

TRINITY EPISCOPAL CATHEDRAL

PORLAND, OREGON

DEEP BEAUTY. INTELLECTUAL CURIOSITY. HOLY COMPASSION. UNCOMMON WARMTH.



TRINITY PARISH PROFILE

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hroughout the profile, you'll see references to a survey conducted of Trinity membership. This refers to the Congregational Assessment Tool (CAT) designed by Holy Cow Consulting and conducted in August and September 2025. Trinity's assessment was benchmarked to Holy Cow's data from surveys of more than 2,900 churches of all denominations across the country.

We had 482 surveys returned, representing 96 percent of our Average Sunday Attendance. Trinity also held four follow-up listening sessions.



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TRINITY
EPISCOPAL
CATHEDRAL

147 NW 19TH AVENUE
PORTLAND, OREGON 97209

ON FRONT COVER:
Candlelight, dark wood, and stained glass in Trinity's beautiful sanctuary and nave frame the sacred liturgy and the music for a worship service that is profoundly spiritually moving.

BACK COVER:
Graphic created by Trinity parishioner Kim Malek



Dear Potential Dean Candidate,

In December 2024, our gifted Dean of the past 10 years, the Very Reverend Nathan LeRud, left to seek God's next call for his vocation. Since then, Trinity vestry, clergy, staff, lay ministry leaders, and congregation have risen to the occasion, and Trinity is thriving.

Our recent survey showed Trinity to be in the top five percent of churches nationwide in energy and satisfaction. We have embraced an Interim Dean, the Very Reverend Brendan Barnicle, who is leading us through this time of transition and growth. We have engaged with our Bishop Diana Akiyama to consider our future as the cathedral of the Episcopal Church in Western Oregon. As we prepare for our new Dean, we continue to listen for the Holy Spirit.

In 2026, Trinity celebrates 175 years of service to the community – as a mission, a parish and now a Cathedral. We invite you to consider our beautiful cathedral, our spiritual vitality, our thriving ministries, and welcoming congregation. Like our beloved city of Portland, we call Trinity home. We would not want to be anywhere else.

Prayerfully,



Elaine Stewart Harris
Co-Chair, Search Committee



Kirk Dobbins-Kitchen
Co-Chair, Search Committee

A HISTORY OF TRINITY EPISCOPAL CATHEDRAL

“MAY THE LITTLE ONE BECOME
A THOUSAND.”

*- From the journal of Rt. Rev. Thomas Scott,
on the night of Trinity's 1854 dedication*

A LIGHT ON THE FRONTIER

Trinity was established in 1851 as the first Episcopal mission to the Oregon Territory. Founding members led their own services until they could call their first rector (1853) and raise their first building (1854). That first band of rugged, faithful Episcopalians quickly established values and patterns that have continued to shape Trinity across the past 175 years: welcoming and adaptive lay leadership, a commitment to beauty in worship, and a deep engagement in the educational and spiritual formation of their young city.



WELCOMING AND INCLUSIVE

As Portland expanded rapidly, Trinity's laity developed a remarkable capacity to welcome newcomers and discern emerging civic needs. The Trinity Women's Guild (1872) led much of this work, helping to found Good Samaritan Hospital (1875) and establish many schools.

This pattern of hospitality continued into the 20th century as Trinity elected women to all leadership positions, affirmed and advocated for LGBTQ+ Christians, and opened its doors to the Episcopal Church of Western Oregon through its consecration as Diocesan Cathedral (1993).

In 2025, Trinity's congregation maintains that its top priority is “to reach new people and incorporate them into the life of the church.”

BEAUTY IN WORSHIP

Trinity's devotion to liturgical beauty can be traced to 1873, when the parish celebrated the completion of its second building by hosting its first public organ concert and forming a well-regarded choir that included professional musicians.

Music at Trinity has flourished ever since, most recently through the installation of our internationally acclaimed Rosales organ (1987), which draws the world's finest organists to our sanctuary. Trinity currently fields an annual concert series, six choirs, and a vibrant choir school. In 2025, Trinity ranked in the 93rd percentile nationally for congregational vitality in worship and music.

