



**Demographics:** 71 adults (65 finished) and 17 students took the survey (out of about 120 families); 68% of adults were women; 75% were over age 50; and there is a balance of how long people have been attending Trinity from 0-3 through 11-19 years with 36% at 20+ years. Younger families making up most of those newer to Trinity. Youth survey more balanced across grades, but 76% female. Wish more 11-12th graders participated, but more youth took survey than currently participate in weekly programming.

### Children, Youth & Family Minister—Top Needed Traits and Skills

#### as perceived by **ADULTS**

All options chosen at least once, and wrote answers. Teaching and public speaking, connecting Bible to everyday life, demonstrating theological-practical knowledge and leadership skills, interest in working with community and other congregations, and implementing curriculum not viewed as top priorities among participants.

6. Recruiting and equipping adult volunteers for ministry with children and teens.
5. Equipping young people for service and leadership (worship).
4. Assisting youth in their faith life in both one-on-one and in groups.
3. Organized administration employing multiple programs and events.
2. Developing authentic relationships among youth and adults.
1. Providing opportunities to nourish relationships and activities resulting in a welcoming atmosphere.

#### as perceived by **STUDENTS**

All options chosen at least three times. They have similar and different responses than the congregation.

6. Relatable — able to get along well with young people
5. Teacher — able to explain and connect the Bible to everyday life
4. Open-minded — nonjudgmental, willing to let youth ask difficult questions
3. Approachable — easy to talk to
2. Organized — plans events and programs for youth
1. Sense of humor—able to laugh, doesn't take everything too seriously

### S.W.O.T. (Strengths, Weaknesses, Opportunities, Threats) Analysis

**STRENGTH** | Keep at this since it is going great right now.

**MISSION & VALUES:** The results reflect alignment with valuing community, worship, and learning.

- For those who took the survey, 71% attend worship weekly (C6) 76% of youth agree going to Sunday worship is valued in their family. (Y8) 53% of youth believe church is an important part of their life most of the time or always; 29% said sometimes. (Y20)
- 79% strongly consider children's and youth programming an important part of Trinity's weekly faith development and 86% strongly agree children, youth and family ministry is very important to Trinity's mission (C13,15).
- Congregation wrote in responses about valuing relationships across generations, intergenerational activities, Prayer Buddies, and children and youth participation in worship. They also wrote in positive comments about Trinity Play, Laura and Anne's work as staff, etc. (C30,31)

## **OPPORTUNITY** | Potential here is like ripe fruit ready to be picked.

**WORSHIP, SERVICE & YOUTH PROGRAMMING:** Similar to ideas for implementation from the Listening Links results, there is a foundation and interest in experimentation and risk-taking to deepen youth involvement in worship, involve youth in what God is already doing to serve the neighborhood and community, and intensify learning and spiritual practices for youth.

- **WORSHIP & SERVICE:** Parents say their youth more involved in worship (67%), serving in worship (42%) and service projects (50%) than CYF ministry programming. (C4) 92% agree Trinity provides opportunities for youth to serve our community. (C18) Most attended youth events are 79% serving the community and 71% serving at church (Y6). 69% of youth most of the time or always believe they can help and use their skills at church in various ways, and believe serving their church in worship is important. (Y17,18) 62% of youth think they take advantage of opportunities to serve in or with the congregation in worship. (Y19)
- **WORSHIP:** 75% strongly agree and 19% somewhat agree worship WELCOMES children and teens, 47% strongly agree and 41% somewhat agree worship INVOLVES children and teens, 24% strongly agree 50% somewhat agree and 21% somewhat disagree worship ENGAGES children and teens. But 87% strongly agree worship SHOULD involve youth in leadership of the service (C9,10,11,12).
- **WORSHIP:** Before pandemic, 59% of youth attended worship weekly; but currently 77% attend only on holidays, special occasions or one time a month or less. (Y3,4) 59% of youth think at least most of the time worship services include young people while 41% think it only sometimes includes them. (Y9) 59% of youth feel worship services are not really or only sometimes meaningful to them while 41% feel it is mostly or always meaningful (Y10). Yet 94% of youth feel Trinity offers meaningful church services always or most of the time (Y21).
- **LEARNING:** 73% agree but 26% don't know if Trinity equips youth to explore and live out their faith. (C17) 59% of youth see God as important part of life; only 34% think about God daily but 59% know and feel God is an active part of everyday life. 65% feel Christian beliefs and faith influence how they act and treat others, but only 28% talk about God other places than church or home. 65% want to learn more about God; 47% want to learn more about Christian faith; 60% want to learn more about what it means to be Episcopalian. 77% would like to learn about other faiths — Muslim, Buddhist, Judaism, etc.. (Y24-31,38)
- **LEARNING:** 53% feel familiar with the stories and important teachings of the Bible; while 23% feel not really or at all familiar. 35% mostly know how to find stories and important teachings in the Bible while 41% feel not really or at all able to. (Y34-37) 17% of students don't believe God helps them during tough times, and 47% do not pray regularly. But 76% feel they have people in the life who help them navigate their faith journey most or all of the time. (Y32,33)

## **THREATS** | Fine now, but needs intentional work or it will become a weakness if it continues as is.

**VOLUNTEERS & INTER-GENERATIONAL OPPORTUNITIES:** This is an area hit hard by pandemic as children and youth no longer have natural ways of engaging with a wide variety of Trinity's adults on regular basis. Research in the past ten years shows that every young person needs at least 5 adults in their everyday life for faith to stick past confirmation and graduation. Trinity needs more adults of all ages (19-90) to be curious and creative about taking initiative in building relationships with young people, and effective training needs to be provided to equip those who volunteer their time.

- **VOLUNTEERS & INTERGENERATIONAL:** While 49% of the congregation participates in CYF through donating during fundraisers and drives, 28% have no recent involvement. 20 of 71 people are directly engaging in ongoing relationships with CYF. (C7) 21% don't know and 39% somewhat agree (37% strongly agree) that children and teens have meaningful relationships with a variety of adults in the congregation. (C14)
- **VOLUNTEERS:** While 64% agree volunteers are effectively utilized, 53% don't know and 12% disagree there is effective training for those who volunteer. (C20) While 89% of youth feel congregation values them as a young person (Y11), 48% do not or only sometimes feel noticed, and missed by others when they do not attend church. 94% of youth feel safe in Trinity and trust the adults in Trinity (Y12,15), 47% think they are not really or only sometimes comfortable discussing personal issues with an adult at church (Y13).
- **INTERGENERATIONAL:** Youth's feelings of programming being meaningful reflect being in a pandemic, but Trinity Play, inter-generational events, and serving at church and in the community rank high. What is most important to youth about church is (intergenerational) community (9 write-ins) and bread/food (3 write-ins). — both of which are stated in ways of being pre-pandemic experiences. (Y21,22).

