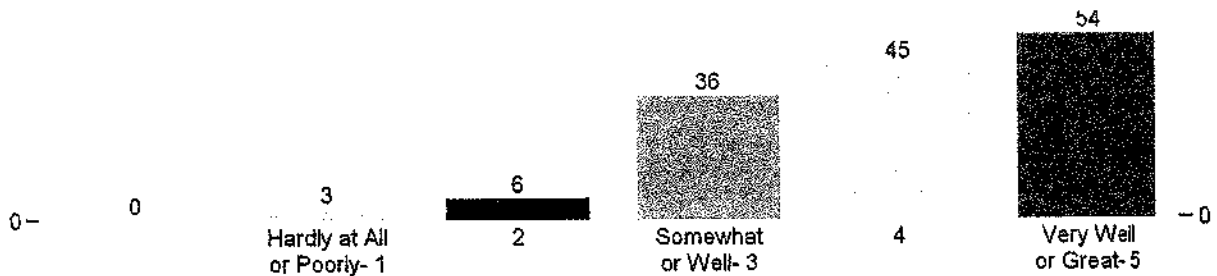
Advocating for social justice



Equip people to share their faith

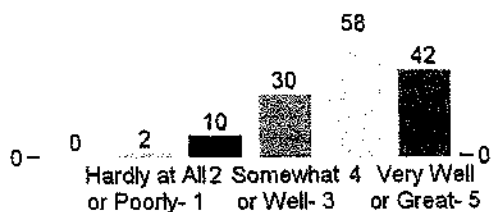


A positive force in the community

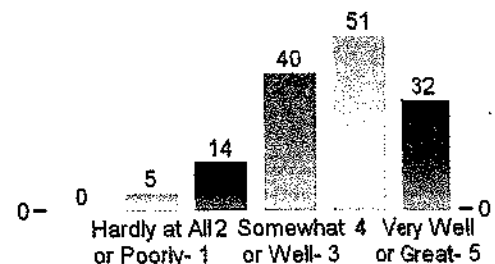


Overall

Help people live out faith in daily life



Excitement about the congregation's future



MINISTRY SITE PROFILE
Trinity Lutheran Church

Pottsville, PA

Completed: 10/31/2019



Evangelical Lutheran Church in America
 God's work. Our hands.

The Ministry Site Profile (MSP) is intended for use by congregations and church-related organizations that are seeking to call an ordained or lay rostered minister of the Evangelical Lutheran Church in America, or a First Call candidate for rostered ministry. Congregations must complete the entire MSP. Church-related organizations may, with the concurrence of the synod bishop, complete only the required sections (Part I, III and IV). Once complete, this form is submitted electronically to your synod bishop for review and posting to the "Current Openings" listing on the ELCA website (www.ELCA.org/call).

Summary Description

Trinity Lutheran is the perfect place for a pastor who wants to share their innovative ideas and faith to attract young adults and families to a congregation with a rich 185 year history. The city of Pottsville is beginning a revitalization and this is the perfect time to join us and lead the next generation of Trinity! Don't miss this opportunity to serve a congregation in a city with small town charm and bright future.

PART I: WHO WE ARE

Name and Location

CONGREGATION	Trinity Lutheran Church	00749
CONGREGATION/MULTIPLE POINT PARISH/ ORGANIZATION	NAME	CONG ID
Pottsville, PA, 17901	US	
CITY, STATE, ZIP	COUNTRY	
Northeastern Pennsylvania Synod (7E)	Congregation - Organized	1834
SYNOD	TYPE OF MINISTRY SITE	YEAR ORGANIZED
Small city (10,000 - 49,999)		
SIZE OF COMMUNITY		

Contact Information

Ministry Site (preferred contact information)

300 W Arch St	Pottsville, PA, 17901	US
ADDRESS LINE 1	ADDRESS LINE 2	CITY, STATE, ZIP
tlccares@tlcpottsville.onmicrosoft.com	http://www.trinitypottsville.com	(570) 622-9910
E-MAIL	WEB SITE	PHONE
		(570) 622-7451
		FAX

