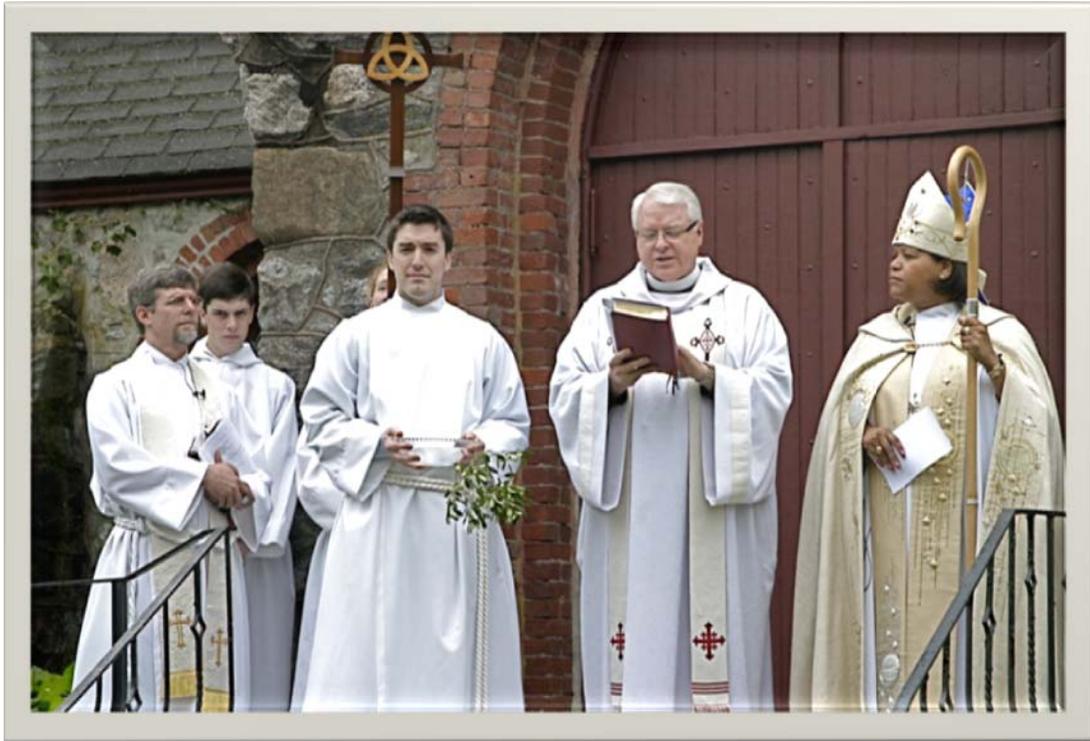


# Trinity Episcopal Church

*Concord, Massachusetts*



*Picture above taken on the occasion of Trinity's 125<sup>th</sup> Anniversary Celebration*

## 2009 Annual Report

*Annual Meeting*

*February 21, 2010*

*10:30 am*

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## *2009 Report Rector*

*Dear Sisters and Brothers in Christ,*

This has been a challenging year but it has been a good year as well.

The follow are among the positive things that have happened in the parish over the past year.

- The Designing Inviting Spaces committee has concluded the Master Plan providing a roadmap for future improvements for our entire physical plant.
- We have continued to integrate new members into our congregation.
- We have continued to worship God in the beauty of holiness, with committed choirs and all those who support our regular Sunday worship.
- The Rite 13 and Pilgrims youth groups continue to grow in number and faith with the first youth pilgrimage scheduled for this coming summer.
- The Church School continues to grow thanks to the faithfulness of parents and teachers alike.
- We have become a very welcoming congregation – open to the gifts of newcomers who wish to share parish life and ministry with us.

There are many other aspects of our life together that are very positive that are too numerous to mention. I mention these because they are so important to our future.

There have been challenges as well. In the past budget year, toward the end of the year we thought we were going to have a budget deficit in excess of \$50,000. In order to be good stewards of the funds entrusted to us we took the decision to not fund the Church School Director's position for 2010. As you can imagine this was a very difficult decision, but we believed it was necessary given the information we had at that time (early December 2009). As a result the Associate Rector has taken on the responsibilities of oversight of the Church School. With the strong support of the Adults Supporting Children (ASC) committee and a wonderful group of dedicated teachers, we have not lessened our commitment to the Church School and the children of the parish.

In spite of the difficult economic conditions members of the parish have been very faithful in supporting our congregation. If everyone does their part, we will continue to meet our budgetary needs.

### **Looking to the year ahead...**

I think there are three areas on which we need to focus in 2010.

Firstly, it is clear to me that the existing building that houses the parish hall and offices is inadequate to our needs. The report of the Designing Inviting Spaces Committee was clear in recommending that the next step in improving our facilities should be the building of a new Parish House (housing parish hall, meeting rooms, classrooms and offices) to support the mission of our church. I am convinced that the building of a new Parish House is in the best interest of our parish. We need a new Parish House to enable us to continue to be a lively parish able to offer welcoming and efficient spaces within which to meet, share fellowship and provide educational opportunities. It will also enable us to be better stewards of our energy use.

The Vestry has endorsed the priorities of the Master Plan as a roadmap for moving forward.

The next step in moving toward that reality will be the completion of a feasibility study to determine if we are ready to fund such a major project.

Secondly, I think it is time for us to evaluate how we are organized as a parish. The current structure was developed in the 1950s based on a corporate model that was popular at the time. I would hope that we could move toward a more organic and dynamic model. We will still need some commissions (finance, stewardship, etc.), but for many things that go on in the parish, a limited time commitment and supported by a more organic organization will be more effective. I hope in the year ahead we will be able to evolve toward this more dynamic structure.

Finally, I hope in the year ahead we will be able to expand the outreach ministry of the parish. In the first chapter of the book of Acts (Acts 1:8) there is an account of the Ascension. Just before Jesus ascends to heaven he tells his disciples, "...you will receive power when the Holy Spirit has come upon you; and you will be my witnesses in Jerusalem, in all Judea and Samaria, and to the ends of the earth." This passage can be seen as a model for structuring parish outreach ministry with Jerusalem representing the local community, Judea and Samaria representing the region in which a parish finds itself, and "the ends of the earth" understood as pointing to international ministry. Of course the witness of the parish in these three realms is empowered by the movement of the Holy Spirit among the people, energizing us for ministry.

Locally, we continue to provide funding assistance to various community organizations such as the food pantries in Concord and the surrounding communities. The Cathedral Soup Kitchen continues to be an active, hands on outreach ministry of Trinity. We were a founding parish for that program which has continued for over 20 years. I believe we are doing quite well with local outreach.

Regionally, we have a longstanding relationship with St. Stephen's in the South End. In recent years our work with both their summer and after school programs has expanded with more volunteers from the parish involved in this ministry. There is still much more we can do to assist St Stephen's with these important programs for Boston children. I hope in the coming years we will see this ministry continue to grow.

At the present time we have no overseas outreach ministry other than our indirect support through the Diocese and Episcopal Relief and Development (ERD). I believe it is time for us to develop a very clear and committed relationship with a ministry overseas. We began that work last year after the extraordinary Forum presentations on the Millennium Development Goals (MDGs). We need to continue that work and engage more deliberately in overseas ministry.

We as a parish are truly blessed. I have never been in a congregation that has been more faithful in caring for one another, praying for one another, and committing to the wellbeing of the parish. It is a great privilege to be engaged in ministry with you.

May the year ahead be as life-giving and blessed as the last, and may God continue to challenge us to join in God's mission in the world.

*Faithfully in Christ,*

*Tony*

**TRINITY EPISCOPAL CHURCH  
CONCORD MASSACHUSETTS  
ANNUAL MEETING MINUTES  
FEBRUARY 8, 2009**

There being a quorum of more than twenty eight people, the Annual Meeting was called to order at 7:00 PM by the Rector, The Rev. Tony Buquor.

The meeting began in prayer led by the Rector, The Rev. Tony Buquor.

**APPROVAL OF THE 2008 ANNUAL REPORT MINUTES WERE MOVED, SECONDED, AND VOTED.**

Tony introduced the Wardens

Sally Myers, Senior Warden  
Jay Luby, Junior Warden

Staff Members and Commission Chairs were acknowledged.

**STAFF MEMBERS**

The Reverend Nick Morris-Kliment, Associate Rector  
Janice Yancy, Director of Children's Ministries  
Robert Barney, Director of Music  
Ted Hull, Sexton  
Susan MacDonald, Publications  
Anne Lynch, Office Administrator and Pastoral Care  
Nancy Marshall, Bookkeeper  
Jim Boyd, Sunday Sexton  
Ken White, Seminarian in Residence

**COMMISSION CHAIRS**

Chuck Niessen, Fellowship  
John Mandler, Property  
Barbara Walker, Social Ministry  
Kim Smith, Stewardship  
Andrew Hawes, Administration and Finance

**Treasurers Report**

Jared Keyes, Treasurer delivered a handout of the Maintenance Reserve Reconciliation.

Please refer to the Treasurers Report of 2008.

**APPROVAL OF THE 2008 TREASURERS REPORT WAS MOVED, SECONDED, AND VOTED.**

Sally Sanford made a motion that a sense of the meeting be taken with respect to the following:

- 1) that, regardless of how generous an offer it is on the part of our clergy, freezing the salaries of our ministers in order to balance the budget should be a solution of last resort and not the first resort.
- 2) that we respectfully ask the Vestry to reconsider its FY 2009 budget and find a way to give our Rector and Associate Rector the same percentage salary increase being given to the rest of the staff.
- 3) that we respectfully ask the Vestry, or a person to be designated by the Vestry to act on their behalf, to open discussion with the Diocese through any and all avenues that are appropriate and available to us, to re-negotiate our diocesan assessment, with the aim to freeze the assessment at the level of FY 2008 or at least to achieve some level of reduction for FY 2009.

A show of hands determined that the sense of the meeting was not in favor of any of the above.

### **Nominating Committee**

Linda Hossfeld, Chair spoke for the Nominating Committee.

