



**Final Report**

June 2023



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# Narrative of the Vision 2030 Process

This section describes the process by which this final report was developed from spring 2022 to the spring 2023.





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## Leadership Day Retreat - June 25, 2022

The staff and elders met in June 2022 for a day retreat to determine priorities for the coming year for Triangle Grace Church. In that setting they committed to focusing on intentional worship, intentional community, and intentional planning. From there Vision 2030 was initiated to provide strategic direction for our faith community in our next season of ministry together leading up to the year 2030. The Vision 2030 process was prioritized throughout our church year of 2022-2023. Session meetings were reduced from twice a month to once a month, and deacons' meetings were reduced from once a month to every other month to create time to focus on our long-term planning.

## Vision 2030 Dinner - September 11, 2022

Vision 2030 began with a churchwide Sunday dinner in which the changing realities of our region, culture, and church were highlighted. We considered who we need to be as a church as we move forward together into the future. Those who attended to seek their views on how the world has changed, what they value most about Triangle Grace today, and what they hope TGC will be in the future. Dates were laid out to help orient the congregation to the events and initiatives that would comprise the Vision 2030 process.

## All-Church Survey - September 18, 2022

On the heels of that dinner, the congregation participated in an all-church survey in September 2022 that sought out demographic information as well as concerns and affirmations about the current state of Triangle Grace Church. Over 200 people responded to the survey, which consisted of over 30 questions. Those results offered the clearest picture of the current demographics of Triangle Grace to date while providing an avenue for congregational input. The responses of the demographic component of the survey were shared in the annual written report for 2022 and were highlighted during the annual meeting. Demographic survey Information can be found in Appendix 1.

## Listening Groups - October 2022

In order to provide an in-person platform to receive counsel from the congregation about the future directions of Triangle Grace Church, staff, elders, and deacons offered ten different one-hour, small-group settings in October 2022 that we called "listening groups." The following questions were asked of each group:

1. What about our church do you most want to see grow? Why?
2. Dreaming big - If you had the power and resources to bring about anything you wanted for the

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sake of the kingdom of God at TGC over the next decade, what would Triangle Grace be like 10 years from now? How would it be different than it has been in the past, and what would remain the same? What do you hope the church will become?

3. What are potential strategic opportunities Triangle Grace Church has to tangibly impact the local area/Triangle region for Christ?
4. If you had to choose one or two major trajectories or directions the church should embrace and follow over the next 10 years, what would they be?

Time was allowed for those who participated to offer additional thoughts, concerns, or encouragements for the leaders of our church to consider. In total we had over 80 congregants attend a Listening Group.

### Long-Term Vision Training for Leadership - October 11, 2022

In October, staff, elders and deacons met together for an evening with Jay Thomas, the senior pastor of Chapel Hill Bible Church. Jay offered insight and counsel about how to approach the challenges of long-term planning. Jay offered an outside perspective as a seasoned ministry leader of a larger church to help frame the planning process we had undertaken in an informative, encouraging, and positive light. Following Jay's presentation we formed small-groups to process what Jay had shared and to pray for the coming steps in Vision 2030.

### Second Leadership Retreat - November 4-5, 2022

In November 2022, the staff, elders, and deacons who could attend traveled to Virginia for an overnight retreat to assess the data collected from the Vision 2030 dinner, the all-church survey, and the listening groups. Those participating were required to read each individual response from the open-ended questions of the survey and the detailed reports from the listening groups. In addition they reviewed the demographic information from the all-church survey and general responses from the Slido live survey at the Vision 2030 dinner. The main objective of the retreat was to identify emerging themes embedded in the data to help clarify trajectories that the church should embrace as we look toward 2030 to strengthen the health and witness of our church in the Triangle region and beyond. Four small groups met independently of one another for the first half of the retreat to discuss prominent themes. During the second half of the retreat the groups merged, and each group shared what they observed from the data, presenting summary points of major themes. As the retreat came to a close, eight overlapping themes were identified, which were:

- Cultivate a global missional identity
- Deepen discipleship
- Emphasize local outreach



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- Expand facilities' use
  - Continue growth in relationships and connection
  - Emphasize intergenerational community
  - Increase local visibility of TGC
  - Develop worship experience

## Annual Meeting Presentation - January 15, 2023

In November and December 2022, the staff and elders worked to consolidate these themes into four overarching, explanatory trajectories. A trajectory document for Triangle Grace was approved by the Session, and the contents were shared as a central component of the annual meeting in January 2023. The trajectories that served as the driving focus of the next stage of the 2030 process were:

Develop intentional discipleship opportunities which cultivate Biblically literate, spiritually mature, and culturally equipped Christians to serve as ambassadors for Christ while bringing glory to God.

- Provide thought-leadership to cultivate biblical worldview
- Offer Vocational, life-context relevancy
- Provide Targeted scope and sequence
- Offer Leadership training

Broaden awareness and impact of Triangle Grace ministries within a twenty-minute driving distance of our campus.

- Provide message-clarity external to TGC
- Increase utilization of social media, traditional media, and web-based platforms
- Provide congregational training and practice for local invitation
- Increase connection with university campuses
- Increase use of church facilities

Expand and deepen intergenerational community that has historically characterized Triangle Grace Church.