Chairperson of Congregation or Head of the Organization

Ronald Brennan

24 York Farm Rd	Pottsville, PA, 17901	US
ADDRESS LINE 1	ADDRESS LINE 2	CITY, STATE, ZIP
(570) 622-6454		
DAY PHONE	EVENING PHONE	CELL PHONE
		FAX



brennanp@comcast.net

E-MAIL

Chairperson of Call or Search Committee

Robert Thomas

NAME

311 Fleet St

ADDRESS LINE 1

(570) 292-3005

DAY PHONE

robertj.thomas@comcast.net

E-MAIL

ADDRESS LINE 2

EVENING PHONE

Pottsville, PA, 17901

CITY, STATE, ZIP

(570) 292-3005

CELL PHONE

US

COUNTRY

FAX

Demographics

Language Spoken

In the congregation/ organization

English

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

In the surrounding community

English

Spanish

PRIMARY LANGUAGE

SECOND LANGUAGE

THIRD LANGUAGE

Race/ Ethnicity (In the Congregation)

Caucasian (90%)

African American/Black (5%)

Latino/Hispanic (5%)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Race/ Ethnicity (Surrounding Community)

Caucasian (95%)

African American/Black (5%)

Multi-racial (5%)

LARGEST

SECOND

THIRD

FOURTH

COMMENTS OR EXPLANATION

Gender comparison

54%

46%

MALE

FEMALE

Age distribution

20%

20%

20%

25%

15%

19 YEARS OR YOUNGER

20 - 34

35 - 49

50 - 65

OVER 65

Number of Paid Staff

1

0

3

2

1

1

CLERGY

LAY ROSTERED

OTHER LAY PROFESSIONALS

SECRETARIAL SUPPORT

CUSTODIAL SUPPORT

OTHER

Congregational Information

151 - 250

0 - 25

Single site



AVE WEEKLY WORSHIP ATTENDANCE	AVE ATTENDANCE IN CHRISTIAN EDUCATION	PARISH TYPE	
30%	25%	10%	35%
1/2 MILE OR LESS	1/2 - 1 MILE	1 - 3 MILES	MORE THAN 3 MILES

Community Type

- | | | |
|---|--|-------------------------------------|
| <input checked="" type="checkbox"/> Bedroom community | <input type="checkbox"/> College or University | <input type="checkbox"/> Farming |
| <input type="checkbox"/> Inner City | <input type="checkbox"/> Mining/logging | <input type="checkbox"/> Ranching |
| <input checked="" type="checkbox"/> Industrial | <input type="checkbox"/> Resort | <input type="checkbox"/> Retirement |

Budget of the Congregation/ Organization

2018

\$387,927

TOTAL BUDGET FOR THE LAST FISCAL YEAR

\$13,403

MISSION SUPPORT TO THE ELCA/ SYNOD FOR THE LAST FISCAL YEAR

LAST FISCAL YEAR

\$0

TOTAL DEBT OF THE CONGREGATION/ ORGANIZATION AT THE END OF THE LAST FISCAL YEAR

\$8,866,213

TOTAL SAVINGS, RESERVES, ENDOWMENT AT THE END OF THE LAST FISCAL YEAR

PART II: OUR VISION FOR MISSION

Trends in the Community Context of the Congregation or Organization

Characteristics:

Write a description of your community in terms of socio-economic status, demographics, primary areas of employment and lifestyle. The Demographic ZIP Code report for your primary ZIP codes may be helpful.

Pottsville (ZIP 17901) is a city in, and the county seat of, Schuylkill County, Pennsylvania. The population was 14,324 at the 2010 census, and is the principal city of the Pottsville, PA Micropolitan Statistical Area. The city lies along the west bank of the Schuylkill River and is located in Pennsylvania's Coal Region.* SOURCE: Wikipedia.

Our city is home to one of the state's most popular tourist destinations, America's Oldest Brewery (Yuengling) and other popular destinations like Jerry's Classic Car Museum, Wheel Restaurant and historic walking tours. Our hard-working residents are employed in many sectors with government, healthcare and general labor being some of the most popular.