**THE REPORT OF THE NOMINATING COMMITTEE WAS ACCEPTED AND IT WAS MOVED, SECONDED, AND VOTED THAT THE PROPOSED SLATE OF OFFICERS BE ELECTED FOR A ONE YEAR TERM.**

Senior Warden, Sally Myers  
Junior Warden, Randy Hartnett  
Treasurer, Jared Keyes  
Clerk, Libby Wilson

**THE REPORT OF THE NOMINATING COMMITTEE WAS ACCEPTED AND IT WAS MOVED, SECONDED, AND VOTED THAT THE VESTRY MEMBERS AT LARGE BE ELECTED FOR A THREE YEAR TERM.**

Katharine Berger  
Cheryl Mandler (2 year term)  
Chuck Niessen  
Larry Scarff

Tony recognized the outgoing Vestry members:

Letty Goss  
Tracy Barron  
Chas Horvath  
Jay Luby  
Sally Dallas

The rest of the Vestry that remain are as follows:

Brian Rosborough  
Bob Krumme  
Michael D'Esopo  
Holly Steward  
Greta Morgan

**THE REPORT OF THE NOMINATING COMMITTEE WAS ACCEPTED AND IT WAS MOVED, SECONDED, AND VOTED THE PROPOSED SLATE FOR DIOCESAN AND DEANERY DELEGATES BE ELECTED.**

Deborah Scarff  
Colby Anderson  
John Lewis (alternate)

Nominated to the Nominating Committee by the Nominating Committee

Colby Anderson

Nominated from the floor to the Nominating Committee

Tracy Barron

Those that are leaving the nominating Committee

Jay Powers  
Binnie Smith  
Michael Quayle

**IT WAS MOVED, SECONDED, AND APPROVED TO CLOSE NOMINATIONS FOR THE NOMINATING COMMITTEE.**

**Report of the Bishop Paddock Cornerstone Society**

The annual luncheon for the founding members was well attended.

**Designing Inviting Spaces**

Rod Hossfeld reported that the master plan will be ready sometime in April or May.

A motion was made to adjourn the meeting at 9:30 PM.

*Respectfully Submitted,*

*Sally Dallas, Clerk*

## *2009 Report Senior Warden*

The Vestry's work in 2009 and very early 2010 is marked by progress on several fronts. Trinity continues to grow and to thrive despite a challenging economy and its effects. Where 2008 was a year of planning and preparation, 2009 was a year of moving forward.

The Master Plan for Trinity's physical plant was completed, and was "accepted, adopted and approved to serve as the road map establishing direction, priorities and conceptual vision of what is proposed to be built or, in the case of the main church, remodeled or reconfigured in the years ahead,..." (Vestry Minutes, Nov. 3, 2009)

The ideas in the Master Plan are the result of several years of self-examination initially begun with the Planning for Ministry project in which parishioners, both individually and in groups, considered their visions for the parish several years down the road. Our current physical facilities were seen as holding us back on several fronts, and so a planning process was begun. The Master Plan addresses many features from acoustics in the main church to the growth we are experiencing in the Sunday School to the need for more meeting and gathering spaces. The Master Plan provides a vision for what might be at Trinity, and is not a set of construction documents.

The Designing Inviting Spaces committee, which was appointed to produce the master plan with Taylor & Burns Architects, was thanked for their hard work and was disbanded. A copy of the Master Plan is available for parishioners in the Library and is on Trinity's website. A study to determine whether or not a capital campaign is feasible will begin shortly.

A good bit of the Vestry's time and attention was spent understanding how Trinity's finances are handled, and in keeping an eye on the budget. We reviewed the various types of funds we have – short term, long term, permanent restricted, etc. We opened a discount brokerage account at Charles Schwab "facilitating equity and other tradable security contributions to the Church to be deposited in such account and sold at discount brokerage commission rates." (Minutes of the Vestry, March 2009) We discussed ways in which we might keep parishioners apprised of the church's finances, whether it be by simple updates in the weekly bulletin or by including a description in the quarterly pledge statements. We welcomed Bob Krumme as assistant treasurer providing back-up to our treasurer, Jared Keyes, whose work is now in New York.

The Vestry worked closely with Kim Smith and his Stewardship Committee, with Larry Scarff serving as Vestry liaison to the committee and the Treasurer and Senior Warden maintaining close contact with Kim. Understanding the financial needs of the parish and communicating those needs to parishioners enabled the Stewardship Committee to complete its fall campaign with an increase in giving over 2009. The Vestry appreciates the committee's hard work.

The Church School has grown so in the past two years, and has introduced a relatively new Montessori-based curriculum known as Godly Play. We toured the Sunday School rooms so that we could see and understand Godly Play first hand. This learning philosophy requires a special layout and materials such as you would see in a Montessori classroom. April Prewitt presented a Godly Play lesson with Vestry members seated in a circle just as the children learn the lessons on Sundays. With 130 children registered for Church School this year, the Vestry was able to better understand the space constraints in the Undercroft, also.

As the Church School has grown, so have our middle school and high school youth groups. The Vestry received regular updates all year, especially about the older group as they plan a pilgrimage to Ireland this summer. In September, the Vestry voted to support this group's efforts with a \$1000 contribution to their trip fund.

Over the past few years we have seen that our role in education doesn't stop at high school. Trinity provides field placement for seminarians. 2009 was an especially rich year, as Ken White, a Harvard Divinity School student completed his work with us, and Stephanie Mitchell began hers. Stephanie is a third year student at Episcopal Divinity School who was ordained to the diaconate in January 2010. Matt Kruger, whose home parish is St. Paul's Bedford, is serving with us currently as a non-stipendiary and was ordained to the priesthood in January 2010. Matt is pursuing a Ph.D. in medieval theology at Boston College. Having these seminarians work and worship with us enriches our lives at Trinity.

In May of 2009 the parish celebrated the 125<sup>th</sup> anniversary of the laying of the cornerstone of the Chapel. Bishop Gayle Harris came to celebrate with us and re-dedicated the cornerstone. A special display of historic photographs and documents from the church archives was mounted in the Parish Hall. The Vestry sponsored a festive luncheon in the Undercroft after the service at which Connie Andrews, widow of former rector Nigel Andrews, and Eleanor Spinney spoke of their years at Trinity.

As this church year comes to a close, I would like to thank everyone who works so diligently in so many ways here at Trinity. The work of some is easily seen, others prefer to operate under the radar. Some of us work tirelessly to improve the lives of those living in Concord and the surrounding towns, others go to Boston to the Cathedral Soup Kitchen, Common Cathedral and St. Stephen's, and still others are thinking of those far from Massachusetts. Collectively, the work of Trinity's parishioners touches lives near and far and enriches our life together. Thanks to all of you for everything you do.

Many, many thanks to those retiring from the Vestry this year who have served so faithfully and given so freely of their time and talents. Leaving the Vestry this year are Michael D'Esopo, Jared Keyes, Sally Myers, Brian Rosborough and Holly Steward.

Thanks to you all, and thanks be to God!

*Respectfully Submitted,*

*Sally Myers, Senior Warden*

## *2009 Report* **Nominating Committee**

The Nominating Committee is pleased to offer the following slate of candidates for election by the Parish at our annual meeting on February 21, 2010:

### Vestry:

Senior Warden (1 year term): Thomas Phillips  
Junior Warden (1 year term): Randy Hartnett  
Treasurer (1 year term): Robert Krumme  
Clerk (1 year term): Elizabeth (Libby) Wilson  
Member-at-large (1 year term): Colby Anderson  
Member-at-large (3 year term): Linda Hossfeld  
Member-at-large (3 year term): Michael Quayle  
Member-at-large (3 year term): Carolyn Coffin

### Delegates to Convention:

Continuing for 1 year: Colby Anderson  
From Alternate to Delegate for 2 years: John Lewis  
Alternate Delegate: Edward Prewitt  
Nominating Committee (2 year term): Sigrid Bott

### Continuing Members-at-large:

One more year: Greta Morgan, Cheryl Mandler  
Two more years: Larry Scarff, Katharine Berger, Charles Niessen

### Retiring Members of the Vestry:

Our thanks to these retiring members for their faithful service to the parish:  
Sally Myers, Senior Warden  
Jared Keyes, Treasurer  
Holly Steward, Michael D'Esopo, and Brian Rosborough, Vestry Members

*Respectfully submitted,*

*Buck Grace*

## *2009 Report Newcomers Committee*

The Newcomers Committee is a lively and dedicated group of parishioners who generate welcoming ideas that continue to evolve and astonish us at every meeting.

The Committee is dedicated to modeling for the parish as a whole all the ways we can make ourselves open to faith, friendship and community, especially to newcomers and visitors, by building on the events and practices already in place, while creating a few institutions of our own in the process. The Welcome Table concept carries on with variations on location, personnel and other considerations. In addition to the current, permanent nametag system, paper nametags are available at several locations to allow parishioners and visitors to have an opportunity to make their names known.

Two Welcome Brunches were held in 2009, and plans are underway for the next brunch to be held in February. Welcome Blessings have been suspended for the time being while the Committee engaged in thoughtful conversation and investigation about what constitutes membership at Trinity Episcopal Church Concord, culminating in sermons and Window articles from the Rector. Formulating a method of incorporating members in a meaningful way remains a goal for the Committee.

The Pictorial Directory continues to be printed on an as-needed basis and copies are available in the office at all times. We have ongoing gratitude for the ministry of the Scarffs, who have generously helped to update photos for and offer suggestions to making a great directory and to Anne Lynch, who is the point person for this important outreach.

Sincere thanks go to the Committee members for their ongoing dedication, and to the clergy, church office staff, and parishioners for their support and guidance in ways too numerous to count. Anyone wishing to join the Newcomer Committee is invited to speak with anyone at the Welcome Table.

*Respectfully submitted,*

*Janine Penfield and Lucy Rosborough*

## 2009 Report Associate Rector

As 2009 drew to a close, I became the member of the staff largely responsible for coordinating Christian education programs for all ages at Trinity, and I am amazed by what this parish supports. By any measure, Trinity's Christian Formation/Education programs are notable for their breadth and depth. For infants in the nursery up to parishioners mature in years and faith, we offer programs that nurture growth in Christ over the full span of human life. Our adults volunteer to teach; they bring their infants, children and youth; and they seek to grow in their own faith as well. I will share here a brief overview of these programs, some changes that have taken place, and what I hope for the future. (Numbers in parenthesis give rough estimates of participation. While not close to telling the most important part of our Formation story, numbers give us a sense of the impact of our programming.)

### **NURSERY:**

For our youngest members, the Vestry supported a commitment to staff the nursery with a child care professional to supplement the parent volunteers that provide the backbone of the nursery care. We can now offer professional childcare every Sunday from 9-Noon. In part this is a response to the reality of both the growing number of parishioners age 0-4, as well as to the complexities of family life which sometimes make a volunteer co-op arrangement fall short of the ideal adult-child ratio. We also want to make it as easy as we can to allow adults with children to be at choir practice at 9am, or to attend the Adult Forum. Emily Hansen was hired to provide continuity and consistency on Sunday mornings and for special events. During the week, Emily is a full time teacher at the Infant Toddler Center in Acton, a highly regarded child care provider. We are very fortunate to have her services. (10 families)

### **CHURCH SCHOOL**

When I became the interim Church School director, I had three goals for the church school in a time of transition. For teachers/mentors: to see themselves as part of a "cradle to college vision" that shepherds and nurtures the faith our children and youth along the developmental spectrum; and to make sure that teachers/mentors had the training and support they need to feel good about their teaching and especially to feel that their faith was growing as well. For parents: to work for clear and regular two way communication. Working with Adults Supporting Children (ASC) in this transition, and in particular with Carolyn Coffin, April Prewitt, and Martha Stone, has been a blessing and a joy. They have been attending to many, many details as well as keeping the bigger picture in view. They have made it clear to the community that Christian formation is thriving here at Trinity. See the ASC report. (91)

*Godly Play* continues to be our program for PreK-4<sup>th</sup> Graders and serves our younger children with a rich, spiritually deep, Montessori-based approach. I want to thank our teachers, doorkeepers and substitutes:

Kimberlee Coleman  
Linda Hossfeld  
Betsy Yamron  
Nancy Fitch

Kathy Clark  
Anja Venkitachalam  
Catherine Adams  
Tom Bull

Kim Edgar  
Greg Schmidt  
Linda Hull  
Niki D'Esopo

*Witness*: is the curriculum for our older children (5<sup>th</sup>-7<sup>th</sup> grades). It is a biblically based, thematic approach to Christian education. I want to thank the teachers/mentors and substitutes for this portion of the curriculum:

Michael Quayle  
Marta Brooks  
Katherine Berger

Patricia Kent  
Tom Beal

Sally Sanford  
Henley Konar

I want to thank in particular those teachers who have taken the risk to teach for the first time as well as veterans who have stepped in to fill gaps.