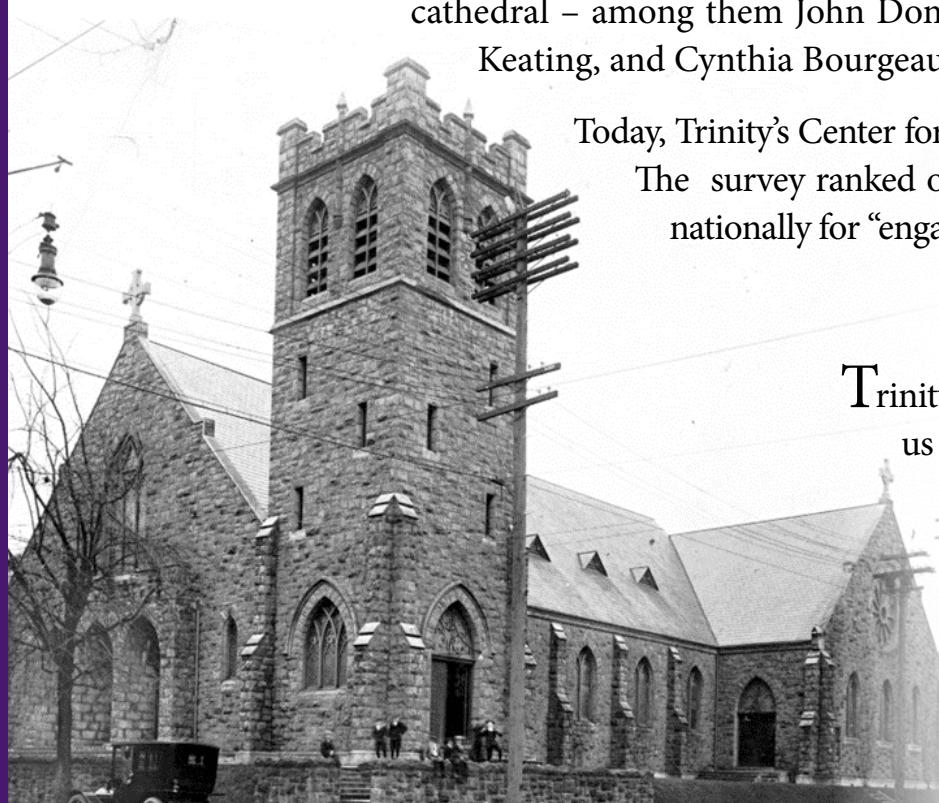


EDUCATION AND CHRISTIAN FORMATION

Trinity's early educational mission was central to its identity. Trinity founded Bible study groups, men's fellowships, a school for girls (1869; now Oregon Episcopal School), a neighborhood Sunday School (1873; now St. Mark's), and a Chinese mission school (1892), established in response to the "barbarous and dishonorable" treatment of Chinese immigrants to Portland.

A century later, Trinity called its first full-time Christian educator (1992). Trinity's Center for Spiritual Development (1998) brought nationally recognized teachers to the cathedral – among them John Dominic Crossan, Marcus Borg, Thomas Keating, and Cynthia Bourgeault.

Today, Trinity's Center for Sacred Learning continues this legacy. The survey ranked our congregation in the 97th percentile nationally for "engagement in education."



NEW FRONTIERS

Trinity's 175-year legacy uniquely positions us to continue to be a light on these contemporary frontiers. We seek a Dean who will help us discern how Trinity's distinctive values can best carry forward the light of Christ with the same bold faith of those early pioneers.



Trinity Episcopal Cathedral recognizes and honors those who stewarded this land for many generations before us: the Multnomah and Clackamas bands of the Chinook peoples.

The Chinook Nation continues to thrive today, and Trinity endorses their work to achieve federal recognition.

ABOUT OUR DIOCESE

The Episcopal Church in Western Oregon consists of 60+ faith communities and encompasses hundreds of miles along the Oregon coast and eastward to the mountain ranges in the middle of the state. Our Diocese originated within the Missionary District of the Oregon and Washington Territories and became its own diocese in 1889.

The Rt. Rev. Diana D. Akiyama was ordained and consecrated as the eleventh Bishop of Oregon on January 30, 2021. She was the first Japanese-American woman to be ordained to the priesthood and the first Asian-American woman ordained Bishop in The Episcopal Church. “I am energized when my leadership helps communities to shift assumptions, restore expectations, and imagine a new way forward,” Bishop Akiyama said. “I seek to walk with individuals and communities and to connect their deepest yearnings with God’s call.”

HOW TO APPLY

Please submit your cover letter of interest, your OTM Profile, and your current resume to our Canon to the Ordinary,

*The Rev. Canon Christopher Craun at ccraun@ecwo.org
Applications will be held in strictest confidence.*

*Trinity Profile Committee
Trinity Search Committee*

TRINITY AT A GLANCE

In 2025...

Years Trinity has served the Portland community:

175

Average Sunday Attendance (in person):

352

Average Sunday Attendance (online):

89

Lunches served each week to our hungry neighbors:

750

Total pledging households:

670

New members added:

103

Events on the Trinity campus:

3,800

Love and support of God:
Infinite





Worship is our foundation at Trinity. The soaring beauty of the music, the reverence of the liturgy, and the profound spirituality of the nave bring many people to tears. The excellent preaching challenges and inspires us.

Our worship traditions are an important reason that Trinity continues to grow in membership and community.

Trinity's services are founded on the liturgical practices of the Episcopal Church, the Book of Common Prayer 1979, and the Hymnal 1982.

STATE-OF-THE-ART STREAMING

Every Sunday at 10:00 am, three technicians run multiple cameras, ceiling and body mics, and a sound mixing system to stream every element of the service – creating an immediate, beautiful, and reverent experience for those worshipping online participants. Online viewers can see the choir, the organist, and – on Easter and Christmas – the brass and timpani players behind the altar.

WEEKLY WORSHIP SERVICES

SUNDAYS

8:00 am Chapel Service
(*Rite I; no music*)
10:00 am Cathedral Service
(*Rite II; Adult Choir, Choristers, and organ*)

WEDNESDAYS

5:45 pm Weekday Eucharist
in Kempton Hall
(*Rite II; anthem sung by the Choir School*)

FIRST SUNDAYS

10:00 am Intergenerational Service in Kempton Hall (*Rite III; St. Cecilia Choir & piano*)

5:00 pm Choral Evensong in the Cathedral
(*sung by the Cathedral Choirs*)





“The worship experience at Trinity is the best we have known in our lives by far. The liturgy brings alive a sense of Christian calling and duty.”