- Foster intergenerational relationships through events, gatherings, and mentoring

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- Give specific attention to needs of seniors
  - Support singles, married couples, and parents
  - Continue development of undergraduate, graduate, and young adult presence
  - Grow children and youth ministries

Cultivate a global/cross-cultural church identity to increase missional impact for Christ locally and throughout the world

- Identify and communicate global priorities
- Develop intentional partnerships locally and abroad
- Increase congregational awareness, engagement, and ownership
- Develop mission sending; potential church planting
- Ensure global identity is reflected in worship

### Trajectory Teams - January-April 2023

In January 2023, we formed trajectory teams consisting of staff, elders, and deacons. The teams were expected to meet four times between January and April. At the beginning of the process, they were given the option to increase the size of their team to up to eight people if they thought key lay leaders within the congregation could bring tangible value or expertise to their team. They were expected to contact at least six large, flourishing churches to investigate the strategies, philosophy, structures, leadership, and programs connected to the team's assigned trajectory. The final assignment of the trajectory teams was to produce an executive summary that described what the team hoped TGC would look like in 2030 regarding their team's assigned trajectory. They were also asked to propose at least three short-term projects and three long-term projects associated with their trajectory. The final report from each trajectory team can be found in Appendix 2.

### Synthesis Team - April 11 & May 4, 2023

In April and early May 2023, a synthesis team met twice to provide counsel on how to consolidate the trajectory teams' reports into a final, cohesive document to guide the congregation and leadership of Triangle Grace in the coming years. The synthesis team consisted of one staff member and one elder from each of the trajectory teams along with the senior pastor. After verbal reports were given from the leaders of each trajectory team, the synthesis team identified language and themes that emerged as threads throughout all the reports and would serve as the basis for a final report to the congregation.

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### Final Report and Approval - May 20 2023

The senior pastor created the final report prior to a concluding leadership retreat on May 20, 2023. This in-house retreat was held to discuss and approve the final draft of the Vision 2030 report. The morning was given to feedback, prayer, and celebration as the final document in-hand was approved.

### Vision 2030 Concluding Dinner - June 11, 2023

The Vision 2030 report was shared at a dinner on June 11 with the congregation. The report was also sent out to the entire congregation the following week by email.



# Vision 2030

## Summary

The following section describes the overall culture we hope to foster within the life of Triangle Grace Church as we approach 2030.





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## Vision 2030: Trajectories for the Coming Years

Triangle Grace Church renews our commitment to the triune Lord of Life and our calling to represent the good news of Jesus Christ, He is the only hope of this world, a hope secured for us by his death and proven to us by his resurrection. We believe that the Holy Spirit inspired scriptures of the Old and New Testaments serve as the primary means by which we know God, and our identity as individuals and as a community are shaped comprehensively and most beautifully by them. We are certain that God continues to remain among us through the presence of his Spirit actively guiding us, protecting us, and caring for us as we depend upon him. We are also convinced that he will return and re-create this world by doing away with sin, mourning, and death. He will make all things new as he establishes justice and righteousness for those in relationship with him for eternity.

Because of these convictions, we choose to live our lives out as an intentional community of faith offering to those around us an alternative culture—one imbued with hope, joy, life, goodness, and beauty as can only be found through a relationship with the living God. We do not run from the world but engage those who hold different worldviews with cheerfulness, thoughtfulness, and humility, desiring to serve rather than to be served. We seek to equip those who participate in our life together to use their gifts to be a blessing to others both in and outside of our faith community. We desire to engage body, mind, and spirit as we cultivate biblically literate, spiritually mature, and culturally equipped Christians to serve as ambassadors for Christ. We believe our greatest witness for him is the love that is experienced among us, birthed from both our unity and diversity in Christ. We desire to invite all we know to experience this alternative culture of love that can only be found within the church of Jesus Christ.

Through our Vision 2030 process, we have identified four aspects of this alternative culture to which we will give focused attention over the next seven years:

- A Culture of Invitation
- A Culture of Community
- A Culture of Discipleship
- A Culture of Missional Impact

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## A Culture of Invitation

*“We cannot but speak of what we have seen and heard.” Acts 4:20*

By 2030, we want to position ourselves to make Christ known to those who do not know him throughout our region, particularly within a twenty-minute radius of our campus. We believe this is best achieved through the life we live out together as we interact with the communities around us. We hope that 80% of those within this radius would at least know of Triangle Grace Church. We desire to establish a culture of invitation by which those who do not currently attend a church are invited onto our campus and into relationship with us. We want to strive to make the experiences of our church engaging and winsome in ways that would encourage those who visit with us want to return week after week. We desire to provide opportunities for people to receive Christ and become relationally integrated as vital members of our church body. We envision all those regularly involved with Triangle Grace equipped to make TGC a welcoming and friendly context for newcomers, allowing for authentic connection with the broader community to promote our culture of invitation.

## A Culture of Community

*“Now the full number of those who believed were of one heart and soul.” Acts 4:32*

By 2030, we want to establish a culture of community life in which the very presence of Christ is sought and experienced together. In such a context, not only are we certain those who belong to Christ are strengthened and encouraged, but those who do not know him, meet him and embrace a relationship with him. Such a culture of Spirit-filled community begins with joyful worship in which we are united as a body utilizing prayer, scripture, sacrament, liturgy, testimony, proclamation, and broad genres of music to bring glory to God. Our culture of intentional community will be enhanced by a wide, growing representation of ages, ethnicities, and demographics that underline the transformative impact Christ has on every station of life. Intergenerational relationships will be prioritized over demographic segmentation in ministry. A culture of community is further developed through a shared sense of responsibility in which those who are a part of Triangle Grace Church use their spiritual gifting, time, talents, and resources to serve and care for one another and build one another up sacrificially in love.