Trends:

List three changes or trends within the congregation or organization which have occurred in the last three to five years.

- 1. Senior Pastor's retirement in 2018**
- 2. Our church council's focused efforts on community outreach and special event planning.**
- 3. Our recent launch of digital ministry opportunities including a new website, online giving and increasing our use of social media.**



Context:

List three ways that the community in which you are located has been challenged by change and transition in the last three to five years.

Like many areas in the state, Pottsville has seen outmigration of young adults, while at the same time an influx of new residents from nearby urban areas who are attracted to our affordable cost of living. The city is working on revitalizing our historic downtown and has launched a revitalization plan to attract new businesses, increase special events and promotions and encourage young adults to remain in the city after finishing their education.

Programs:

Describe your congregation's or organization's current programs for mission and ministry.

Our council has worked with our strategic planning committee to focus our efforts towards things that will help us attract new young families and young adults.

We support our community with many programs including an in-house food pantry that provides boxes of non-perishable goods to those in need in our neighborhood. We have a very successful "adopt-a-child" program that helps to provide holiday gifts, clothing and more to area children by anonymous contributions by our congregation members and the public.

Our senior ministry is an important part of our mission and we employ a senior coordinator who provides transportation, fellowship and worship support to our seniors as well as many volunteer assistants to provide communion and visitation to shut-ins, ill and or hospitalized members.

Goals:

What are the primary goals of your ministry site (please refer to any Strategic Plan that has been adopted).

Our primary goal is to increase our active membership with new members who have young families. We've spent the past year working on rebranding Trinity's image to a more fun and relaxed place of worship to meet the needs of our changing community's needs.

Our new branding goals is to have us known as a place for families to go who want a traditional worship service, but with a relaxed and friendly feel with lots of programming and activities.

Energy:

What is your congregation or organization really excited about right now?

We're excited about our recent efforts to revitalize our Christian Education Programming like Sunday School and Confirmation. We've installed several smartboards in our classrooms and have trained our volunteer teachers on how to use them to engage youth with technology, videos and games. Our public school is iPad driven with every student having their own tablet and using cloud technology so our investment in IT allows students to engage in similar ways to enrich their Faith education.

Partnership:

How does this congregation or organization see itself as a member and active participant in the Evangelical Lutheran Church in America and the synod?

Trinity attends ELCA conferences and our pastor takes part in continuing education opportunities.

We are an active participant in the Schuylkill Mission District and we make sure that our youth are able to participate in national youth gatherings and Bear Creek Camp.



Ministry Site Characteristics

AS A COMMUNITY

	A LOT LIKE US	A LITTLE LIKE US	A LITTLE LIKE US	A LOT LIKE US	
We tend to be formal and programmatic.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We tend to be informal and spontaneous.
We have clearly defined goals and plans for our future.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We have no stated goals or plans.
We are racially and economically diverse.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	We are demographically homogeneous.

OUR LEADERSHIP STYLE

We welcome ideas that are provoking and challenging.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We prefer ideas that are tried and true.
We rely on our leaders for direction.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	We rely on group decision-making.
We have learned how to use conflict constructively.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We tend to perceive conflict as something destructive.

OUR PROGRAMMING

Our facilities are often used by community groups.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Our facilities are only used for our activities.
We train people to minister outside our walls.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We train people to minister inside our walls.
We focus on ideas and beliefs.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We focus on skills and action.

OUR THEOLOGICAL PERSPECTIVE

We are obviously Lutheran in identify and practice.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	We are less obvious about our Lutheran heritage.
We participate in synod and ELCA activities.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We are not very active in the synod and ELCA.
We focus on Biblical studies and doctrine.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	We focus on contemporary issues and topics.



Purpose, Giftedness and Mission

Purpose

How does this congregation or organization understand its reason for being in the light of God's call to mission and service? Who are you? Why are you here?