– Vernon and Vicki Jackson

Watch a service at Trinity



SERVICE PARTICIPANTS

- Clergy
- Acolytes
- Altar Guild
- Bell Ringers
- Choirs
- Eucharistic Ministers
- Flower Guild
- Hosts
- Lectors
- Organists
- Vergers

DEEP BEAUTY: *Music & Art*



Music is what draws people to Trinity and what keeps them coming back. Ninety three percent of those surveyed said the quality of the music is outstanding.

Trinity's Canon for Music, Dr. Katherine Webb, is a celebrated conductor, organist, and published composer. She leads musicians of all ages to offer beautiful and reverent works from centuries of sacred music for both worship services and concert performances.

The auditioned 50-voice Trinity Choir, made up of both amateur and professional musicians, is known for excellence within and outside the Cathedral congregation.

The Trinity Choir School offers free, high-quality music education for 22 singers in grades 2-12. The young singers join the adult choir to lead worship twice a month, as well as monthly services of Choral Evensong.

The Cathedral's concerts and services enjoy a robust local following and national attention via livestream. The concert series, which often features Trinity's Rosales organ, is supported by several generous endowments.

"I think Trinity music means kindness because when I go there everybody is kind."

—Maxmillian, age 9, Trinity Chorister

"Trinity music is good for the soul. It is where one can feel at peace while connecting with God through sung prayer."

—Ryker, age 12, Trinity Chorister



"I'm a professional organist and have worked for 28 years as church music director. The quality and professional level of music at Trinity is some of the best I've ever experienced."

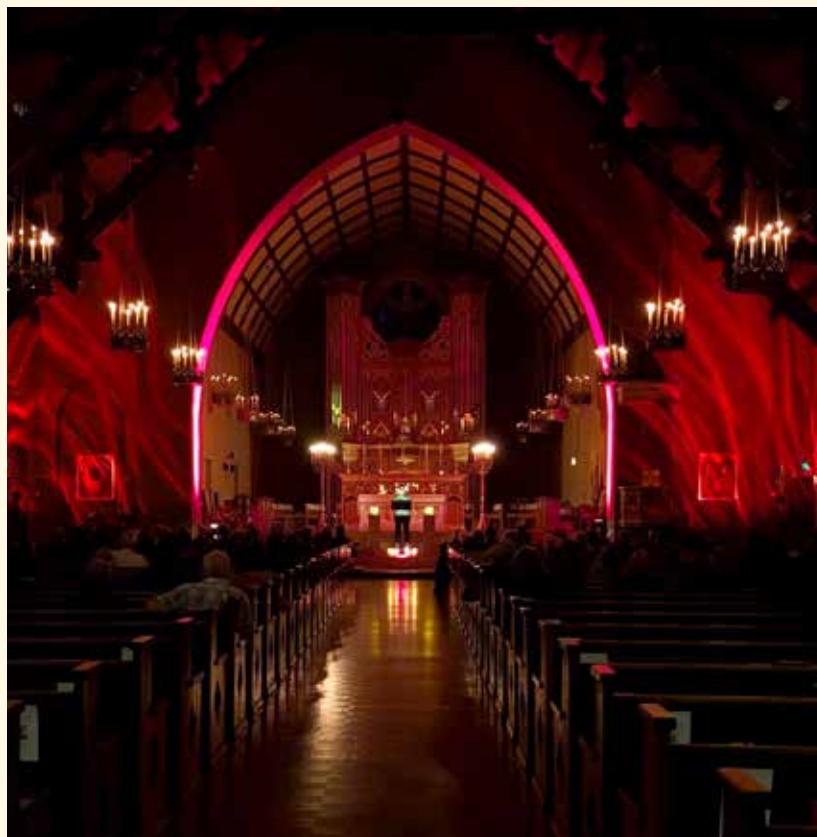
—Paul Flyger, Trinity choir member 2017-2022

DEEP BEAUTY: *Music & Art*



Curated art exhibits in the Kempton Hall gallery feature local artists in printmaking, calligraphy, and painting.

Trinity also embraces visual and literary arts, with several curated art exhibits a year in our Kempton Hall gallery, book study, a Visiting Writers series, writing workshops, and art classes.



The cathedral was veiled in darkness and the flames projected from the organ for Dante in the Dark, a live reading of Dante's Inferno for the 2025 Portland Book Festival.

*Listen to the adult choir singing
a Herbert Howells Magnificat*



DEEP BEAUTY AT A GLANCE

- MUSIC
 - Cathedral Choirs
 - Concert Series
 - Choral Evensong
- ROSALES ORGAN
- ART EXHIBITS
- LITERARY ARTS
- VISITING WRITERS SERIES
- FLOWER GUILD