## A Culture of Discipleship

*“And they devoted themselves to the apostles' teaching.” Acts 2:42*

By 2030, we want to develop and deepen our culture of discipleship. We desire to be a community of Christian disciples aligned by who we are as followers of Christ, what we do together as a community of believers, and how we are transformed by the work of the Spirit among us. We envision discipleship grounded in and shaped by the Word of God as a core element of our culture. We desire it to be



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immediately evident to all who interact with TGC that becoming and living as disciples is as natural to our spirits as breathing is to our bodies and more beneficial than anything that the world may offer. Our growth, individually and communally, will be strengthened and supported both formally through education and activities and informally through our worship-oriented and service-oriented relational culture. We want those new to TGC to easily find ways to join our discipleship journey as we live life together, serving one another and our broader community as ambassadors of Christ. To enhance our discipleship experience as a community we will define a biblically based understanding of what it means to be a mature disciple of Christ in the Triangle at this time in history. Knowing that each of us is at a different place in our development as disciples and that the walk of discipleship is not always a straight line, we will have an easily accessible, nonlinear path to spiritual growth through a combination of classes, resources, mentoring, and other activities.

## A Culture of Missional Impact

*“And you will be my witnesses in Jerusalem, Judea, and Samaria, and to the end of the earth.” Acts 1:8*

By 2030, we want to foster a culture of missional impact in which Jesus’ commandment is actualized among us to “go and make disciples of all nations.” (Mt 28:18) Beyond an invitation to participate in our church community, we desire to share Christ outside of our church campus locally and internationally to the glory of God and the benefit of those who might trust him with their lives. Our primary focus will be upon local and global educational opportunities, including theological and Bible-based training, though not at the exclusion of other forms of ministry such as compassion and relief opportunities. We will engage in relationship-driven partnerships in the gospel with those individuals and organizations with whom we do ministry. We will engage and challenge those who are part of our congregation to be mission-minded through our culture of invitation, community, and discipleship. We will provide multilevel entry opportunities into mission experiences with frequent cross-cultural local and global opportunities to grow in faith and go to the nations.



# Vision 2030

## Proposed Initiatives

To develop the culture envisioned in the last section, we have proposed a number of initiatives. Some can be implemented with immediacy; others necessitate long-term planning and development.





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## Culture of Invitation Initiatives

### Provide Congregation Training

We wish to equip everyone at Triangle Grace Church to share their faith in Christ with others outside of our church campus and to invite friends, coworkers, and families into the life of our faith community. We want to instill an instinct of welcome throughout our church body so that we proactively engage with first time attendees and continue to interact with them warmly in subsequent weeks. We want to train our congregation to assist those new to our church in finding an intentional community in which yo establish relationships long-term. This training will be provided through sermon series, discipleship classes, welcome team initiatives, and E-News.

### Broaden Use of External Communication Platforms

Recognizing the importance of the web and social media in today's culture, we want to invest in developing our presence on external platforms of electronic communication. This includes updating our website and enhancing our presence on social media. Beyond electronic options, standard forms of targeted mailing and promotional advertising will be explored as a means of introducing TGC to the local community.

### Update Positional Branding

In conjunction with a website update, we will consider a broader issue of "branding" in relationship to the visuals and language we use to represent TGC. This includes clarity around missional and descriptive statements about the church, logo, font, feel, and color choices.

### Offer Invitational Events

We want to provide invitational events that capture the attention, interest, and imagination of those who do not attend Triangle Grace Church. This may involve practical opportunities such as parenting or marriage events, thought leadership events, music and arts events, or relational and fun activities. Such activities provide the church with positive public exposure and serve as a catalyst for our church members to invite coworkers, friends, and family.

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## Provide a Clear Path for Newcomer Integration

As newcomers first step onto our campus, we want to provide a clear path for them to integrate with the full life of our faith community. This begins with the presence of a well-trained welcome team at key locations throughout the church to interact warmly with visitors, put them at ease, and answer any questions they may have. Using welcoming language in our worship services is important along with personal follow-up after services. Engaging materials including a welcome packet should be available around the church to give to new attendees which orient them to life at Triangle Grace. We will offer two stages of formal in-person inquiry about the church: the first a one-time brief overview of Triangle Grace with Q & A, and the second our More Grace initiative, which leads to church membership. Individual attention to newcomers should be offered by church leadership to ensure new attendees are cared for and are finding their way into relationship within our faith community.

## Culture of Community Initiatives

### Emphasize Intentional Communities

We believe it is crucial that every person who attends Triangle Grace Church is involved in an intentional community to live life out closely with others in vibrant relationship. Intentional communities are groups within the church that meet regularly for either growth or service opportunities. In those settings, relationships are formed, nourished, and strengthened. We want to establish a system to ensure the majority of congregants are involved in an intentional community and identify ways to promote intentional communities.

### Emphasize Intergenerational Relationships

Complementing our focus on intentional communities, we want to grow intergenerational, cross-demographic connections throughout our church body. We want our worship service to be a gathering which is meaningful to people of all ages, ethnicity, and stations in life. We strive to be thoughtful in promoting service opportunities that enable intentional communities of varying ages to serve together. We want to offer fellowship gatherings that are attractive and are enjoyed by one and all. We want to create discipleship opportunities that take advantage of generational differences and allow us to learn from each others' wisdom and life experience.