Trinity Lutheran Church is a Worshipping, Learning, Witnessing and Serving Community of Baptized Christians. It is a welcoming place where the word is proclaimed and The Sacraments are celebrated according to the Gospel.

Giftedness

What are your gifts and resources for fulfilling this purpose? What are the congregation's or organization's top three assets and how are they being used? Are there obstacles that must be overcome to be able to use these gifts and accomplish the mission?

As a community of believers we challenge each other to respond to the call of our Lord to love and minister to persons at home and through out the world. We encourage each other to Share our time, our talents, and gifts to further the Mission of our Lord Jesus Christ

Our top assets:

VOLUNTEERS: We have many volunteers (both members and non-members) who freely give of their time, talents and resources in all aspects of our programs, missions and ministry.

FACILITY: Our large building has many rooms for events and activities, a full size gymnasium, large modern kitchen for catering and our sanctuary and community rooms are handicap accessible.

LOCATION: Our church is located in the heart of Downtown Pottsville, which gives us the opportunity to serve our neighbors who may be in need of hope and charity and reaching people who may not know Christ's love. Our downtown location also positions us to benefit from the city's revitalization efforts.

Mission

In light of the way you have described your ministry context in this Ministry Site Profile, what are the top three mission priorities which, if accomplished, hold the most promise for the continued development of this ministry?

Our priorities are to Witness, Learn & Serve and we keep those in mind when we gather in worship and fellowship.

References

Synodical Bishop

The Rev. Dr. Samuel R. Zelser **Northeastern Pennsylvania Synod** **Bishop@nepsynod.org**

NAME	SYNOD	E-MAIL	
DAY PHONE	EVENING PHONE	CELL	FAX

Inside Congregation or organization

Douglas Mullin **Member** **ddmullin@comcast.net**

NAME	ORGANIZATION AND TITLE	E-MAIL	
	(570) 628-2697	(570) 624-7635	
DAY PHONE	EVENING PHONE	CELL	FAX

Outside Congregation or organization

Michael Tobash **Pennsylvania House of Representatives / Representative 125th District** **mtobash@comcast.net**

NAME	ORGANIZATION AND TITLE	E-MAIL	
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(570) 385-8235

(570) 628-2019

DAY PHONE

EVENING PHONE

CELL

FAX

Member of the ELCA Clergy roster

The Rev. Barry L. Spatz

ELCA Pastor

pastorb10@verizon.net

NAME

ORGANIZATION AND TITLE

E-MAIL

(717) 304-3932

DAY PHONE

EVENING PHONE

CELL

FAX

Anyone else who knows your setting well

Alina Gayeuski

Pastor, Reformation Lutheran Church

pastoralina@relcmedia.org

NAME

SYNOD

E-MAIL

(610) 891-0600

(610) 566-7036

DAY PHONE

EVENING PHONE

CELL

FAX

PART III: LEADERSHIP NEEDS

The Leader we Seek

Roster Type:

- Minister of Word and Sacrament Minister of Word and Service In Candidacy/First Call

Associate / Assistant Pastor

POSITION TYPE:

Master's Degree (seminary or graduate school)

MINIMUM DEGREE REQUIRED:

Either full or part time

FULL TIME/PART TIME:

Language Proficiencies

English/Fluent

PRIMARY LANGUAGE (PROFICIENCY)

SECOND LANGUAGE (PROFICIENCY)

THIRD LANGUAGE (PROFICIENCY)

Experience:

- 0-3 years 4-9 years 10-15 years 16-20 years 21+ years

Top Five Ministry Tasks

The five most critical tasks required in this position.