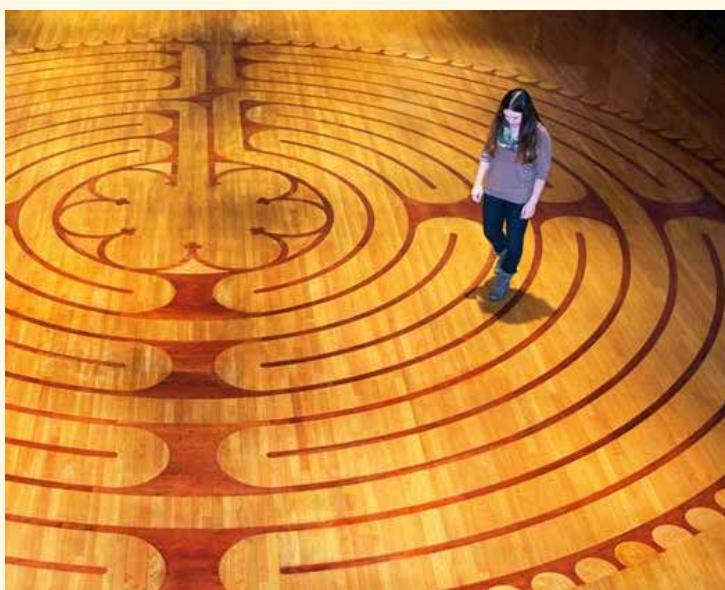
INTELLECTUAL CURIOSITY: *The Center for Sacred Learning*

Trinity is a “Magi Church,” according to our survey – rational, intellectual, powerful, searching. We love books and are curious about everything. More than 60 percent of our members have graduate degrees. We love talking about stuff like Hymnals 101 and noncanonical gospels and the Council of Nicea.

And yet – unusually for a Magi church – over 68 percent of Trinity members surveyed agreed that “My spirituality is really the basis of my whole approach to life.”

The Center for Sacred Learning provides these seekers with opportunities to learn in community.

Trinity’s unique five-month-long Catechesis class offers a deeper understanding of the Episcopal Church and the central way we gather as a community: the Eucharist. Every year, more than 50 adults participate in Catechesis, in person as well as online, those new to Christianity as well as those who are life-long Episcopalians. The Nicene Creed, the Book of Common Prayer, discernment, and Baptism are just a few of the topics offered by clergy and lay presenters from across the Diocese over the course of 17 weeks.



The class culminates in a student-run Eucharistic service in the Cathedral. Graduates can be baptized, confirmed, or accepted into the Church by the Bishop on Trinity Sunday in the Cathedral or in their own parish when the Bishop visits.

With our excellent online capability, parishes from miles around can participate in Catechesis as well as our many Wednesday night classes. Last year the Center offered 25 classes over seven terms.



“As a newcomer to the Episcopal Church, Catechesis solidified my desire to make this Church my spiritual home. The structure - walking us through the service - was a wonderful way to help lots of things make sense and cover so much information.”

– Catechesis participant

“The labyrinth brought me in here. It’s laid into the very floor. It said to me, ‘we’re going to let you be alone with God and we won’t tell you what to think.’”

– David Mitchell, Spiritual Formation Commission

INTELLECTUAL CURIOSITY: *Children & Youth Education*



“I love that Trinity gives so much to the community and to the poor.”

– Kip, age 8

“I like going to Godly Play—how different people tell the same story different ways.”

– Eleanor, age 11

“I’m proud of reading at Church of the Commons.”

– Andrew, age 7

“Trinity is a gentle place to be a parent.”

– Trinity parent,
at listening sessions

Trinity is blessed to have many families with children attending and participating in every part of our community life. Children and youth serve as outreach volunteers, choristers, acolytes, lectors, and more.

Children ages three years old to fifth grade spend the first part of the 10:00 am service in Godly Play before joining their parents for communion. We offer baptism instruction for parents and confirmation class for youth. Our intergenerational service, Church at the Commons, attracts a robust congregation every first Sunday.

INTELLECTUAL CURIOSITY AT A GLANCE

THE CENTER FOR SACRED LEARNING

- Sunday Morning Forums
- Wednesday night classes
- Contemplative practice
 - Saturday Mini-Retreats
 - Meditation & chant groups
 - Labyrinth walks
- A Benedictine Community

CHURCH AT THE COMMONS (monthly intergenerational service)

CHILDREN & YOUTH EDUCATION

- Godly Play
- Baptismal classes
- Confirmation instruction

HOLY COMPASSION: *Outreach*

Trinity is located in the heart of Portland, and the housing and hunger challenges of every urban area happen at our front door. Hunger Ministries is our flagship program, serving 500 guests weekly at the daily walk-up pantry and a hot meal to 250-300 guests every Wednesday. Each year we prepare a Thanksgiving meal for hundreds of guests in Kempton Hall and at local shelters.

Trinity Outreach also partners with 15 local nonprofits to serve our housing-insecure neighbors, and we join forces with diverse faith communities to offer housing assistance and advocacy for social justice. Trinity youth help out at Williams Plaza, a nearby public housing apartment complex for seniors and people with disabilities.



We recently supported the establishment of a tiny house village on the campus of St. Andrews in North Portland, in partnership with their congregation and local nonprofit WeShine.

We glean 27,000 pounds of food every year from restaurants, coffee shops, and grocery stores.



HOLY COMPASSION: *Wednesday Community Meal*



A pianist offers live music to guests at our weekly Wednesday meal.

“It’s a beautiful church and everybody’s just friendly. The food never fails. We can kid around with the servers. They all know my name.”

– Guest at the Wednesday meal

“Personal service, a nice hot meal and a warm face, beautiful piano playing – it’s just really lovely to be able to share this.”

– Sandra Cress, server

“Trinity’s Wednesday lunch is the most radical hospitality I’ve seen in Portland.”