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## Provide Care for Life Transitions

To care for congregants as they move from one life stage to the next, we want to establish support strategies for the new issues that are unfolding in their lives. This may take the form of mentorships, classes, special events, and other resources that we can identify and make available. We want to ensure congregants find new relational connections during life transitions.

## Emphasize Responsibility and Service

We believe our community would be strengthened if those who call Triangle Grace their church home would embrace a heightened commitment to responsibility and service to the community. Beyond a fundamental commitment to financially support the work of the church, each covenant partner should have an area of ministry in which he or she gives time and effort to advance. This service-minded identity should be instilled through the More Grace class, encouraged and promoted in all-church gatherings including in our worship services, and exemplified by the leadership of the church.

## Routinely Provide Churchwide Informational and Inspirational Meetings

We want to establish congregation-wide meetings held on a routine basis to offer updates about decisions and future directions of the church and allowing open conversation on topics of interest focused on the life of the church. We believe such transparency is healthy and motivational toward the development of Triangle Grace.

## Invest Resources in Growing Specific Age Groups

Resources should be utilized to broaden our congregational composition through growth. Two goals in coming years are to increase the presence of families with youth and children and to grow a young adult population, including university students and single and married young adults. Partnering with university campus ministries should be a priority to make TGC a key presence in the Triangle region.

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## Culture of Discipleship

### Create Framework for Discipleship

We want to create a framework for spiritual formation that helps our congregation understand what it means follow Christ at this moment in time in the Triangle region. This framework will be based upon scripture, guided by our Reformed tradition, and presented in a way that is accessible to visitors and congregants alike. Our hope is to develop an illustrative pathway, including “compass points” or “stops on the pathway” that will serve as areas of growth in Christian life. Such a teaching tool will necessarily identify a nonlinear path for growth in spiritual maturity given that each person grows in different aspects of discipleship in different ways at different times. From this system of wholistic thinking around discipleship, we will map out classes, talks, churchwide studies, groups, events, and activities to catalyze growth toward spiritual maturity.

### Provide Leadership Training and Care

We want to establish a community of formal and informal ministry leaders who are cared for and nurtured by our staff, elders, and deacons. We want to encourage that leadership community in their roles by informing them of directional decisions and seeking their counsel as we move forwards as a church. We want to establish regular leadership training opportunities within specific ministry areas as well as churchwide. We also want to create a system in which each church leader is cared for tangibly by another church leader.

### Identify and Train Emerging Leaders

We want to establish a means by which we identify and provide training for emerging leaders within our church. Such training would include basic discipleship principles as well as instruction on leadership skills, vision, and awareness. In conjunction with an internal focus of raising up leaders, we also want to establish an internship program that engages university and divinity students who wish to explore a vocational call to ministry. Interns will be supervised by church staff and will participate in a program of leadership training.

### Develop Relational Contexts for Spiritual Formation

We want to emphasize the importance of intentional communities in discipleship, striving to see at least 80% of those who attend Triangle Grace involved in such a group. It is in such settings that spiritual formation is most significantly experienced. Beyond intentional communities, we hope to ensure each



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person within the church has a friendship with another congregant that includes consistent spiritual encouragement. This may be a formal program or an informal effort utilizing various channels of communication.

## Establish A Center for Faith and Culture

We want to explore establishing a center for faith and culture as a platform for discipleship in the Triangle Region. The center would sponsor events for public engagement on cultural issues that challenge the Christian worldview and would foster theological and biblical conversation. Events may include scholarly gatherings, debates, panel discussions, and conferences. Multiweek seminars or classes may also be offered. A “fellows program” that engages young adults from the Triangle region in a year-long, robust discipleship experience could develop in conjunction with the center.

## Culture of Missional Impact Initiatives

### Refine Local and Global Priorities

We want to identify shared missional priorities between local and global missions that enhance the missional impact of our church efforts in a unified, integrated fashion. One priority already identified is to focus our work only in contexts in which the whole church can be involved and where authentic relationship with those serving in the field is lived out. Another emerging commitment is to support educational settings locally and abroad. Of particular interest are theological training opportunities to raise up the next generation of Christian leaders within both the church and society. We hope by identifying priorities, our missional focus will be understood by our congregation with greater clarity and will thereby inspire greater involvement.

### Increase Missional Awareness

We want both our local and global missions partners to be with us regularly. This will emphasize our commitment to missions and inspire greater involvement. This may include utilizing Sunday settings such as the worship service or the education hour for presentations and updates. We also want to establish significant education and engagement events that train hearts and minds to be local and global Christian witnesses. Such events may include hosting an annual missions week in which we invite outside speakers to address missional topics, give our missions partners extended opportunities to share, and offer hands-on service projects to give exposure to missional opportunities.

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## Develop Local Missions and Global Missions Leadership Teams

In order to foster our growing commitment to missions, we want to increase the number of people serving on our local and global leadership teams. Once full teams have been recruited, we will explore connectional responsibilities that support our local and global efforts. Together these teams will continue to work on refining priorities, caring for our missionaries, and seeking means to involve the congregation in missional work in a greater capacity.

## Identify New Missional Opportunities for TGC That Align with Our Priorities

In order to inspire a new generation of missional commitment, we want to identify new opportunities that align with our missional priorities for proclamation and service. One potential already emerging is establishing a relationship with ISI (International Students Inc.) which shares Christ with international students studying at local universities. Another avenue of exploration would be to reconnect with ECO NC presbytery missions team to further advance TGC's missions within our denominational context. A further effort may be to partner with churches outside the U.S. to establish a co-equal sister church relationship and provide mutual encouragement in sharing the gospel.