- | | | |
|---|---|---|
| <input type="checkbox"/> Administration | <input checked="" type="checkbox"/> Building a Sense of Community | <input type="checkbox"/> Campus / Young Adult Ministry |
| <input type="checkbox"/> Chaplaincy | <input type="checkbox"/> Children's Ministry | <input checked="" type="checkbox"/> Christian Education |
| <input checked="" type="checkbox"/> Communications/ Media | <input type="checkbox"/> Community Organizing | <input type="checkbox"/> Conflict Management |
| <input type="checkbox"/> Counseling/ Social Work | <input type="checkbox"/> Early Childhood Administration | <input type="checkbox"/> Ecumenical Work |
| <input type="checkbox"/> Evangelism/ Mission | <input type="checkbox"/> Financial Management | <input type="checkbox"/> Global Service |



- | | | |
|---|--|---|
| <input type="checkbox"/> Innovation / Creativity | <input type="checkbox"/> Interim Ministry | <input type="checkbox"/> Interpret Theology |
| <input type="checkbox"/> Inter-personal Climate | <input type="checkbox"/> Ministry in Crisis | <input type="checkbox"/> Ministry in Daily Life |
| <input type="checkbox"/> Ministry with Seniors | <input type="checkbox"/> Multicultural Ministry | <input type="checkbox"/> Music / Worship / Arts |
| <input type="checkbox"/> Outdoor/ Camping Ministry | <input type="checkbox"/> Parish Nurse / Health | <input type="checkbox"/> Participant in the Larger Church |
| <input type="checkbox"/> Pastoral Care and Visitation | <input checked="" type="checkbox"/> Preaching / Worship | <input type="checkbox"/> Public Policy / Advocacy |
| <input type="checkbox"/> Recruit and Equip Leaders | <input type="checkbox"/> Self Care / Family Life | <input type="checkbox"/> Small Group Ministry |
| <input type="checkbox"/> Social Ministry | <input type="checkbox"/> Spiritual Formation / Direction | <input type="checkbox"/> Stewardship |
| <input type="checkbox"/> Strategic Mission Planning | <input type="checkbox"/> Teaching | <input type="checkbox"/> Volunteer Coordination |
| <input checked="" type="checkbox"/> Youth and Family Ministry | | |

Gifts for Ministry

The five gifts essential in this position, and the five that are very helpful in this position.

Top Priority		Very Helpful
Yes	Help people develop their spiritual life.	
	Help people understand and act upon issues of social justice.	
	Provide care and nurture.	
	Be active in visitation of members and non-members.	
	Be effective in working with children.	
	Build a sense of community among the people with whom he/she works.	Yes
	Help others develop their leadership abilities and skills for ministry.	
	Be an effective administrator.	
Yes	Be an effective communicator.	
	Be an effective teacher.	
	Encourage support of the Church's wider mission.	
	Work regularly in the development of stewardship growth.	
	Be active in ecumenical relationships.	
Yes	Be effective in working with youth.	
	Organize people for community action.	
	Be skilled in planning and leading programs.	Yes
	Have a strong commitment and loyalty to the Lutheran Church.	
	Understand and interpret the mission of the Church from a global perspective.	
	Deal effectively with conflict.	Yes
	Bring joy and good humor to relationships.	Yes
Yes	Be able to share leadership and work in a team.	
	Be creative and innovative about his or her tasks.	Yes
Yes	Be able to use technology and media.	
	Appreciate cultural diversity in language and customs.	



Have talents in the areas of music, arts and writing.	
---	--

Mutual Expectations

Please list the five primary areas of activity or focus that you wish your newly-called rostered leader to give special attention to during the first year of his or her ministry at this congregation or organization:

- A. **Help planning and leading our youth and family ministries.**
- B. **Maintain a positive and visible presence in the community.**
- C. **Have a positive attitude and welcoming demeanor to staff, members and visitors.**
- D. **Maintain regular office hours.**
- E. **Be willing to relocate to and/or reside in the Pottsville area.**

Please list the five ways that this congregation / organization will support and encourage the rostered leader during the first year in order to help her or him accomplish these responsibilities:

- A. **The formation of an active, mutual ministry committee.**
- B. **A senior pastor who will be an outstanding mentor and team leader.**
- C. **A strong church committee structure and church council support.**
- D. **We offer a pleasant work environment in a modern facility including technology, a private office, use of supplies and IT.**
- E. **A paid administrative professional support staff to help our new assistant pastor succeed!**