– Nancy McAuliffe, server



HOLY COMPASSION AT A GLANCE

• HUNGER MINISTRIES

- Trinity Food Pantry
- Wednesday Community Meal
- Gleaning
- Thanksgiving Meal

• SOCIAL JUSTICE

- WeShine tiny house village
- Family Promise
- Refugee Team
- Community partnerships

UNCOMMON WARMTH: *Radical Hospitality*

Trinity has long sought to extend uncommon warmth to anyone who wants to worship with us or engage in other ways – no matter who they are, what they believe or who they love.

Within our community of 1,500 individuals, Trinity embraces many small groups: LGBTQ+ Friends, contemplative practice, outreach volunteers, antiracism and grief groups, book clubs, choirs, Catechesis, altar and flower guilds.

We have an active pastoral care team who provide home Eucharist, handwritten cards of support and congratulations, and hand-knitted prayer shawls.

“Many have found a home here after being marginalized or alienated by misogynistic, narrow, or homophobic faith traditions. We celebrate our queer community on staff, in the pews, in the clergy, and leadership. It’s not that ‘we’ welcome ‘them.’ We are all us.”

– Celia Wagner, choir member



UNCOMMON WARMTH AT A GLANCE

- PASTORAL CARE TEAM
- SUNDAY MORNING HOSTS
- WELCOME CENTER VOLUNTEERS
- NEWCOMERS TEAM
- CATECHESIS
- LGBTQ+ FRIENDS
- FACEBOOK COMMUNITY GROUP



“By developing the more relational, emotional and structural aspects of their common life, Magi cultures like Trinity add the stability that will help provide sustainability over the longer term.”

- Holy Cow Consulting

WHERE DO WE WANT TO GROW?

We've told you what we cherish and hold up as what defines Trinity – our profoundly moving liturgy, our breathtaking sanctuary, the world-class music, deep and abiding intellectual curiosity, radical welcome and inclusivity, and our robust ministries of compassion in the heart of the city. We want our new Dean to be as passionate about these as we are.

And there are plenty of ways for us to grow. We hope our new Dean will help us become more:

- **CONNECTED.** One of the top three priorities for Trinity members in the survey was to create more opportunities for people to form meaningful relationships. We're a large and established congregation that longs to be even more relational. Members especially mentioned a longing for greater pastoral care. We're looking hard at ways we can make sure no one in our parish is alone when they need support.

- **REGIONALLY ENGAGED & INFLUENTIAL.** We love to be challenged in our thinking and action, from the pulpit and in the community. This is what our founders were saying when they established Trinity and called it “a light on the frontier.” Trinity is well-positioned to speak out and influence local and regional conversations about social justice and to better serve the diocese.

- **FINANCIALLY GENEROUS.** The survey found that the rate of giving is very low as a percentage of household income (just 0.5%) compared to other churches. In the past couple of years, annual giving has fallen short of expenses, and we have taken extra measures to balance our budget. We hope to become a church where members' love and belief in this community and their longing for Trinity to thrive inspire them to give generously.

RACIAL JUSTICE WORK AT TRINITY

As the world turns, so does Trinity.

Trinity is a primarily white church, and its lay leaders are mostly white.

In July 2020, the Trinity Vestry issued a statement in response to the murder of George Floyd. Less than a year later, the Antiracism Task Force was established in accordance with Vestry's statement.

In 2021, the Vestry and Antiracism Task Force called upon the Mission Institute to examine the effects and dynamics of race and racism at Trinity and assess the interest among the congregation to engage in this work.

The Institute reported that 90 percent of Trinity's lay leaders are white compared to 70 percent of the broader Portland population. The audit also found that Trinity's lay leaders were less likely to agree that racial justice should be foundational to Trinity's work and ministry than the congregation as a whole.

Trinity struggles when it comes to work relating to racial justice. The Task Force completed a report and recommendations and the Vestry put policies in place to encourage contracting with people from underrepresented communities. Many Trinity leaders are working to understand how supremacy culture impacts us all, and they are dedicated to making things happen.

And as Trinity leans into this work, we are asking ourselves how this can be done without tokenizing nonwhite members of the community?

An Antiracism Steering Committee is currently working on how to engage our congregation in the work of racial justice – and perhaps healing. We hope for a Dean that can lead us down this road.



“What I’ve loved over the years is seeing Trinity reinvent herself...deal with challenges and come out stronger, wiser, and healthier.”

— Mary Shibley, Cornerstone Benedictine Community

TRINITY’S ROLE AS A CATHEDRAL

Trinity has served as the cathedral for Diocese of Western Oregon since 1993. We understand that with that role comes responsibilities. This time of transition for Trinity provides an opportunity for reflection on what that means for us.

The Diocese is large, and the faith communities in the Diocese are diverse. They span a wide range of local politics, economic factors, and demographics. Many are very different than the Portland community where Trinity is located.

One thing we all experience is that people come to the Episcopal Church with a high need for Christian formation in the Anglican tradition, basic theological education, and the opportunity to be skeptical and curious in a faith community. Trinity is helping smaller congregations in the Diocese meet that need with its many adult formation classes, particularly our five-month Catechesis class.

Students from at least eight other parishes and from as far away as the Oregon coast will join Catechesis in 2026 online. Sunday worship, classes, concerts, and an Advent podcast series are also offered online, available virtually anywhere in the country.

What other ways can we serve? Our recent survey shows that two thirds of Trinitarians support or strongly support increasing our ministries with other parishes in the Diocese. This is even more important as the smaller parishes in rural areas are losing attendance to some of the mega-churches that don’t preach the same gospel of inclusiveness.