## Introduce Short-Term Mission Trips

Believing that actual missions experience births long-term missions commitment, we want to begin to offer short-term missions opportunities for the congregation. We will provide multi-level entry opportunities that include cross-cultural local and global opportunities to grow in faith and go to the nations. In keeping with our growing desire to promote an intergenerational community we want to plan a specific, intergenerational mission trip that will require participation in local missions projects before engaging in overseas experiences.

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## Cross-Trajectory Considerations

There were at least two areas of interest raised across trajectory teams that will impact the future direction of Triangle Grace Church.

### Facilities

As TGC looks to the future, it is essential to address whether facility modifications will be needed to support targeted objectives. Of immediate concern is the welcome experience for newcomers. Potential changes might include enhancing the narthex, improving Fellowship Hall, and adding signage to help visitors navigate to the sanctuary from the rear parking lot. Another consideration is whether the current meeting space for classes and groups is sufficient to accommodate anticipated growth. In addition, if staff is added, more office space will be needed. Having several outdoor appealing spaces for groups or individuals to meet and share a meal could be beneficial. The central courtyard has little practical use for the church, so alternative uses are worth considering. Potential sanctuary improvements could include adding video projection capabilities and increasing capacity should that be needed. Finally the property of 5006 has potential for expansion if the internship program takes hold.

### Staffing

Additional staff serve both as a catalyst for growth and are a needed response to growth. Potential part-time or full-time positions for future consideration could include a missions director, a congregational care director, a receptionist, a community life director, a university student director, a women's ministry director, a praise band leader, and a facilities director. Although it is unrealistic to expect all of these positions would emerge by 2030, it is important that the leadership of the church evaluate priorities for future staffing in light of anticipated growth.



# Appendix 1

## All-Church Survey

### Demographic Results

This appendix displays demographic information from the all-church survey administered in September 2022. Questions 3 and 14 are not presented because answers to them could not be analyzed by percentage.

Question 3: In what country were you born?

Question 14: What is your zip code?





## Q1: What is your age?

Answered: 226 Skipped: 3

ANSWER CHOICES	RESPONSES	
14-20	2.21%	5
21-30	3.54%	8
31-40	5.31%	12
41-50	13.72%	31
51-60	23.01%	52
61-70	21.24%	48
71-80	25.22%	57
81 or more	5.75%	13
TOTAL		226

## Q2: What is your gender?

Answered: 226 Skipped: 3

ANSWER CHOICES	RESPONSES	
Male	43.36%	98
Female	56.64%	128
TOTAL		226

## Q4: What is your ethnicity?

Answered: 225 Skipped: 4

ANSWER CHOICES	RESPONSES	
Asian or Asian American	0.89%	2
Black or African American	0.44%	1
Hispanic or Latino	1.78%	4
Middle Eastern or Indian	0%	0
Native American	0%	0
Pacific Islander	0%	0
White or Caucasian	95.11%	214
A different ethnicity	1.78%	4
TOTAL		225

## Q5: What is your marital status?

Answered: 226 Skipped: 3

ANSWER CHOICES	RESPONSES	
I am single and never married	9.29%	21
I am married	78.32%	177
I am divorced	7.08%	16
I am widowed	5.31%	12
<b>TOTAL</b>		<b>226</b>

## Q6: Do you have children?

Answered: 226 Skipped: 3

ANSWER CHOICES	RESPONSES	
I do not have children	20.35%	46
All of my children are 18 years old or younger	23.01%	52
All of my children are older than 18 years old	49.56%	112
I have children both under and over the age of 18	7.08%	16
<b>TOTAL</b>		<b>226</b>

## Q7: What is your highest level of education?

Answered: 225 Skipped: 4

ANSWER CHOICES	RESPONSES	
Grade School/Middle School	1.78%	4
High School Degree or equivalent	3.56%	8
Associate Bachelors Degree or equivalent	8.44%	19
Bachelors Degree or equivalent	40.0%	90
Masters Degree or equivalent	32.44%	73
Doctors Degree, equivalent, or above	13.78%	31
<b>TOTAL</b>		<b>225</b>



## Q9: What comes closest to describe the primary profession of your life past or present? (Choose up to 2)

Answered: 225 Skipped: 4

ANSWER CHOICES	RESPONSES	
Administrative	9.78%	22
Agriculture	1.78%	4
Communication	0.89%	2
Counseling	1.78%	4
Customer Service	2.67%	6
Education	19.56%	44
Engineering	9.33%	21
Entertainment	0%	0
Financial	9.33%	21
Food	1.33%	3
Government	2.67%	6
Homemaker	8.00%	18
Law	2.22%	5
Leisure/Vacation	0.89%	2
Medical	18.22%	41
Military/Law Enforcement	0.44%	1
Religious/Ministry	4.44%	10
Sales	5.33%	12
Social Services/Non-Profit	2.22%	5
Science	5.78%	13
Student	3.11%	7
Technology	8.89%	20
Other (please specify)	12.44%	28
<b>TOTAL</b>		<b>295</b>

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## Q10: How long have you been attending Triangle Grace Church?