Compensation

No	No
PARSONAGE	SOCIAL SECURITY TAX OFFSET
\$55,000 - \$60,000	
MAXIMUM AMOUNT AVAILABLE FOR DEFINED COMPENSATION	

Benefits

Yes	Yes	4 weeks
PENSION	MEDICAL	VACATION WEEKS
No	Yes	
SABBATICAL POLICY	PARENTAL LEAVE POLICY	
Yes		
ARE BACKGROUND CHECKS REQUIRED		

Professional Expenses

Yes	No
AUTO / TRAVEL REIMBURSEMENT	PROFESSIONAL EXPENSES ACCOUNT
Yes	Yes
FIRST CALL THEOLOGICAL EDUCATION	CONTINUING EDUCATION



Comments:

Please offer any comment or explanation regarding the compensation package, especially as it compares to synodical recommendations or guidelines.

Other Supporting Resources

Are you able to supply the following items, if requested?

Mission and Vision statement of the congregation or organization	Yes _____
Printed history of the congregation or organization	Yes _____
Strategic Plan: Goals and Objectives	Yes _____
Budget	Yes _____
Annual Report	Yes _____
Position description: Duties and Responsibilities	Yes _____
Communications Piece (publicity, newsletter, etc.)	Yes _____

PART IV: COMMENTARY

You are encouraged to offer information or commentary that will help the reader appreciate the vision, opportunities, challenges and nature of your ministry site. Use this opportunity to creatively promote and commend your ministry possibilities.

Trinity Lutheran Church has been serving the community for 185 years and our past is filled with many wonderful memories.

We're excited to start building on the strong foundation that our history has provided to catapult us into a future that is filled with meaningful worship services, deeper connections to our faith and serving our changing congregation and city to the fullest extent. Many in our congregation are life-long members with a deep rooted love of our church's traditions that they're proud of and we're continuing to offer, while incorporating the ideas and talents of newer members to create a dynamic and welcoming atmosphere that serves everyone.

Families today are faced with many challenges and we need to explore new ways to support them. Our mission is to provide youth with a strong Christian education through our Sunday school and confirmation programming, being mindful of the ever-changing families we're serving, the challenges they face and how we can provide a schedule and curriculum that is engaging and meaningful to them. This is also true for our adult programming.

Serving the community is so important to us and we have a dedicated team of volunteers and a staff that helps organize our outreach missions and the many programs we offer inside our doors.

Trinity is much more than a beautiful white stone building with stained glass windows. It's the people inside who love God and serve one another and spread Christ's love in a city that has much to offer. The City of Pottsville's revitalization plans and Trinity's new strategic plans for growing our church family have the potential to make the next several years an exciting period for evangelism, stewardship and service.

We're the perfect place for a pastor who wants to share their energy and bring new ideas to attract young families and support youth and young adults as they become the next generation of Christians, Lutherans and loving, serving Trinity members.

Visit www.trinitypottsville.com to see just a small sampling of what our congregation is all about. Worshiping, Witnessing, Learning & Serving!



PART IV: COMPLETION OF PROFILE

Discernment Process and Adoption

Please describe the process used to gather information, formulate responses, and officially adopt this Ministry Site Profile. (Approximately 100 words maximum).

The information to gather the demographics were obtained from the latest census. The congregational information was gathered from the Church's computer management system. The responses were gathered in a meeting with the Call Committee, and was adopted at a special Church Council meeting.

Enter the date on which this Ministry Site Profile was adopted by vote of the Congregation Council or organization's **9/18/2019** board:

CALL PROCESS ADMINISTRATOR

The name of the person on the synod staff that the bishop has designated as the Call Process Administrator for this call process.

Rev. Kathleen Ash-Flashner	Asst to Bishop
NAME	TITLE
	kathleen@nepsynod.org
OFFICE PHONE	E-MAIL

Reference's Recommendation

Robert Evans Jr	bevans607@comcast.net
NAME	E-MAIL
(570) 622-8411	
DAY PHONE	EVENING PHONE
CELL	FAX