Our membership also supports becoming a voice in the public square. We are branching into advocacy ministries and hosting forums with local and state elected officials.

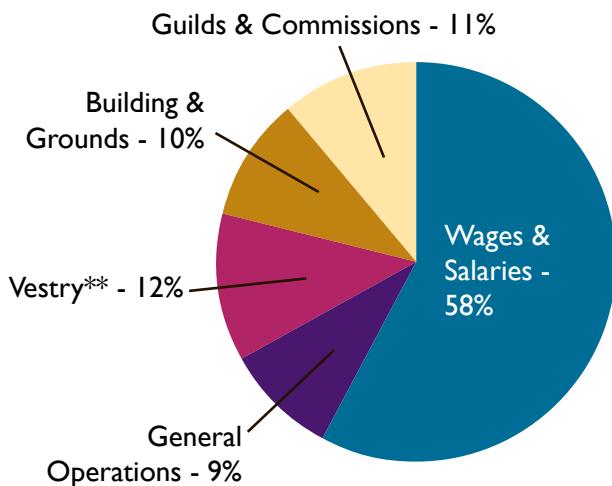
We look forward to a Dean who will lead us as we define and grow into this role.

Trinity parishioners reported high satisfaction and high energy in all three surveys taken over the past 10 years. Churches in this category, our consultant reports, are “transformational” and “have discovered ways to be vibrant and healthy despite regional or national trends.” They may also serve as mentors to other churches

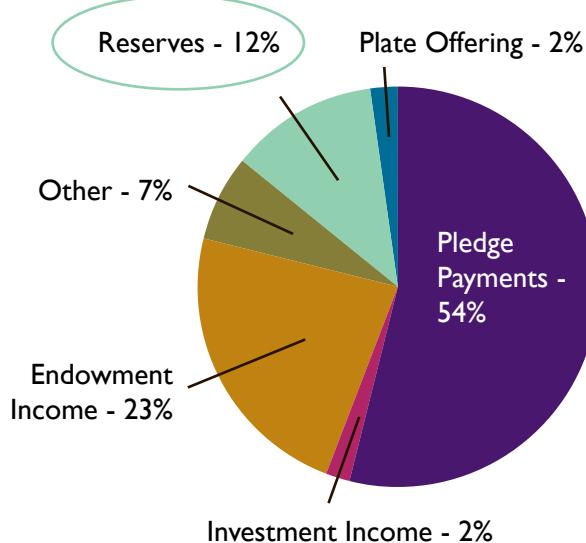
TRINITY'S FINANCES

Trinity's expenses for the fiscal year July 2025 through June 2026 were budgeted at \$2.77 million. Trinity's revenue for that same time period came to \$2.4 million.

EXPENSE BREAKDOWN



REVENUE SHORTFALL



In order to balance, we had to dip into our reserves for \$327,000, about 12 percent of the total budget. This is represented by the light green area in the pie chart above.

Next year promises to be even more challenging. Like many nonprofits and small businesses, we received federal pandemic relief funds beginning in 2020. Our relief funding totaled \$543,670; we spread it over five years ending in June 2025.

We want to fund Trinity without dipping into reserves. To help shore up pledge and endowment funds, our Interim Dean is helping us discern church-based economic enterprises we might start that are consistent with our mission, such as day care, senior centers, or thrift shops.

On a very positive note, as of November 30, 2025, Trinity has \$16,877,857 in investment assets with no debt.