## **CONFIRMATION**

Continuing our recent tradition of presenting confirmands every other year, Walter Birge and April Prewitt have been preparing a group of 10 young people to receive the rite of Confirmation on May 15<sup>th</sup>, 2010, when the Deanery Confirmation will be held at Trinity. (10)

## **YOUTH GROUP**

See Journey to Adulthood report. (22)

## **ADULT FORMATION**

*The (Newer) Men's Group* under the guidance of John Stone, continues to meet every other Thursday morning throughout the year and enjoys warm and open conversation on a variety of topics. The morning begins at 6.30 with a light breakfast and prayer. (6-10)

*The Wednesday Study Group* led by the Rector, meets at Noon through the program year and continues to read a variety of books as well as study Scripture. Those who are able stay for lunch after the discussion. (8-15)

*Adult Forum* Twenty six adult forums were offered Sunday mornings at 9am. We publicize these on our website and in local media. Speakers, both homegrown and imported, presented a variety of topics including faith and parenting (3) peacemaking, health care, theology, youth, the economy, homelessness, healing, job security. A superb Lenten series on the Millennium Development Goals put together by Catherine Mann brought 5 outstanding speakers to Trinity. Forums are archived on the website for the past 2 years. (20-80)

*Education for Ministry*, under the guidance of Karyn Barry, continues to meet in the library on Wednesday evenings during the program year. (8)

## Periodic/Seasonal Offerings

*Traces of the Trade* As part of the effort mandated by General Convention and our own Diocesan Convention to examine and repent of the ECUSA's entanglement in the slave trade, we offered a screening publicized in the local media of the award winning documentary, *Traces of the Trade*. This was followed by a powerful debriefing led by Dain and Constance Perry. Providentially and appropriately, the screening was April 4, the anniversary of Dr. King's assassination and the eve of Holy Week. This was followed by a litany of repentance. (50)

*Lenten Weekdays*: Two programs were offered during this time: one centered on Benedictine Spirituality; the other on Adolescent Spirituality. (30)

*Taking the Plunge*, Trinity's family baptismal class was offered 3 times this year. Amy Newell and Marc Ubaldino helped lead this effort. (10 families took part).

*Putting Down Roots* Offered by the Rector, this new incarnation of the Inquirer's Class was offered once. (6)

I thank God for the privilege and blessing of being here with you at Trinity.

*Faithfully yours,*

*The Rev. Nick Morris-Kliment, Associate Rector*

## *2009 Report Adults Supporting Children*

In 2009, the Adults Supporting Children (ASC) Committee lived into its mission:

- To support Trinity's ministry to children and families
- To create connections which enhance Christian Formation
- To manifest God's love across generations

ASC worked this year to coordinate and ensure that both the every-Sunday church school and special programming for children and families ran smoothly.

In the Spring, ASC instituted a teacher recruitment process for the Pre-K to 6th grade classrooms. In order to improve consistency for children and families, and to provide a better balance for our dedicated teachers, we set a goal of staffing each classroom with 3 teachers. This team approach was conceived to allow for time to worship and restore as well as to serve our young learners. Recruitment has continued into the fall and winter, and we are gratified by the response of both our long-time church school teachers and brand new faces, inspiring and being inspired by the many children who grace the Undercroft.

ASC worked with staff to connect the programming needs for children at Trinity with the talents of teens and adults across generations. We engaged with the Fayre team to begin a new tradition of providing appealing activities for young children, we partnered with Stewardship on the second Thank You for Loving Trinity Ice Cream Sunday, we enlisted help from Rite-13ers in running the Easter Egg Hunt, and many other fellowship and community enrichment events throughout the year.

As ASC continues its ministry in 2010 in partnership with Nick, we look forward to supporting the faith formation of our children and youth, as well as offering our teachers and mentors training that will nurture their own spirits as well as those of the kids. We look forward also to expanding out group to continue to create strong intergenerational connections at Trinity.

*Respectfully submitted,*

*Carolyn Coffin for ASC*

*April Prewitt; Chandran Venkitachalam; Niki D'Esopo; Martha Stone; Michael Quayle*

## 2009 Report Journey to Adulthood

February 2010 marks three full years since Trinity launched the rich and exciting youth program, *Journey to Adulthood*, authored by Amanda Millay Hughes, an Episcopal priest in Durham, NC. *Journey to Adulthood* is an Episcopal program of spiritual formation for young people grades 6-12. This program has been successfully implemented in hundreds of Episcopal parishes across the country for over 25 years. The program is divided into three grade groups, successively called: **Rite-13** (grades 7 and 8), **J2A Pilgrims** (grades 9 and 10), and **Young Adults in Church** (grades 11 and 12). These groups stay together all throughout the middle and high school years (and with any luck, some of them even beyond). The youth group curriculum is laid out in a detailed and developmentally-informed way, with excellent regional staff and technical support for local parishes which implement the program.

Resource leaders Nick Morris-Kliment and April Prewitt have worked hard to build the program on the solid precept of having three adult mentors per grade group. This means that, by the time all three grade groups are up and running, we will have 9 adult mentors working as teams in this ministry, supervised by two resource leaders. As we have moved through the years, we have been richly blessed with mentors who are committed, talented, faith-filled adults. They are truly wonderful role models for our kids. What a rich way to express to our youth that they have a large village of adult mentors who wish to nurture, listen to, and lead them within this Christian community!

Fall of 2009 launched the second year of a new Rite-13 group (7<sup>th</sup>-8<sup>th</sup> graders) who entered the program. 15 youth are enrolled in this segment of the program; 12 are actively involved. They meet on Sunday mornings for lessons and discussions, and participate in monthly Sunday dinners for fun and fellowship. They also participate in off-campus activities (some with the Pilgrim group). The ritual highlight of this grade group is the Rite-13 Ceremony which celebrates the advent of adolescence and formally welcomes them as young adults into the community. This was celebrated in May 2009. This group has been more in evidence on the 1<sup>st</sup> Sundays of the month, when they take responsibility for ushering, lecturing, acolyting and singing (in the choir). The current adult Mentor team for this group is Colby Anderson, Chas Horvath, and Jennifer Ubaldino.

This same fall also launched the second year of the (now older) Pilgrim group, who had graduated from the Rite-13 portion of the program. This group is an active and close-knit group of 6-8 youth who meet on Sunday mornings to explore their faith, their individual lives, and their place in the larger community of Trinity. The ritual high point of this second segment of the program is preparation for a Holy Pilgrimage. The kids have chosen to go to Ireland and have been energetically working to earn their way toward this goal, through both individual and group fundraising efforts. Highlights of their fundraising have included a car wash, a pancake brunch, a haunted house at the Fayre, and selling Advent/Christmas wreathes. The parish has been warmly responsive and deeply generous to these events. The Pilgrims have also begun to explore more fully the spiritual meaning of a pilgrimage, and how this meaning sets it apart from other group trips. This trip will take place in summer 2010. The current adult Mentor team is Gaylord Brynolfson, Nick Morris-Kliment, and April Prewitt.

Service activities of these two groups have included preparing and serving meals for common cathedral, making valentine cards and cookies and delivering them to shut-ins,

The Youth Group rooms, freshened up in 2007, continue to be regularly and enthusiastically used for discussions, ping pong matches, movie-watching, planning for outings, etc. The Undercroft corner room has been transformed into another youth group room (which is such an inviting space that several other church groups use it as well). This next fall of 2010, we plan to add the final of the three J2A groups (the Young Adults in Church, who will have returned from their pilgrimage and graduated from the Pilgrim portion of the program). At that point the J2A program could consist of roughly 30 youth and 8-10 mentors. Heartfelt thanks go to the wider parish of Trinity, which has been so loving and supportive of the growth of this ministry.

## ***2009 Report Parish Life Committee***

The Parish Life Committee seeks ways to involve people in activities which bring them together in communication, allowing them to connect and form friendships, strengthening the body of Christ. Any member of the parish is welcome to attend a meeting and/or join the Committee. Current Committee members are Wini Ferguson and Chuck Niessen.

During 2009, we participated in several events and programs, reflecting the diverse interests and talents of our parish, sometimes as sole organizers, sometimes as helpers to other groups. Some of these are:

- Sponsored monthly luncheons at the church as an opportunity to socialize over a meal. Wini Ferguson has organized this project, and has found a group of parishioners to share the work of putting on the luncheons. Typically attendance is over 30 parishioners.
- Arranged an all-parish dinner on January 10, 2009 in celebration of the Epiphany, following the Service of Lessons and Carols. Almost 100 parishioners and their guests attended, and a good time was had by all!
- Sponsored the annual Progressive Dinner on May 9, 2009. Thanks to the parishioners who worked to make it a success, particularly to Libby Wilson (and her family) for providing her home for the hors d'oeuvres and to the host families who opened their homes for the main course. Another Progressive Dinner is planned for Spring 2010 in early May; we are in need of volunteers to help with the event as well as main-course hosts.

The Committee has had many discussions about how to involve more members of the parish in events beyond Sunday worship. If we are to function as a family, we need to see more of each other and to do things together. It is very important to get more people involved in the life of the church to form more of a sense of community. Suggestions for events and projects are always welcome from any member of the parish, and anyone who would like to join in the work is more than welcome.

*Respectfully Submitted,*

*Chuck Niessen, Chair*

## ***2009 Report Think Tank***

The coffee hour appears to be running very smoothly, thanks to the help of the Vestry and the various "Brunch" groups. Our only drawback is coverage on the fifth Sunday each quarter. We should have a waiting list for these Sundays. This is a wonderful opportunity for a group or an individual to promote a project or an idea.

We started a new column entitled "Cheerful Charlie," and you may note that we got a full page coverage in the most recent copy of the "revised" Window. This column is just to express specially good news. Make use of it.