Answered: 225 Skipped: 4

ANSWER CHOICES	RESPONSES	
Under 1 month	3.11%	7
1 - 6 months	4.89%	11
6 months to 1 year	2.67%	6
1 – 3 years	4.44%	10
3 – 10 years	18.22%	41
10 – 15 years	13.78%	31
15-20 years	18.67%	42
21-25 years	12.00%	27
25 years or more	22.22%	50
<b>TOTAL</b>		<b>225</b>

## Q11: What is your church membership status?

Answered: 228 Skipped: 1

ANSWER CHOICES	RESPONSES	
I am a member (Covenant Partner) of TGC	85.53%	195
I am a member of another church	7.89%	18
I am not a member of any church	6.58%	15
<b>TOTAL</b>		<b>228</b>

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## Q12: How did you first find out about Triangle Grace Church?

Answered: 222 Skipped: 7

ANSWER CHOICES	RESPONSES	
Online/Internet search	13.51%	30
ECO website	2.25%	5
Drove by it and saw it	35.59%	79
Heard about it from a friend or neighbor	21.17%	47
Invited to attend by a friend or neighbor	14.86%	33
Other (please specify)	17.12%	38
<b>TOTAL</b>		<b>232</b>

## Q13: The town I live in is:

Answered: 227 Skipped: 2

ANSWER CHOICES	RESPONSES	
Apex	0%	0
Cary	2.20%	5
Chapel Hill	12.33%	28
Durham	70.04%	159
Hillsborough	3.52%	8
Morrisville	1.76%	4
Pittsboro	3.08%	7
Raleigh	2.20%	5
Other (please specify)	4.85%	11
<b>TOTAL</b>		<b>227</b>

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## Q15: On average, how long does it take you to drive to Triangle Grace Church?

Answered: 226 Skipped: 3

ANSWER CHOICES	RESPONSES	
Under 5 minutes	8.85%	20
5-10 minutes	39.82%	90
10-15 minutes	16.81%	38
15-20 minutes	13.72%	31
20-25 minutes	12.39%	28
30 minutes or more	8.41%	19
TOTAL		226

## Q16: How often do you attend/watch TGC worship services?

Answered: 227 Skipped: 2

ANSWER CHOICES	RESPONSES	
Three or four Sundays a month	79.30%	180
I watch it almost every week, but not on Sundays	0.44%	1
Approximately twice a month	12.33%	28
Approximately once a month	3.08%	7
Less than once a month	4.85%	11
TOTAL		227

## Q17: How do you participate in TGC worship services?

Answered: 228 Skipped: 1

ANSWER CHOICES	RESPONSES	
Mostly in-person	73.68%	168
Mostly streaming	10.09%	23
A mixture of in-person and streaming	16.23%	37
TOTAL		228

### Q18: My preferred time to attend worship is

Answered: 229 Skipped: 0

ANSWER CHOICES	RESPONSES	
8:30 am	10.04%	23
9:00 am	7.42%	17
9:30 am	2.62%	6
10:00 am	43.23%	99
10:30 am	10.04%	23
10:45 am	0.87%	2
11:00 am	15.72%	36
11:15 am	2.62%	6
No preference	5.68%	13
Other (please specify)	1.75%	4
<b>TOTAL</b>		<b>229</b>

### Q19: The 3 most important reasons I attend Triangle Grace are:

Answered: 228 Skipped: 1

ANSWER CHOICES	RESPONSES	
The music	19.74%	45
The preaching/teaching	58.33%	133
The prayer life	4.39%	10
The discipleship and education programs	12.72%	29
The children and/or youth programs	22.37%	51
The friends I have made at TGC	50.0%	114
Its impact locally	4.39%	10
Its impact on the world	2.63%	6
The worship service in general	23.68%	54
Its theological stance	35.96%	82
Because I have been attending for a long time	14.47%	33
Its location	7.02%	16
The staff	10.53%	24
The denomination	8.33%	19
The nature of the facility	3.07%	7
The opportunity to use my gifts for God	17.11%	39
Other (please specify)	4.39%	10
<b>TOTAL</b>		<b>682</b>

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## Q20: I have been a Christian

Answered: 226 Skipped: 3

ANSWER CHOICES	RESPONSES	
0-1 years	0.44%	1
2-4 years	0%	0
5-10 years	1.33%	3
More than 10 years	31.42%	71
All my life	66.81%	151
I am not sure if I am a Christian	0%	0
I am not a Christian	0%	0
<b>TOTAL</b>		<b>226</b>

## Q21: What is your church background?

Answered: 227 Skipped: 2

ANSWER CHOICES	RESPONSES	
I have mostly attended a Presbyterian church	41.41%	94
I have attended different kinds of churches	41.41%	94
The type of church I have mostly attended is	17.18%	39
<b>TOTAL</b>		<b>227</b>

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## Q22: Approximately how often do you get together with people from Triangle Grace Church besides on Sundays?