*More information is available
in the 2024 Annual Report*

**includes Diocesan Program Assessment and miscellaneous Vestry expenditures

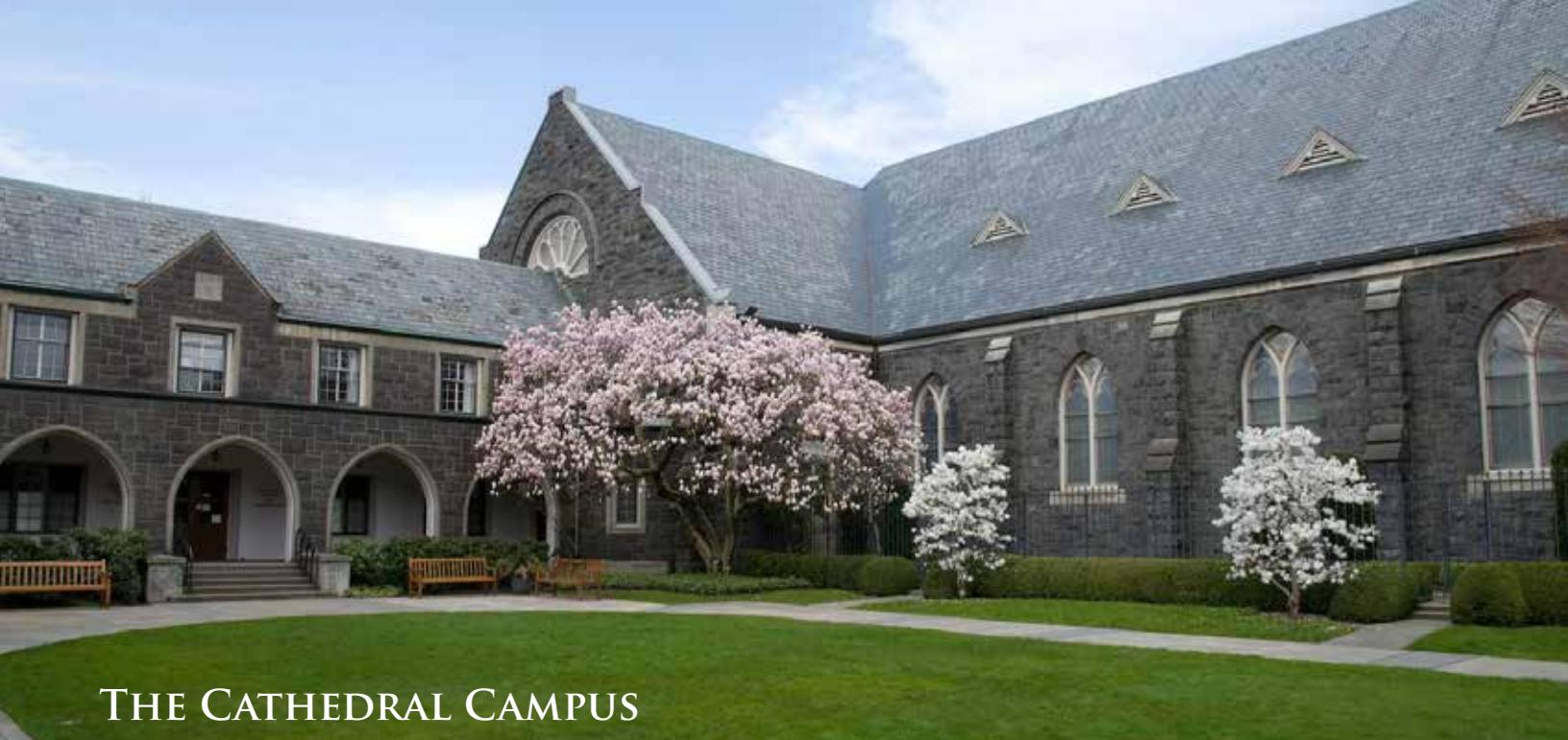
ANNUAL GIVING CAMPAIGN

The survey found that Trinity members' giving, compared to other churches, was very low as a percentage of income (0.5%). This is something we continue to prayerfully explore as a community.

Trinity's 2026 Annual Giving Campaign began in October 2025, with a goal of \$2.2 million.

PLEDGE PAYMENTS	PLEDGING UNITS	MEAN
2020 \$1,528,498	702	\$2,177
2021 1,477,028	751	1,967
2022 1,559,210	776	2,009
2023 1,516,742	729	2,081
2024 1,603,530	722	2,221
2025* 1,467,491	670	2,190

* as of 12/25



THE CATHEDRAL CAMPUS

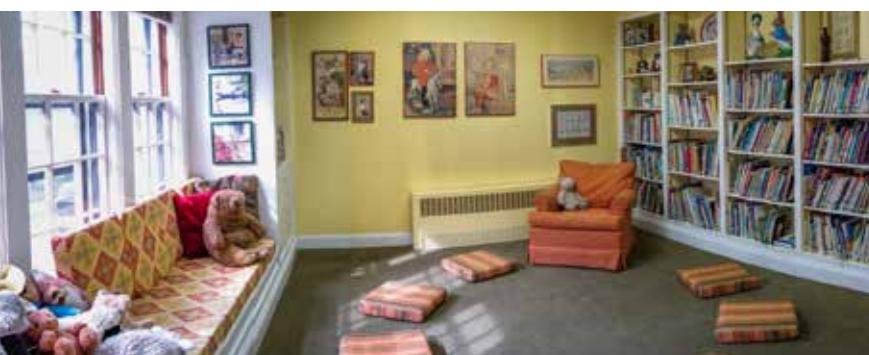
Trinity Cathedral's campus spans just over an acre in the heart of the city in one of the oldest neighborhoods in Portland.



A labyrinth is laid into the floor in Kempton Hall, where Trinity also hosts many events including the weekly sit-down lunches offered by our hunger ministries. The commercial kitchen in Kempton gets constant use.



The sanctuary, completed in 1906, seats 740 people and features the Rosales Organ.



Barclay's (Children's) Library



The chapel, used for memorials and Morning Prayer, holds 80 people.



OPEN DOORS, OPEN HEARTS – RENEWING OUR SACRED SPACE

Our current capital campaign addresses pressing needs and serious renovations to our historic buildings and grounds. Thanks to early supporters, we have pledges of \$3.7 million, of which \$2.1 million has already been received. We are now expanding the appeal to the whole congregation, with a stretch goal of \$6 million.

The roof and seismic improvements to Kempton have already been completed at a cost of \$1.2 million, with the slate roof expected to last for 125 years or more.

Trinity's buildings get a lot of use. They will be used even more as we begin to explore alternate income streams like rentals. We want to keep them in good repair. Many more improvements are still planned: restoring our iconic red doors, pulpit stairs, courtyard, memorial garden, and further structural improvements to Kempton and its spaces.



In September 2025, Interim Dean Brendan Barnicle donned a safety harness and climbed onto Trinity's new roof to bless it from "on high."



“I love that there are so many ways to pray here at Trinity...worship, service, singing, the labyrinth, contemplation, poetry, art, learning, community. It’s a place where you can make and re-make your relationship with God.”

– Rev’d Shana McCauley

“There’s vibrancy, a profound sense of welcome. Trinity never sleeps. There’s always somebody there – the food ministry right alongside the world class music.”