*Respectfully Submitted,*

*Currier Smith, Chair*

## *2009 Report Caring Connection*

*"And the king will answer them, 'Truly I tell you, just as you did it to one of the least of these who are members of my family, you did it to me.'*

~Matthew 25:40, NRSV

In 2009 the Trinity Church family continued to reach out to others through the Caring Connection in numerous ways. We have answered Christ's call by being good stewards of our time, talent, and treasure to other sons and daughters of the king.

Many of us have replied in unassuming ways where we've heard of a need and have responded. I've been told some have done this without my knowledge. How gratified I've been to have heard of all the rides to medical appointments that have been supplied. There have been many of these...well over 40...sometimes beginning early in the morning. Please try and give us advance notice of a need for a ride, and we would prefer that the appointment be local. There are also some parishioners who drive people to church faithfully every Sunday; what a gift to, literally, bring members of God's family to His table.

Others have visited with parishioners who can't get out to bring them Communion, or a smiling face when they could use one. Our brothers and sisters have also prepared food, delivered plants, gone grocery shopping, went caroling, made phone calls, and sent cards to let people know we care about them.

We've supplied Christmas trees, Valentine cookies, and Easter greetings this year. We've been there for each other in good times and hard times. We've given blankets to the baptized, bibles to the Confirmands, and solace to the grieving. The "Good Grief" bereavement support group provided education and companionship for those who experienced a loss. Our "Cook-In" not only provided meals for our Caring Connection freezer to be given in times of need, but fellowship and fun as well for those who participated.

It is in giving that we receive, and we have been abundantly blessed. We have benefited from the generosity of parishioners who have made a financial contribution to our ministry, and from those who have given of themselves by organizing parts of it. We are grateful to Norton Pierce who has capably served as our Transportation Coordinator, and for Chris Davies who has taken over that role. Kathy Clark continues to do a superb job as the Coordinator of our "Caring Cooks"--those wonderful, dedicated women who have brought food and love to over 70 families in our parish. Tony and Nick are great role models of how to care for members of our family (and those outside of it) by the Christ-like example they give.

There is always more to do in caring for and connecting with one another. Please contact Kathy if you would be willing to help with cooking now and then, Chris for driving someone to church or a medical appointment occasionally, Anne if you'd like to be part of a pastoral visiting team, or lend a hand in other ways. Please be in touch with us also if you are going into the hospital, or could use some prayers said for you or someone you care about.

We look forward to continuing to serve God's people in the year ahead.

*Respectfully submitted,*

*Anne Lynch on behalf of your Caring Connection*

## ***2009 Report Handcrafts***

Trinity's Handcrafts Group, in its fifth year in 2009, continued its mission of bringing together in fellowship those whose creativity is expressed through fiber arts. The group generally meets on the second and fourth Thursday of each month from 9:30 – 11:30 am in the library. In March of this year we began a handcrafts group that meets on the third Saturday of the month from 9 am – 12 noon in the library. Both groups now continue through the summer.

Most in the group are knitters working on individual projects as well as prayer shawls and baptismal blankets. In 2009 twenty-one handmade prayer shawls were given out by Trinity's Caring Connection. In addition, twelve handmade white baptismal blankets were given to Trinity's newest parishioners two years of age and younger; and two hand knit teddy bears were given to Trinity's newly baptized older children. These gifts of love are donations not only from members of our handcrafts group but also from other parishioners. Our needles are never idle, however; and many in the group have given prayer shawls to others in need who are not members of Trinity. We are grateful to all who have helped support our ministry in this way as well as to all who donated handmade hats, mittens, scarves and sweaters to Trinity's fall Fayre and to St. Stephen's hat and mitten collection.

*Respectfully submitted,*

*Barbara Carvey and Margo Rafuse*

## ***2009 Report Human Resources Committee***

The Human Resources Committee was called on to assist in the review of the benefits plan due to the rising costs and funding shortfall. We obtained information from the Diocese of Massachusetts HR Director on local practice. The hours for the publications position were increased to 20. One employee requested health insurance due to the loss of spousal coverage.

The only person hired this year was Emily Hansen who replaced Jacqueline Rodgers to provide childcare. The Director of Christian Formation of Children and Youth position was eliminated for 2010 due to budget constraints. The Associate Rector will assume these duties with support from the teaching staff and Adults Supporting Children. The role will be reevaluated in anticipation of the ability to add to staff again.

Human Resources Committee

*Buck Grace, Claudia Liebesny & Jini Vockel*

*HR Committee Members*

## *2009 Report Trinity Arts Council*

Trinity Arts Council was founded by Al Ehrenfried 19 years ago and subsequently led by Ivan Kaufman and Mart Doig. Leadership was passed to Margaret Wailes in August 2010. Members of the Council are: Colby Andersen, Judy Bangs, Al Ehrenfried, Debbie Scarff, Larry Scarff, Liela Rea and Margaret Wailes, Chairperson. The newly assembled Council met on January 7, 2010. The next meeting will be held in March.

From the beginning of the year, architectural drawings associated with the Trinity Planning Committee were on display. Beginning in June, Pierre Chiha, renowned local photographer, showed photographs of the CCHS class of 2009, complimenting similar exhibits throughout Concord. During the month of August, photographs associated with the 125<sup>th</sup> Anniversary of Trinity were on display. September featured local artist, Louise Arnold; October, renowned artist and parishioner, Madeleine Evans; November, artist and parishioner, Harriet Damm; December, Concord artist and teacher, Lois Andersen; January, Concord geologist and photographer, Jake Dann; February, Sing Hansen, Bedford artist and creative photographer.

Prospective shows will feature Lindsey Brown, Concord artist and photographer (March); Barbara Bienhocker, artist and church art historian (April); and Ecclesia Ministries. For the June, July and August exhibit, artists from this parish are invited to submit 1 – 2 framed works of art to be on display over the summer. Several artists have indicated an interest in sharing their art in our gallery. Among them are: Deb Loverd whose work is currently in the Concord Free Public Library. All who are interested in having a show are asked to submit an overview of his/her art with jpegs or photographs which will then be submitted to the council for consideration, and upon acceptance, published in the Window, Bulletin and possibly the Concord Journal.

The consensus of the Council is to have a balance between parishioners and non parishioners. This work is both a ministry and community outreach. We hope to be inclusive vs. exclusive. Long term planning includes having a collaborative show in the spring of 2011 including Concord high schools ( CCHS, Middlesex School and Concord Academy); members of the Minuteman ARC art collaborative; middle school art. Venues to solicit artists are: Emerson Umbrella Center for the Arts; Concord Art Association and the Lexington Arts and Crafts Association.

The Council is considering a project in which all Trinity Art will be appraised and catalogued. Works of art may include but are not restricted to stained glass, icons, silver, etc.

Another long-term project could be to invite parishioners to illustrate Brian Litzenberger's collected poetry (available in the library).

If, when you read this report, you have other ideas, wish to be actively involved, have a show or wish to recommend an artist, please contact the Chairperson or any other members of the Trinity Arts Council.

*Respectfully submitted,*

*Margaret Sutton Wailes*

## *2009 Report All Hallows' Eve Fayre*

The line began forming shortly after 8:00 a.m. on Halloween morning and our hopes for a dry and warm day were realized after a night of showers. Lucy Rosborough had arranged for us to borrow a white tent to attract attention to our event. The tent with balloons and large signs alerted passersby that something big was happening at 81 Elm Street. So did the large wood figures of a cleric, bishop and choir angel designed by Brian Rosborough, though their use would be obscured until wet sponges began flying at brave supporters of "the cause" including Tony, Brian, Paul Liebesny, and Paul Morgan.

After months of planning, gathering donated goods and services, and selecting entertainment, at 8:55 a.m. the traditional prayer was given by Tony with all of the workers holding hands in a circle in the undercroft. The cash boxes were delivered speedily by Sandy Folk and Bill Burton and the door was opened for parishioners and visitors from nearby towns to stream in to search for treasures at a bargain price. The newspaper listings, internet postings on Yahoo and Craig's List, and yard signs clearly brought people who had not been to Trinity before or at least not in a long time. Ron Jossen's gingerbread haunted house was offered as a door prize to get visitors to register and tell us how they learned of the Fayre.

A large leadership team managed the functional and product areas sourcing, sorting, presentation and staffing. This year's team was the following: Sandy Folk, Fayre Treasurer; Sheila Beardslee Bosworth, PR; Holly Steward, Security; Linda Stackhouse, White Elephant; Currier Bill Smith and Margo Rafuse, Promise Tree; Cheryl Holbrook and Barbara Carvey, Handcrafts; Brenda Hawes and Beverley Baxter, Pie Making; Niki D'Esopo and Beverley Baxter, Bake Table; Larry Barney and Leslie Doig, Household, Win Wilbur, Books; Marc Ubaldino, Toys; Jennifer Newbold and Anja Venkitachalam, Games and Face Painting; Emily Moss, Jewelry; Monica Jubinsky, Linens & Decorations; and Frances Gillespie, Treasures. New this year was Mimi Smith offering chair neck and shoulder massages and Brian Rosborough's Wet Sponge Throw. Ken Marriner built the large cutout boards on stands with face cutouts with help from Toby Bull and Catherine Adams painted the wonderful cleric, bishop and choir angel figures. April Prewitt and Nick Morris-Kliment helped the J2A (Journey to Adulthood) teenagers design and produce the terrific Haunted House under the Chapel which attracted about 200 child and adult visitors to raise money for their trip to Ireland as well the Fayre charities. Scores of other parishioners contributed goods and services, prepared items for sale and assumed work shifts at the event.

Special thanks to Susan MacDonald for her design and production of the flyers and nametags and for contributing Halloween games; Janice Yancy for supporting our Undercroft rearrangements and contributing her time and talents to the Handcrafts area; Ted Hull for days of moving and setting up furniture and goods; Anne Lynch for facilitating communication and general advice and Robert for the soothing music while we rushed around. We appreciated the support of the Vestry in providing security and of Tony who reminded us of the value of fellowship and community support in addition to funds generation. In relation to project goals, intergenerational involvement was increased substantially as was community visibility. Concord Funeral Home generously supplied the coffin for the Haunted House.

Revenue received as of November by area is listed below.

687.83 - white elephants  
261.20 - toys  
1,232.00 - treasures  
1,801.78 - books  
1,581.85 - bake table  
1,829.90 - promise tree

143.00 – children’s games  
74.90 - snacks & drinks  
100.00 - massage therapist  
1,128.50 - handcrafts  
694.00 - jewelry  
330.00 - haunted house  
70.60 - wet sponge throw  
244.10 - household  
136.75 - linens

\$10,316.41 - TOTAL FAYRE AS OF NOVEMBER

Thanks to additional post-Fayre sales, particularly internet sales by Francis Gillespie of Treasure items, the Final Fayre Revenue was \$10, 798; with the deduction of \$936.00 of expenses, the Final Net was \$9,862. We dispersed \$4,750.00 to 7 charities in December to support their programs. \$750.00 EACH to the Concord Open Table, Bedford Table & Pantry, Acton Community Supper, Bedford Table & Pantry, St. Stephen’s After School Program and Diocese of South Dakota Summer Camp Scholarship Fund and \$250.00 to the Concord Prison Outreach. The Haunted House Revenue of \$320.00 was given to the J2A group for their Pilgrimage.