Answered: 221 Skipped: 8

ANSWER CHOICES	RESPONSES	
Less than once a month	33.48%	74
Once a month	17.65%	39
Once every other week	9.95%	22
1 time a week	22.17%	49
2 times a week	8.60%	19
3 times a week	6.33%	14
4 times a week	1.36%	3
More than 4 times a week	0.45%	1
<b>TOTAL</b>		<b>221</b>

## Q23: My primary Intentional Community at TGC is

Answered: 218 Skipped: 11

ANSWER CHOICES	RESPONSES	
A small group	17.43%	38
An adult or youth education class	14.68%	32
The music team	11.01%	24
A fellowship group (JOY, Young Adults, SALT, youth group, etc.)	5.96%	13
A ministry leadership team (Session, youth, children's, welcome team, congregational care team, etc.)	14.22%	31
A service group (Immanuel Iglesia Food pantry, Open Table, etc.)	3.21%	7
A prayer group	2.29%	5
I do not have an Intentional Community	19.72%	43
I do not know what an Intentional Community is	5.50%	12
Other (please specify)	5.96%	13
<b>TOTAL</b>		<b>218</b>

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## Q24: I prefer to give to Triangle Grace Church

Answered: 227 Skipped: 2

ANSWER CHOICES	RESPONSES	
In person	45.37%	103
Online/electronically	45.81%	104
Through standard mail	3.52%	8
Other (please specify)	5.29%	12
TOTAL		227

## Q25: What is the percentage of estimated income you give to charity?

Answered: 224 Skipped: 5

ANSWER CHOICES	RESPONSES	
0%	2.68%	6
1-3%	5.80%	13
4-6%	12.50%	28
7-9%	17.86%	40
10%	22.77%	51
10-15%	14.73%	33
More than 15%	5.36%	12
I don't really know	18.30%	41
TOTAL		224

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# Appendix 2

## Trajectory Team Reports

This appendix provides the final report from each trajectory team that met from January to April 2023.





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## Local Impact Trajectory Team

Karis Jackson, Randy Hartwell, Lindsay Bustamante, Jamie Dilweg, Julie Hotchkiss, Eric Rodgman,

### Executive Summary

Our team's vision is that in 2030 Triangle Grace's name and identity as a church would be known or recognizable to at least 80% of people who live within a 20-minute driving distance of our campus. We hope that part of what TGC is known for is for being a place that's completely approachable for unchurched members of our area to visit, come to know Jesus, and find community. We envision all covenant partners equipped to make TGC a welcoming and friendly place for guests, and hope that TGC covenant partners will better represent the diversity of our growing area across all demographics. We imagine TGC having resources specifically for the large cohort of young professionals in the Triangle, and that covenant partners would authentically and enthusiastically invite everyone they know to be part of all the wonderful things (services, events, programming) God is doing in our church family.

### Project Ideas

Shorter-and longer-term objectives have been identified, guided by expert advice, as needed. These objectives include:

- Preparing TGC covenant partners to actively engage in these efforts (e.g., sermon series)
- External communication methods by which to reach the surrounding community (e.g., mailings, social media, 'outwardly-directed' TGC website, branding)
- Welcome strategies for new guests; includes specific Team training
- New guest orientation, education (e.g., materials TBD + new member class)
- Enhancing the general guest experience (e.g., updating facilities)
- New member integration/assimilation into "life of the church" (e.g., serving in ministries, small group participation)
- Community outreach ("city-serve") events/activities (e.g., Trunk or Treat, school involvement), including extended use of our facilities

These objectives are summarized in the following buckets:

- *Integration* – training and the process of guiding/integrating each new guest into church membership
- *Marketing/communications* – branding of TGC, social media, mailings, website
- *Events* – various; includes identifying signature event community looks forward to every year

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## Intergenerational/Community Trajectory Team

Joe Bustamante, Susan Barker, Nancy Holton, Beth Murphy, Noah White, Anna Grieco

### Executive Summary

Our team's vision for what Triangle Grace's community might look like in 2030 is that it would be a community where every covenant partner is actively involved in service alongside of and for the benefit of other covenant partners. Our envisioned community is also one where each individual member joyfully worships God together with the rest of the congregation in a united and integrated way, regardless of the personal preferences they may hold about worship or service styles. Finally, our envisioned community is one that lives out the unity it already has in Christ through the intentional fostering of intergenerational fellowship in all that we do. In sum, our community at Triangle Grace will be one where covenant partners see service as a shared responsibility, where they are united in worship (not divided by preference), and where intergenerational connection is prioritized.

### Project Ideas

#### *Short-Term (<1 year)*

- Make service responsibility clear as part of current (and future) More Grace class.
- Plan a number of events to cover both service and growth that are intentionally intergenerational. For example, serve events like church clean days and grow events like a praise night or "Walk through the Bible."
- Re-institute regular (e.g., quarterly) town hall meetings or a similar form of congregational gathering to make sure people know what's going on in the church and what ministry teams are present (for the purpose of ensuring people know what teams and groups are available for them to join, similar to how ministry team nights used to function).

#### *Long-term (>1 year)*

- Create a church-wide culture of service and establish a service responsibility for covenant partners (i.e., creating a *service identity*).
- Create a recurring program to support covenant partners moving from one stage of life to another, including through intergenerational mentorship and demographic-specific groups.
- Establish a better system for covenant partners to be informed about and plugged in to the various serve and grow teams in the church - this might require eventually hiring a volunteer coordinator (i.e., creating a *service framework*).

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## Missions Trajectory Team

Jeff Spainhour, Bob Bradley, Garrett Nelson, Jenny Shafer, Martina Gargard, Jesse Holton, Dennis Steil

### Executive Summary

In Matthew 28:19, Jesus proclaims The Great Commission to his followers: “Go and make disciples of all nations...” Accordingly, we at TGC desire to be faithful to that charge in our local and international missions’ identity as a biblically based church. We will clearly articulate and broadly communicate that our missions identity will have the following characteristics:

Focus – We will focus on education, e.g., Christian formation, theological training, and Bible-based teaching, though not at the exclusion of other forms of ministry, such as through compassion and relief opportunities.