– Alison Kelley,
Search Committee 2025



“I love Trinity. My values align with this place.”

– Heather Swearingen,
Vestry 2022-25

“Trinity is truly the most welcoming church I’ve joined. I’m grateful for all the opportunities I’ve had.”

– Cathy Sutton, Verger



Trinity is a regional church rather than a neighborhood church. Most members live in Portland. Others come from a five-county area. About 32 percent drive 10+ miles to church.

OUR DEMOGRAPHICS

These are derived from the September 2025 survey of 482 respondents.

AGE (survey respondents)

9% 35-44
9% 45-54
14% 55-64
66% 65+

ETHNIC ORIGIN

93% white
1% Hispanic
2% Asian
4% multi-ethnic

EDUCATION

92% college graduates
62% with graduate degree

LENGTH OF TIME IN PARISH

5% under one year
5% 1-2 years
14% 3-4 years
22% 5-10 years
10% 11-15 years
13% 16-20 years
33% over 20 years

HOUSEHOLD INCOME

1% under \$20K
8% \$20-35K
7% \$35-50K
10% \$50-70K
17% \$70-100K
23% \$100-150K
26% \$150-300K
8% \$300K and over

THE DEAN WE SEEK

The survey and the listening sessions told us a lot about what Trinity seeks in its new Dean. We also looked at the strengths of our staff and our lay leadership to consider what traits could complement and support them.

Perhaps most important, though, are Trinity's core values – listed on the back page – and finding a new Dean that embodies, champions, and lives by those values. To that end, we lined up those values with all the data and prayerfully offer these as our search.

The Dean We Seek -

- Is motivational in inviting and facilitating inclusion and participation of all people, including the marginalized and those of diverse perspectives.
- Helps us continue to grow our younger membership, making Trinity fun, welcoming, and enriching for families with children.
- Facilitates and strengthens caring and authentic relationships within the congregation and community and promotes opportunities for involvement and service.
- Is a dynamic and inspirational preacher who brings the Word of God alive, challenges the people, and calls us to engagement and action.
- Honors the legacy of Trinity's rich and beautiful liturgy and music.
- Helps staff and lay leadership move beyond vision and planning into visible impact and momentum.
- Is a catalyst of action for peace and justice within the congregation, the Diocese, and the region.



*What will our new Dean look like?
Trinity's kids recently got together and created
their own images of how they imagine our
new Dean.*

- Provides, leads, and coordinates compassionate pastoral care.
- Is a gifted teacher and supports Trinity's rich history of spiritual education and development for all ages.
- Has the demonstrated ability to administer and sustain a large spiritual organization and provide stewardship of Trinity's resources, including realization of generous giving.
- Helps Trinity to discern and embrace a vision for its life as a cathedral.

*"I want our next Dean to be
someone who embodies the
ministry of Christ."*

– Sal Corpuz

*"Our next Dean should be a star
within a constellation of stars...
gathering all of our stars together."*

– Rev. Joseph Hickey-Tiernan



ABOUT PORTLAND

Let's be real...

Within an hour or so - visit the ocean, mountains, vineyards, orchards, and waterfalls.

Portland is a complex and complicated city. A popular west coast city because we're not big like Los Angeles, San Francisco, or Seattle. Large enough to have professional sports teams, multiple colleges and universities, and a world-famous food culture. Rich with hopping music venues and a thriving theater scene. A city where creatives come to create.

We're peaceful, quirky, and maybe a little self-aware. You won't find a war zone here, though you might find songs of resistance played on a ukulele, tarot readings, and gluten-free bagels.

Highly intellectual, yes. You will find smart people talking about smart things on a sidewalk, in a park, or at one of the many independent bookstores.

Religious? In our own way. Breweries, coffee shops, and eateries are our places of pilgrimage. Nature is our sacred space. Forest Park. Willamette and Columbia Rivers. Our gardens. Our parks. And oh, the glorious trees.

And our sports teams are our obsession. The Thorns (NWSL), Timbers (MLS), and

Trailblazers (NBA), Portland Fire (WNBA), Timbers Army, and the Rose City Riveters.

Like many cities, Portland changed after the pandemic, and it's still recovering and finding itself again. People without jobs. People who are hungry. People without stable housing. People struggling with mental illness and addiction. The list goes on...

You will also find dedicated people working to help them. Interfaith alliances, hunger ministries. Communities working to fill in the gaps of a broken system.

Diversity? It depends on who you ask. We're wrestling with our painful past (and present). Sometimes ignoring history altogether in an attempt to build a brighter future. Our city's legacy includes stories of gentrification, displacement, and redlining.

Portland is trying to live in this space right now. And sometimes it's messy, and sometimes it's real.

Come feel the energy of Portland. Grow with us. Let the city change you.

CORE  VALUES

respect compassion integrity

WE WILL RESPECT THE DIGNITY OF EVERY HUMAN BEING.
WE WILL LOVE OUR NEIGHBOR AS OURSELVES.

justice

WE WILL STRIVE FOR JUSTICE AND PEACE AMONG ALL PEOPLE.

inclusion

WE WILL SEEK AND SERVE CHRIST IN ALL PERSONS.

stewardship

WE WILL SUSTAIN THE GIFT OF JOY AND WONDER
IN ALL YOUR WORKS.

WE WILL WITH GOD'S HELP