*Claudia B. Liebesny*

*2009 Fayre Chair*

## *2009 Report* **Property Commission**

The year 2009 has been kind to our physical plant. Other than a few minor repairs, we have not incurred any major unexpected problems. The biggest expense by far was for oil. Close to 2/3 of our budget went to provide heating oil for the Church.

Our goal on repairs this past year, and for the forthcoming years, is to do only necessary repairs to the office/link/parish hall space, on the assumption that this set of buildings will be replaced sometime this decade. This allows us to focus repairs and long-term improvements on the Church and Chapel.

The major improvement to the facility was the repaving of the Main St parking lot. The idea started with a generous donation from a parishioner who asked if we could repave the apron leading up to the back door. Investigations by Randy lead us to repaving, grading and improving drainage on the entire surface.

An inspection of the Chapel exterior in the spring revealed a number of sills that were beyond repair. Tom Bull, who managed to machine new sills and replace the old ones without disturbing the window casing, completed this potentially expensive task for a fraction of our original estimates. Thank you Tom. This spring we will consider painting the Chapel exterior and replacing the roof.

The property commission organized two work days in 2009. In late spring we removed all the ivy from the Chapel exterior. Though the ivy adds a certain charm to the building, it causes damage to the stonework and wood surfaces. An attempt will be made to trim the ivy back each year. The second work party took place on a sunny November morning. Volunteers raked and bagged leaves, and planted daffodil bulbs on the River St side of the Church. Look for the yellow flowers in early April.

Other repairs included fixing the River St driveway lights, replacing a hot water heater, and repairing the slate roof.

Thanks go to the property commission members Chris Davies; Randy Hartnett, Charlie Holbrook and Nort Pierce; our invaluable sexton Ted Hull, who makes my job easier, and Margo Rafuse whose minutes I depend on to remember what we accomplished in 2009.

*Respectfully submitted,*

*John Mandler*

## *2009 Report* **Social Ministry Commission**

This year, as always, the Social Ministry Commission has supported and funded many diverse and important organizations, locally, nationally, and internationally.

Under the category of food/hunger we have supported the Open Table in Concord, the Cathedral Soup Kitchen in Boston, and Concord's own Ggaining Ground, a local farm that supplies food pantries.

In the category of families/children/youth, and education the Alternative House and Millie's Place, shelters in Lowell for people without homes, and also Shelter Inc. We also for many years have supported El Hogar, and Our Little Roses in Honduras.

Besides financial support of Ecclesia Ministries and Solutions at Work, members of the commission regularly take clothes into Cambridge or Natick, which are collected at Trinity. We also take food from Trinity to the pantry on Everett Street for the Open Table.

Under the category of peace and justice, we have supported the Marie Strain International Peace Foundation, Inc., Concord Prison Outreach, and this year a donation to Alternatives to Violence program in memory of Dick Nethercut, a Concordian who was very active in the prison ministry.

Under the category for mission, social ministry supports St. Stephen's, our sister church in Boston's south end, especially the summer B-safe program. Each year quite a few members as well as parishioners help prepare lunches in the Trinity kitchen, then drive in and serve to the youth in the B-safe program as well as help with their trip to Crane's Beach.

This year's active members have included Liela Rea, Jen Newbold, Jean Bell, Linda Hossfeld, Lee Daniel, and Barbara and Arthur Walker, Co-chairs. Marta Brooks continues on our roster although at this time is unable to be active with us. We always welcome prospective new members to check us out by coming to a meeting, and any member of the parish is welcome to offer help in bringing either food to the Open Table or clothes into Cambridge or Natick on an occasional basis. This requires no commitment in terms of membership on the commission. For more information please contact Barbara or Arthur Walker.

Money sent to organizations that Social Ministry supports, as well as given donations in 2009:

St. Paul's Soup Kitchen- \$1125.38	Milly's Place-\$200
Donations towards bread for the homeless -\$338	Our Little Roses-\$1000
El Hogar Ministries, Inc. -\$1000	Alternative House- \$100
Mass Coalition for The Homeless- \$540.00	Heading Home, Inc.-\$300
Ecclesia Ministries-\$300	Concord Prison Outreach-\$1500
St. Stephen's Church- \$2000	Solutions at Work- \$300
Money spent for food for the B-safe program-\$1339	Gaining Ground-\$250
Alternatives to Violence (in memory of Dick Nethercutt)-\$350	
Marie Strain International Peace Foundation, Inc.-\$400	
The money that wasn't spent yet was given to the church, to help out with the financial need of the church, the amount was \$2,085.56.	

*Respectfully Submitted,*

*Barbara & Arthur Walker*

## *2009 Report Music Director*

In my sixteenth year as your Music Director, it seems to me that Trinity church is as vibrant and as healthy as ever and I continue to find this an exciting place to share ministry with you, the good people of this parish as well as the gifted, hardworking and congenial staff. I look forward to future years of sharing a productive, working ministry with all of you.

### **Choirs**

The Choir members here at Trinity are filled with vigor and enthusiasm for learning and growing, as we journey on in our spiritual paths and find joy in our work together to lead the praises of the people of this parish. The parents of our young singers are committed and wonderful to work with. The Royal School of Church Music program continues to challenge and direct the musical growth of our Youth. At the end of this report please refer to a list of all the choir members.

This past December, I, again, worked with a group of Kindergarteners and first-graders to prepare the **Cherub Choir** to sing in the Pageant in the 3:00 service Christmas Eve, although one week was snowed out and I was away another. This group of young people holds wonderful promise for the future!

Last year's **Junior Choir** moved up to the Youth Choir this past fall, and we had one new singer in the fall for the Junior Choir who has also now moved up to the Youth Choir. At present, we have no Junior Choir members so if you know anyone in the Second, third or fourth grade who wants to learn how to sing, and how to find his or her way through our service, get them in touch with me. It is also not too early for first graders to start thinking about next year, either!

We now have 12 in the **Youth Choir**, and I couldn't be more thrilled with their commitment level and energy and talent. They continue to prepare music for our corporate worship experience on Sundays and at special Liturgies including Easter Vigil and Epiphany Lessons and Carols. Since the last annual meeting they also spent an overnight at my cabin, sang Christmas Carols for parishioners, and sang Choral Evensong services in June, and December, here in our Chapel. The Youth Choir will end its season this academic year for the eleventh time, with a service of Choral Evensong on June 6. It is a busy year and these activities would not be possible without the help of a committed group of parents led by an organized choir mother, Ruth Lewis, who spends most of her Thursday afternoons here at the church! I would be lost without her and the other parents who do so much to help, Thank You! Now, perhaps we can find some more young people grades 5-10 to be involved in this musical leadership in worship?

Yet again, the **Parish Choir** has seen much musical growth, and we have had some new members join our ranks since last year. I am continually delighted with the level of commitment as well as the increase in skills of our singers. Many parishioners comment on how well the choir is singing. It is because choir members give a great deal of themselves and their time in order to offer their talents to enhance our worship, and lead worship. Their high level of commitment and spirituality shows as members work hard every Thursday evening to learn the music, and again on Sunday before church to review and polish it for the service. In addition to the Choral Evensongs, they also sing special music at Christmas Eve, Epiphany Lessons and Carols, Maundy Thursday, Easter Vigil, and Ascension Thursday, and sometimes for funerals and weddings. We periodically hold a workshop or extra rehearsal to strengthen skills or prepare special music. The Parish Choir prepares and sings an anthem every Sunday all year long, including the summer, one of the few all-volunteer choirs I know of to do so. They are a remarkable group and Trinity should feel proud to have one of the best non-professional choirs around!

## Special Soloists

Although we do pay the brass at Easter and some instrumentalists at Christmas, much of our instrumental and extra vocal music is a gift of the many skilled musicians and students who offer their talents to enhance our musical life together through solos in church, recitals, and teaching at workshops. Our parish has at least four professional sopranos: Linda Hossfeld, Meredith Salisbury, Sally Sanford and Jeannette Hall-Wood and two trumpeters: Sally McInnis and Chris Hawes and a professional Flutist, Ethel Farny, as well as other musicians who share their talents with us regularly. We are blessed to have a rich and diverse array of other incredibly talented musicians in our presence, who share their gifts to lead and inspire our worship life. I am truly blessed to be able to work with each and every one of them! I would put out a special call to students and musicians of any age who might want to share their music with us to contact me.

## The Organ in the Main Church

The organ in the main church, surprisingly continues to function, despite the worn leathers and ever louder hissing. From time to time things cease proper functioning, yet sometimes resolve themselves, but clearly we are on borrowed time. Most of the wind reservoirs are leaking, leather actions are full of holes and it is only a matter of time before I will be confronting notes and whole ranks of pipes that play unpredictably or don't play at all. The entire organ is in serious need of major work or ultimate replacement. The DIS Master Plan calls for replacing the instrument, and there is much more to be determined before a decision can be made as to what our new organ should be. We should be discussing this subject openly, and putting a process in place now to plan our options, while this organ is still working. Any solution will take several years to implement, even after we have decided on a course, and the sooner we get on with this the better.

## Other Musical Instruments

A new, small, portable **Chamber Organ** is being built for us, given as a gift by an anonymous donor. This will give us the opportunity to use the organ with instrumental ensembles in various places around the church. The **Chapel Organ** is used for a hymn or two on Tuesday mornings and, more frequently for weddings and funerals, and Evensongs and continues to work with spotty and irregular difficulties. Long-term planning should involve its replacement. We have, in addition to the **upright piano** in the undercroft, another **piano on wheels** that can be moved about, on the elevator, as well as a **Steinway Grand Piano** in the Choir Room and a **Baldwin Grand Piano** in the main church. This gives us four wonderfully suitable pianos, opening a variety of possibilities for our musical use.

## Music Events

In addition to the music at our Sunday Liturgies and Festival Services, the Music Program supports other music events as well. Since the last annual meeting, on Tuesdays at 4:00 in June, July and August we presented three "*Tea-Time Recitals*". Our Youth Choir has sung *Choral Evensong* in June and December, and we had three *Prelude Recitals* before *Choral Evensong* with a consort of Viol da Gambas, April Prewitt, Pianist and BALA Brass. All three Choirs sang a *Service of Lessons and Carols* on January 10. In October we had a rousing *Hymn Sing and Pie Party*. In November I led a three-session *Guided Listening Tour of Organs Around the World* and just this past January, I led another *Introduction to the Organ*. Still to come this spring, on March 14, we will have a *Parish-Wide Recital* for anyone who wants to play and then in Holy Week, The *Service of Tenebrae* will include settings of the lessons by an 18<sup>th</sup> century Mexican composer sung by *Seraphim Singers* and on Good Friday, after the Noon Liturgy, I will offer *Music for Meditation* until 3:00. The Parish Choir will sing *Choral Evensong* on March 7 and May 2 with a *Prelude Recital* before each, and the Youth Choir will again sing *Choral Evensong* on June 6 to end their season. What a delight it is to work with so many diverse and talented musicians!