Relate – We will engage in relationship-driven partnerships in the gospel with those individuals and organizations with whom we do ministry.

Engage – We will engage and challenge covenant partners to be mission-minded through our worship, preaching, teaching, discipleship classes, and prayer.

Extend – We will provide multi-level entry opportunities into mission experiences with frequent cross-cultural local and global opportunities to grow in faith and go to the nations.

### Project Ideas

#### *Short-Term (<1 year)*

- Invite one or more partners outside of TGC or others (e.g., Rev. Rolle) to raise covenant partners’ awareness and engagement with respect to missions.
- Develop plan to increase participation on the global missions sub-team to a minimum of five people.
- Develop more unity between local and global missions by understanding each sub-team’s ministry partners and explore a ministry in which both sub-teams could work together, e.g., Welcome House Raleigh.
- Reconnect with ECO’s NC presbytery missions team to further advance and flourish TGC’s missions within our denominational context.

#### *Long-term (>1 year)*

- With a church outside the U.S., establish a co-equal sister church relationship to partner in the gospel (Philippians 1:5)
- Plan a specific, intergenerational mission trip that includes required participation in multiple local missions projects in preparation
- Involving both local and global ministry partners, establish significant education and engagement events that train hearts and minds to be local and global Christian witnesses (e.g., hosting an annual missions week and/or a special missions conference that includes inviting others outside of TGC)
- Cultivate a relationship with International Students Inc. (ISI) so that TGC ‘s covenant partners actively engage in hosting international students in their homes

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## Discipleship Trajectory Team

Molly Williamson, Aaron Messer, Amie Palmer, Meredith Riedel,  
Kathryn McKee, Nancy-Anne Potts, Richard Draffin

### Executive Summary

Our prayer for the church in 2030 is that Triangle Grace Church will be a community of Christian disciples aligned by who we are as followers of Christ, what we do together as a community of believers, and how we are transformed by the work of the Spirit among us. We envision discipleship grounded in and shaped by the Word as a core element of our culture and desire it to be immediately evident to all who interact with TGC that becoming and living as disciples is as natural to our spirits as breathing is to our bodies. Our growth, individually and communally, will be strengthened and supported both formally through education and activities and informally through our worship- and service-filled culture and relationships with each other. Those new to TGC will easily find ways to join our discipleship journey alongside members as we live life together, serving one another and our broader community as ambassadors of Christ.

- To reach this point, we believe that the church will need to embark on three broad steps:
  - As being a disciple can mean different things to different people, TGC will define a biblically-based understanding of what it means to be a mature disciple of Christ in the Triangle at this time in history.
  - Using that model as a base, TGC will create a culture which strongly encourages participation in activities and growing in relationships, with supporting each other in our journey as disciples and growing in Christ as our shared focus.
  - Knowing that each of us is at a different place in our development as disciples and that the path to discipleship is not always a straight line, we will have an easily accessible, non-linear path to growth in spiritual maturity aided by a combination of formal classes, resources, mentoring, and other activities that support growth as disciples both individually and as a church community.

### Project Ideas

#### *Short-Term (<1 year)*

- Define and communicate a definition and picture of mature discipleship in practice, so that the community can see how the life of Christian discipleship is not just about what we *learn*, but who we *are* and what we *do*
  - Guided by scripture and the best of our Reformed tradition, define discipleship and what maturity in our walk with Christ means in a way that will be accessible to visitors and congregants alike
  - Communicate this definition to the congregation through various mediums, including our educational offerings, worship practices, service opportunities, fellowship gatherings, and a church-wide study (see below)
  - Develop a church-wide study on discipleship that will encourage discussion and application of this expanded vision of discipleship to participants' lives
- Find and compile materials for study that align with our theological vision of discipleship
  - Identify conversation partners, studies, and service opportunities, both contemporary and historical, that can be resources for growth

- Encourage their use for individual or group study
- Support and grow our intentional communities
- Identify and gather the formal and informal leaders of intentional communities within TGC (for example, small group leaders, those within the choir, etc.) with the aim of providing them with further support, training, and community
  - Create a program for identifying and training emerging leaders
  - Promote and/or develop our existing groups so that those who are not currently part of a community may find an intentional community
  - Develop a system for one-on-one intentional friendships

*Long-term (>1 year)*

- Develop a system with a clear, albeit non-linear path for growth in spiritual maturity that each of us might grow in the different aspects of what discipleship looks like. Create the framework for this pathway, including “compass points” or “stops on the pathway” that will serve as areas of growth in Christian life that will help us map classes, talks, groups, or activities
  - Suggested compass points include, for example: prayer, biblical knowledge and worldview, service and mission, evangelism, worship, etc.
  - Find teaching materials that fit within the different “compass points” and/or develop original materials that align with us theologically
  - Plan events that support and supplement the formal teaching related to each “compass point,” keeping in mind that not all formation happens in a classroom setting
- Examine whether the church’s spaces (physical, intellectual, and digital) meet the needs of today’s discipleship opportunities and activities
  - Explore options for altering or expanding the TGC campus to accommodate groups of various sizes if it is determined to be needed
- Nurture a larger culture of smaller intentional communities so that it becomes both natural and easy for all to participate in relationships of growth, service, and prayer
  - Create a streamlined process for new people to become connected to groups that engage and grow them
  - Encourage existing covenant partners to be in intentional communities within the larger community so that roughly 80% of active church participants are part of a group
  - Pay attention to creating supportive spaces for people in life transitions

**Triangle Grace**  
**Church**