## Outside Musical Groups

Other musical groups regularly use our choir room and church facilities for rehearsals and performances. The Diocesan sponsored national program called Leadership Program for Musicians has met here, the Concord Chorus sings several concerts here each year, The Concord Women's Chorus rehearses here every Tuesday

morning and performs concerts here. The group “Recorders and Early Music Metro West” uses our building one Saturday per month, as some 60 or more players and/or singers assemble to learn technique and make music together, and the Spencer Brook Youth Orchestra rehearses here on Saturday mornings. We have two groups designated “Ensemble in Residence”, The Concordia Consort, a recorder group who meet each Monday night to rehearse to play worship services and concerts throughout the metropolitan Boston area, and, regularly for us in our worship, and BALA Brass who play for us at Easter. Ensemble in Residence means that they call Trinity their home, in exchange for sharing their music with us. All of this produces a steady stream of wonderful musicians and their families and friends who regularly pass through our facility, many of whom find their way into the spiritual life of our parish, one way or another.

As always I welcome your comments and suggestions as I strive to serve the Rector, Wardens, Clergy, staff, and this entire Parish, faithfully as your Director of Music.

*Respectfully Submitted,*

*Robert Barney*

**A list of Choir members at Trinity Church as of January 27, 2010**

Listed alphabetically \* Denotes new since last year

**Junior Choir Members**

**Youth Choir Members**

Nora Brack	Logan Prewitt
Christina Coleman	Ian Sampson
Rebecca Feist	Sarah Stone
Beth Lewis	William Stone
Grace Materne	Jorie Van Nest
Trey Powers	*Brooke
	Venkitachalam

**Parish Choir members**

**Sopranos**

Beverley Baxter  
Diana Blood  
Ellen Carlson  
Patsy Eickelberg  
Brenda Hawes  
Cinda Nimmer  
Ann Leason  
Dorothy Post  
Meredith Salisbury  
Claudia Waterhouse

**Altos**

Barbara Beal  
Lou Buquor  
Barbara Carvey  
Anne Colman  
Mart Doig  
Ethel Farny  
Nancy Goodyear  
\*Kathy Johnson  
Peggy Mallett  
Judy Marriner  
Kitty McGraw  
Ellie Morris  
\*Kathy Urban  
Janet Vaillant

**Tenors**

\*Charles Atherton  
Larry Barney  
Gaylord Brynolfson  
Chris Davies  
Scott Doig  
\*Andy Dunmire  
John Woodward

**Basses**

Walter Birge  
Brian Blanke  
Phil Carvey  
George Dallas  
Mike Farny  
John Gunnarson  
Andrew Hawes  
Paul Henderson  
Wright Salisbury  
Arthur Walker  
Elliott Wilbur

## ***2009 Report Lay Eucharistic Visitors***

At Trinity Lay Eucharistic Ministers serve in two roles: assisting the clergy with prayers and as chalice bearers during communion at both Sunday services, and also as Lay Eucharistic Visitors taking Eucharist from those services to parishioners who are unable to get to church. There are currently eighteen of us (Charlie Atherton, Liz Barris, Tracy Barron, Walter Birge, Anne Brack, Gaylord Brynolfson, Suzette Ciancio, Lee Daniel, Wini Ferguson, John Lewis, Catherine Mann, Stephanie Mitchell, Jay Powers, Joan Schiller, Ernie Steward, Deborah Stoessel, Jan Turnquist, and Jini Vockel), all trained and licensed by the Diocese of Massachusetts. During this past year we have made approximately one hundred visits to parishioners, extending our worship and fellowship to them. You may see us being “sent forth” at the end of the service, carrying our “black boxes” (a small communion set with the same wine and bread consecrated for the service). It is indeed a privilege to “share one bread, one cup” with those who can’t get to church. We visit some parishioners every week, some occasionally and others for only a short time while they are temporarily unable to attend services. Please call on us if you find yourself unable to attend church and would like a visit. Let us know also if you know of someone who might appreciate a communion visit. You can reach us through the church office.

*Respectfully submitted, Ernie Steward*

## ***2009 Report Trinity Ushers***

The Trinity Ushers continue to provide coverage at regular and special church services. There are currently 32 ushers; 10 of the ushers serve at the 8 AM services. With a normal rotation of assignments, each person serves about once every 4 weeks. During 2009, we had a few ushers retiring or leaving town; we thank them for their service. Fortunately, a number of new ushers joined us, but we still need more new ushers for each of the Sunday Services. We welcome volunteers of any age (4<sup>th</sup> grade and up for junior ushers), any time of the year; please let me, or any of the ushers know of someone who may be interested.

*Respectfully submitted, Chuck Niessen, Head Usher*

## ***2009 Report Funeral Reception Committee***

The mission of the Funeral Reception Committee is to offer Trinity’s family members and their guests appropriate refreshments and a welcoming setting in which to greet one another following a funeral or memorial service. We are a committee of over 20 members. We are grateful for the faithful and energetic support of Ted Hull, Trinity’s sexton.

In 2009, the Committee provided receptions following the services for Ernest Steward, Sr.; Rodney L. Folk; Orrin G. Wood, Jr.; Ann Carol “Caren” Penfield; Earle W. Williamson, Jr.; and Helen Jean Howick Mears.

*Respectfully submitted, Joan Kaufman, Chair*

## *2009 Report* **Planned Giving Committee**

The Bishop Paddock Cornerstone Society, established in 2007, recognizes individuals who have named Trinity Episcopal Church, Concord, to receive a future gift from their estate or other asset. During 2009, additional members became members of the Society, bringing the total membership to 68.

We appreciate the thoughtful generosity of all those who have taken this important step to help the future ministry of Trinity Church. There are no minimum requirements for membership in the Society and we urge those individuals who are interested to contact any member of the Planned Giving Committee.

*Planned Giving Committee:*

*The Rev. Tony Buquor*

*Jay Luby*

*Greta Morgan*

*Margo Rafuse*

*Jim Stoessel*

*Anne Winslow*

### *The Rt. Reverend Benjamin Henry Paddock*

Born: December 19, 1828  
Norwich, Connecticut

Ordained Priest:  
September 27, 1853

Consecrated Bishop:  
September 17, 1873

Died: March 9, 1891



## *2009 Report Stewardship Commission*

This year the Stewardship Committee attempted to spread their efforts over more of the year and to involve more folks of all ages in the process of acquainting the parish about all that Trinity does and is involved in.

In the Spring of 2009 a booklet was produced to show the many aspects of Trinity. This had no connection at all with pledging, but was purely informational. This booklet is actively given to newcomers and visitors and offers a preview of Trinity. In this role it has been most successful. In the Fall of 2009 Tony explained that the costs of running Trinity were \$50.00/week/pledging unit. This coupled with a sermon from Leo Jesudian along with a giving graph was the basis of the 2010 pledge appeal.

Twelve separate groups were addressed and at the same time they were given their pledging packets. These groups would include several prayer groups, Thursday Luncheon group, the Healing group, the Bible study group, the Choir, the Altar Guild, the Knitting Group, Newbury Court. etc. After Pledging Sunday the youth of the parish engaged in thanking the parish for their support in making everything possible for the youth in our parish.

Reminder cards were sent after the initial appeal, followed in December by a personal letter if we had heard nothing. Letters acknowledging and thanking those who had given were sent. We thank the entire parish for their most generous response.

The following are the names of the parishioners who have made a pledge to Trinity Church for the Year 2010 as of January 22, 2010. To date \$640,000 has been raised from 262 pledges. This includes 18 new pledging units, and 121 parishioners who increased their pledges over the previous year.

*Respectfully submitted,*

*Wini Ferguson, Deb Stoessel, John Anderson, Janet Hentschel, Janine Penfield, Martha Stone, Larry Scarff, Kim Smith and Jana Bull (who put together the booklet).*

Mr John Ahern & Ms Patricia Kent  
Ms Nancy Allison  
Ms Colby Anderson  
Mr & Mrs John Anderson  
Mr Charles Atherton  
Mrs Jane Bailey  
Mrs Judith Bangs  
Mr Robert and & Mr Lawrence Barney  
Mr & Mrs Ronald Barris  
Mrs Donald Barron  
Ms Karyn Barry  
Ms Beverley Baxter  
Mr & Mrs Thomas Beal, Jr  
Mr & Mrs Norman Beecher  
Mr & Mrs Gordon Bell  
Ms Patricia Bensetler

Mr Jon Benson & Ms Pamela Lynn  
Mrs Katharine Berger  
Mr & Mrs Walter Birge  
Dr Shirley Blancke  
Mr & Ms Bernard Blood  
Mr Don Bolinger & Ms Susan Norman  
Mrs Sigrid Bott  
Mr & Mrs Jonathan Brack  
Dr Earl Bracker & Mrs Paula Christman-  
Bracker  
Mrs Helen Brittan  
Mrs Jane Brooks  
Ms Marta Brooks  
Ms Elise Browne  
Mr & Mrs. Thomas Bull  
The Rev & Mrs Anthony Buquor

Ms Edith Burger  
Mr William Burton  
Mr Wilton Burton  
Mrs Anne Buttrick  
Mr & Mrs Franklin Cannon  
Mr & Mrs Nicholas Carlough  
Ms Ellen Carlson & Ms Andy Dunmire  
Mr & Mrs Philip Carvey  
Ms Suzette Ciano  
Mr & Mrs Brent Clark  
Mr & Mrs Andrew Coffin  
Mr & Ms Donald Coleman, Jr  
Mr & Mrs John Colman  
Ms Sally Cross  
Drs Thomas & Susan Curtin  
Mr & Mrs Heyward Cutting  
Ms Hadley D'Esopo  
Ms Kelsey D'Esopo  
Mr & Mrs Michael D'Esopo  
Mr George Dallas  
Mrs Harriet Damm  
Mr & Mrs Edward Daniel, Jr  
Mr & Mrs Christopher Davies  
Mr James Demeritt & Ms Nancy Fitch  
Ms Caroline Dinsmore  
Mrs Thomas G. Doig  
Mr & Mrs Robert Easton  
Mrs Pauline Eaton  
Ms Greta Eckhardt  
Mr Albert Ehrenfried  
Ms Patsy Eickelberg  
Mrs Helen Ekstrom  
Mr & Mrs Gregory Fairbank  
Mr & Mrs Michael Farny  
Ms Winifred Ferguson  
Ms Patricia Fleischauer  
Ms Sandra Folk  
Mr & Ms Brian Ford  
Dr & Mrs Jay Forrester  
Mrs Margaret Garrison  
Mrs William W. Garth  
Ms Sarah Gates  
Mr & Mrs Mark Gies  
Mr & Mrs Frank Gill  
Ms Frances Gillespie  
Ms Nancy Goodyear  
Mr & Mrs Stanley Goslovich  
Mr & Mrs Kenneth Goss

Mr & Mrs Lloyd Grace  
Mr William Guderian  
Dr & Mr John Gunnarson  
Mrs Henry P. Hall  
Mr & Mrs Robert Halsey  
Mr & Mrs David Harris  
Mr Randy Hartnett & Dr Catherine Mann  
Mr & Mrs Andrew Hawes  
Mr & Mrs Paul Henderson  
Ms Sandra Henderson  
Ms Elizabeth Higgins  
Mr & Mrs Donald Hill  
Ms Joanne Hines  
Mr & Mrs Allen Hirtle  
Mr & Mrs Charles Holbrook  
Ms Marie Jacques Hoog  
Ms Anita Hooker  
Mr & Mrs Charles Horvath  
Mr & Mrs Roderick Hossfeld  
Mrs Mary Leigh Houston  
Ms Nina Huber  
Mr & Mrs John Huggins  
Ms Carleen Hughes  
Mr & Mrs Theodore Hull, Jr  
Mr & Mrs William Hutton  
Mr & Mrs Ronald Jensen  
Mr & Mrs Leonidas Jesudian  
Mrs Katherine Johnson  
Mrs Franklin R. Johnson  
Ms Ann Jones  
Mr & Mrs Henry Julier, II  
The Rev Dr & Mrs Ivan Kaufman  
The Rev Maureen Kemeza  
Mr & Ms Jared Keyes  
Mr Shawn King & Mrs Monica Maldari  
Mr & Mrs Gregory Konar  
Mr Robert & the Rev Judith Krumme  
Mrs Linda LaTores  
Dr Virginia Latham  
Mr & Mrs Gerald Lauderdale  
Mrs Joan Lawrence  
Ms Ann Leason  
Mrs Marjorie Leggett  
Dr & Mrs Albert Lesneski  
Mr & Mrs John Lewis  
Ms Claudia Liebesny  
Mr John Liebesny  
Ms Edith Lipinski

Mrs Joan Litle  
 Ms Sarah Lopez  
 Mr & Mrs Anthony Loprete, III  
 The Rev Janet Lovejoy  
 Mr & Mrs Jay Luby  
 Ms Hazel Lunardo  
 Mrs Anne Lynch  
 Mrs. Howard MacCleave  
 Mr & Mrs James Mackey  
 Mr & Mrs William Malcom  
 Madeleine Maldonado  
 Mr & Mrs Windsor Mallett  
 Mr & Mrs David Mandel  
 Mr & Mrs John Mandler  
 Mr & Mrs Kenneth Marriner  
 Mrs John McAllister  
 Mrs Catherine McGraw  
 Mr & Mrs James McGraw  
 Mr & Mrs Brian McInnis  
 Mr & Mrs David McKay  
 Mr & Mrs Scott Metro  
 Mr & Mrs Ken Miller  
 Mrs Gizella Moon  
 Mr & Mrs. Paul Morgan  
 Ms Eleanor Morris  
 The Rev. Nick & Ms. Jamie Morris-Kliment  
 Dr Barbara Morse & Mr William Neill  
 Ms Emily Moss  
 Ms Shelagh Muyskens  
 Ms Sarah Myers  
 Mr & Mrs Stephen Newbold  
 Mr & Mrs Phillip Newell  
 Mr & Mrs William Nichols  
 Mr Charles Niessen  
 Jeremy & Cinda Nimmer  
 Mr Robin Norton & Dr Megan McCoy  
 Mrs Katherine Old  
 Mrs Barbara Oster  
 Mr & Mrs Michael Patten  
 Mr & Mrs Darrell Payson  
 Mrs Patricia Pease  
 Mr & Mrs Robert Penfield  
 Mr Thomas Phillips  
 Mr Norton Pierce  
 Mr & Mrs Nelson Powers, Jr  
 Mr & Mrs William Prewitt, IV  
 Mr Arthur Quackenbush, Jr  
 Mr & Mrs. Michael Quayle  
 Mr Howard Quinn  
 Mr & Mrs James Raffa  
 Mrs Marguerite Rafuse  
 Mrs Marion Rasmussen  
 Mrs Mary Rauscher  
 Mrs Cornelia Rea  
 Mr & Mrs Ralph Reichle  
 Ms Audrey Reith  
 Mr John Retterer & Ms Celia Moore  
 Mr & Mrs John Roberts  
 Mr Ross Roberts  
 Mr & Mrs Gilbert Roddy, Jr  
 Mr. & Mrs. Brian Rosborough  
 Mr & Mrs James Ryan  
 Mr & Mrs Wright Salisbury  
 Mr & Mrs Robert Sandel  
 Mr & Mrs Brian Sandford  
 Mr & Mrs Lawrence Scarff  
 Mr Jeff Schavland  
 Mr & Mrs Arthur Schiller, Jr  
 Mr Robert Schlier  
 Mr Gregory Schmidt & Ms Janet Hentschel  
 Mr & Mrs Robert Schneider, III  
 Ms Lovelle Seymore  
 Mrs Edward W. Smith  
 Mr & Mrs Christopher Smith  
 Mr Currier Smith  
 Mrs Jean Smith  
 Mr Joseph Smith, Jr  
 Mr Lowell Smith & Ms Sally Sanford  
 Mr & Mrs Morgan Smith, Jr  
 Mrs Joan Soule  
 Mrs Eleanor Spinney  
 Mr & Mrs Richard St. Francis  
 Mr & Mrs G. Staniar  
 Mr & Mrs Ernest R. Steward  
 Mr & Mrs James Stoessel  
 Mr & Mrs. Charles Stone  
 Dr. and Mrs. John Stone  
 Dr & Mrs Ted Stronach  
 Mrs Elizabeth Suter  
 Mrs Elizabeth Sweet  
 Mr & Ms Theodore Teitelman  
 Mrs Margaret Thorpe  
 Ms Grace Tilton  
 Mr George Tisdale & Mrs Susan Burns-Tisdale  
 Mr & Mrs Christopher Todd

Ms Susan Tunnicliffe  
Mr & Mrs Carl Turnquist  
Mr Richard Tyson  
Mr & Mrs Marc Ubaldino  
Ms Anne Umphrey  
Ms Kathy Urban  
Dr & Mrs. Henry Vaillant  
Mr Scott Van Arsdell  
Mr & Mrs Richard Vanderlippe  
Mr & Mrs Chandran Venkitachalam  
Mr & Mrs Tiruvilwamala Venkitachalam  
Mrs Vincent Vialle  
Mr & Mrs George Vialle  
Mr & Mrs John Vitkevich, Jr  
Ms Virginia Vockel & Ms Andrea Cardarelli  
Mrs Margaret Wailes  
Mr & Mrs Arthur Walker  
Ms Mary Walker  
Dr & Mrs Clifford Walters  
Mrs Claudia Waterhouse

Mr David Watson & Ms Barbara Howland  
Mrs Henry Werntz  
Mr. Stephen Werntz & Ms Kimberly Edgar  
Mr & Mrs Richard Wheeler  
Mr & Mrs Peter Whitcomb  
Mr & Mrs D. Alexander Wieland  
Mr & Mrs Donald Wilbur, Jr  
The Rev Dr & Mrs Spencer Wilking  
Mr & Mrs Bruce Willard  
Mrs Elizabeth Wilson  
Mr & Mrs George Wiltsee  
Ms Nan Wright Winn  
Ms Anne G. Winslow  
Ms Barbara Wolfenden  
Mr James Wood & Mrs Jeanette Hall-Wood  
Mrs Joan Wood  
Mr & Mrs John P. L. Woodward  
Mrs Edith Woolley  
Mr & Mrs Jonathan Wright  
Mr & Mrs Daniel Yamron

## ***2009 Report Church Finance and Investments Report***

Although it seems like a distant memory at this point, in the fourth quarter of 2008 we nearly witnessed the collapse of the nation's financial system. And with the markets still reeling in the first quarter of 2009, the Vestry had to make some very hard decisions before adopting a budget for the Parish. No one knew if the assumptions on which the budget is typically built would play out or not. We were in uncharted waters. But before the end of the first week of March, about a month following the Annual Meeting, the markets turned around with a vengeance and began a nine month rally the strength of which had never been seen before and could not have been anticipated.

With the aid of approximately \$33,000 from special appeals in the fall and early winter, the Vestry brought the year to a close with an operating loss of only \$7,800 – about 1%. This was a remarkable feat of financial stewardship given the economic and financial landscape in 2009, and the Treasurer and Vestry should be congratulated.

On the investment side, the Parish's invested funds were restructured during the year. The Temporarily Restricted funds were separated from the Permanently Restricted funds and invested in two balanced mutual funds, the Oakmark Equity & Income Fund and the Vanguard Wellington Fund. Both funds invest primarily in U.S. stocks and bonds approximately in the proportion of 60-65% stocks and 30-35% bonds.

The administration of the Parish's investments was also restructured during the year, bringing all of the mutual funds in which the Parish had invested directly, onto the Charles Schwab brokerage platform for ease of oversight and administration.

Despite the market's freefall in January and February, the subsequent rally powered the Parish's investments to a superb year-end result. The Permanently Restricted funds ended the year with a total return of approximately 27.2%, led by returns in energy stocks of 38.4%, in non-U.S. stocks of 37.7%, and in emerging markets stocks of 76.0%. The 27.2% return for the year compares very favorably to the benchmark return of 19.2%.

The Temporarily Restricted funds did not have dedicated investments in energy stocks, or in international or emerging markets stocks, but turned in a strong 21.0% return for the year nevertheless, compared to their benchmark return of 18.9%.

I would like to thank Jared Keyes, Treasurer, and Bob Krumme, Assistant Treasurer for their financial stewardship during this tumultuous year. I also thank the following members of the Finance and Investment Committee for their counsel and service to the Parish: Charlie Atherton, Bill Burton, Sandy Folk, Ken Goss, John Gunnarson, Andrew Hawes, Jay Luby, Robin Norton, and Jack Roberts.

*Sandy Smith, Chairman*

## *2009 Report* **Designing Inviting Spaces**

It was with great pleasure on October 5, 2009 that the Designing Inviting Spaces Steering Committee transmitted to the Vestry the Master Plan for Trinity Episcopal Church Concord, which was commissioned by the Vestry to advise the parish on future improvements to Trinity's campus and facilities. This Master Plan, a self-study and response to the changing conditions at Trinity, provides a shared vision that will guide physical changes to meet the present needs of the Trinity community and those of the generations that follow.

***THE MASTER PLAN IS NOT A DESIGN - The illustrations are an aid to help visualize what the shape of the spaces "might" look like; the actual design will likely look different.***

Working closely with Taylor & Burns Architects, the Designing Inviting Spaces Committee measured the worth of each design decision by its likely impact on (a) the fulfillment of church missions (b) building a younger church community with expanding youth programs (c) improving the grace and effectiveness of parish worship, education and outreach activities (d) making the facilities and campus safe and environmentally efficient (e) eliminating code and deferred maintenance issues (f) lowering the operating costs of the church (g) raising the capacity of the church to serve Concord with more music and public ecumenical programs (h) attracting and retaining first rate clerical and administrative staff in a competitive environment, and (i) being a faithful and welcoming neighbor to abutting families impacted by church traffic and activities.

While the annual church budget and capital requirements were carefully considered in all design recommendations, the Designing Inviting Spaces Committee undertook this Master Plan and property survey as a 50 year view with confidence that its implementation will occur in stages as capital and parish support is marshaled. A Feasibility Study is recommended to follow closely on publication of the Master Plan.

The Designing Inviting Spaces Committee believes the 2009 Master Plan is a living document, that will guide Building and Grounds committees, who implement its recommendations, with the support of sponsors and generous parishioners according to need. With confidence that the Vestry will appoint a successor committee to take up this challenge in the fall of 2009, the Designing Inviting Spaces Committee has the following observations about resources and priorities going forward:

1. An integral design should be bid and managed by architects, engineers, and contractors who have solid experience and credentials in both church renovations as well as LEED certified buildings.
2. The current economic malaise in 2009 may produce substantial savings in bids given the slow down in building design and construction work.
3. The church property boundary and setbacks narrowly delimit available building area, requiring close collaboration with neighbors and town committees.
4. The comparative costs of new construction vs. renovation of existing facilities favored recommendation of a new Parish House for fellowship, education, and administration purposes.

5. The shape, massing, and scale of rooflines for any additions appear to afford the church several design solutions, both contemporary and traditional.
6. New construction must begin with the programmatic use, relocation, and/or disposition of the 18 River Street House.
7. Landscaping solutions that integrate foot traffic, way making, and multiple entries were not fully addressed in the Master Plan. Street parking was presumed to be both allowable and adequate to meet current parish needs, but we recognize the need for further study.
8. The replacement of the main church organ suggests that a separate committee be established to research this eventuality.
9. Fulfilling church missions, creating a more inviting facility, and attracting a younger congregation suggest that the highest and best return on investment favors construction of a new Parish House at the earliest opportunity; the improvements to the Church or chapel may be implemented at any time.

We want to thank you, the members of the Vestry and parish, for your faithfulness in supporting this committee in this very important work. This is a very exciting time in the life of our parish as we work together to imagine the possibilities ahead for us as a congregation.

*Sincerely,*

*Designing Inviting Spaces Committee Steering Committee:*

*Rod Hossfeld - Chair*

*Tony Buquor - Rector*

*Sally Myers - Senior Warden. Ex Officio*

*Jay Luby*

*Beverley Baxter*

*Brian Rosborough - Member of Vestry*

*Ernie Steward*

*Greta Morgan - Member of Vestry*

*Jay Powers*

*Walter Birge*

## 2009 Report Treasurer

Trinity entered fiscal year 2009 under the cloud of recession and with trepidation about the economy's potential impact on our finances. Our budget called for a projected operating deficit of \$(28)k against total revenues of \$683k. As the year progressed, our fears peaked in October and November 2009, the latter month which closed at a loss of nearly \$(50)k, driven by an alarming slowdown in revenues. The magnitude of the loss was of particular concern because it included \$17k of what would ultimately add up to \$21k in special Thanksgiving appeal gifts. Based upon the financial trends going into December, we were faced with the prospect of a loss far exceeding our original budget.

Fortunately, thanks to unexpectedly robust December receipts of pledge commitments, we were brought current on this category and our deficit for the year came in at only \$(8)k. While this negative figure still evidences difficulty covering our basic operating expenses, the result was, nonetheless, a positive variance of \$20k versus the larger budgeted loss.

**Expenses** – Total expenses for 2009 came in \$22k under budget thanks to small savings in numerous categories across the budget ranging from property insurance to equipment repair. Our largest non-salary expense item, Heating Oil, came in \$1k below budget at \$39k, some 30% over 2008 and reflective of higher contracted per gallon rates. As usual salaries and benefits represented our largest expense category, totaling \$456k of the \$733k in parish expenses, or 62%. Significantly, only two of our six eligible employees (over 20 hours/week) relied on us for full medical benefits coverage in 2009. The others were covered under spousal plans, or required only partial reimbursement for less expensive alternatives. This situation will change markedly in 2010 as an additional employee comes under the plan.

### 2010 Budget Overview

**Revenues** – We enter the New Year with renewed hope that our pledge revenue base has begun to respond to both the influx of new families and a clearer understanding amongst the parishioners that the average pledge required to fund the church is over \$2,900/year. Though pledge cards are still coming in, it would appear that 2010 gross pledges should total about \$643k, a full 9% above 2009 levels. The greatest point of revenue uncertainty is in Special Gifts, a category that generated \$52k of income in 2009 versus \$71k in 2008, this despite the boost provided by \$21k in our first ever Thanksgiving appeal (necessitated by the alarming negative revenue trends late in the year). Our assumption for the 2009 budget is \$40k in Special Gifts, a figure which is below the three year average of \$50k (net of the one-time 2009 Thanksgiving appeal) but 25% higher last year's level after factoring out the special Thanksgiving appeal.

**Expenses** – Costs in 2010 will increase only 3.2%; however this small increase belies important expense shifts in the budget. Despite a reduction in staff of one employee, total Salary & Benefits will increase 2% or \$9,600, driven by the following factors:

- We brought the Rector in line with TTC standard after a salary freeze in 2009 and also gave the Associate Rector an increase. Most other employees will not receive increases in 2010.
- Benefit Expense will increase 17% or \$15k because of one employee requesting medical coverage and one requesting Pension benefits.

With a beneficial oil contract we estimate the our heating bill will reduce by \$5k, however budgeted maintenance increases in several categories, as well as projected hikes in property and casualty insurance and the expense of our bi-annual full accounting audit will eat into the energy savings. The budget also allows for modest increases in Fellowship, Stewardship, Worship, and Education Commissions totaling an aggregate \$2.1k.

Finally, we have budgeted a \$45k addition to the Maintenance Reserve, an increase of \$5k from 2009 and have added a new Technology Reserve with a budgeted contribution of \$3k.

**Net Surplus/Deficit** – Our 2010 budget calls for an essentially break-even bottom line surplus of \$645.00, a result which would be our first positive net income since fiscal year 1996 when the Maintenance Reserve was only \$5k, fully \$40k below 2010's still modest level. Notably this budget would leave as a reserve some \$21k of surpluses from prior years as a cushion for the unforeseen.

*Respectfully submitted,*

*Jared Keyes, Treasurer*

		<b>FY08</b>	<b>FY09</b>	<b>FY10</b>
		<b>Actual</b>	<b>Estimate</b>	<b>Budget</b>
	<b>Revenues</b>			
	<b>Tithes and Offerings</b>			
1	Gross Pledges			642,792
2	Provision for Uncompleted (3.3%)			-21,212
3	Provision for Overpaid (4.5%)			28,926
4	1 - 400100 - Current Year Pledges Net	581,849	602,606	650,506
5	1 - 400102 - Special Pledge Supplement	0	0	0
6	1 - 400105 - Prior Year Pledges	5,640	4,156	4,000
7	1 - 400110 - Plate (w/Xmas & Easter)	21,027	26,659	25,000
8	1 - 400118 - Thanksgiving Offering	0	20,671	0
9	1 - 400125 - Special Gifts	70,796	31,535	40,000
10	<b>Total Tithe and Offerings</b>	<b>679,312</b>	<b>685,627</b>	<b>719,506</b>
	<b>Interest Income</b>			
11	1 - 400200 - Endowment Draw (4.8% 3 yr trailing)	26,047	25,788	22,000
12	1 - 400205 - Middlesex Now Acct. Int.	132	100	225
13	1 - 400210 - Middlesex S/A Int. Inc.	0	0	0
14	<b>Total Interest income</b>	<b>26,179</b>	<b>25,888</b>	<b>22,225</b>
	<b>Miscellaneous Income</b>			
15	1 - 400300 - Rental Income	2,860	4,610	4,500
16	1 - 400310 - Stock Gifts Gains/Loss & Commission	1,838	-1,696	0
17	1 - 400315 - Fayre/Auction Income Net	11,109	11,071	11,000
18	<b>Total Misc. Income</b>	<b>15,807</b>	<b>13,985</b>	<b>15,500</b>
19	<b>Total Operating Revenues</b>	<b>721,298</b>	<b>725,500</b>	<b>757,231</b>

		<b>FY08</b>	<b>FY09</b>	<b>FY10</b>
		<b>Actual</b>	<b>Estimate</b>	<b>Budget</b>
	<b>Expenses</b>			
	<b>Commissions</b>			
	<b>Worship Commission</b>			
1	1 - 500100 - Worship Materials	1,938	1,375	1,300
2	1 - 500105 - Altar Guild	1,168	1,016	1,000
3	1 - 500110 - Lay Eucharistic Ministers	0	0	50
4	1 - 500115 - Continuing Ed. - Clergy	275	155	275
5	1 - 500120 - Clergy Reimb. Expenses	795	655	800
6	1 - 500420 - Theological Education	2,500	2,500	2,500
7	1 - 500420 - Funeral Reception Committee	0	0	500
8	<b>Total Worship Commission</b>	<b>6,676</b>	<b>5,701</b>	<b>6,425</b>
	<b>Music</b>			
1	1 - 500200 - Choir Library	412	503	400
2	1 - 500205 - Equipment & Supplies	229	322	250
3	1 - 500210 - Organ & Piano Maintenance	2,190	840	1,500
4	1 - 500215 - Extra Musicians	2,200	2,300	2,000
5	1 - 500220 - Music Director Expenses	27	28	50
6	<b>Total Music</b>	<b>5,058</b>	<b>3,993</b>	<b>4,200</b>

		<b>FY08</b>	<b>FY09</b>	<b>FY10</b>
		<b>Actual</b>	<b>Estimate</b>	<b>Budget</b>
	<b>Christian Education Commission</b>			
	<b>Church School</b>			
1	1 - 500300 - School Supplies	368	193	370
2	1 - 500305 - Curriculum	650	741	650
3	1 - 500310 - Nursery	61	18	60
4	1 - 500315 - Books	250	58	250
5	1 - 500320 - Events	1,002	806	1,000
6	1 - 500325 - Furniture Replacement	213	21	100
7	1 - 500330 - Cont. Ed- Christian Ed.	293	292	300
8	1 - 500515 - Young Families	0	0	75
9	<b>Total Church School</b>	<b>2,837</b>	<b>2,129</b>	<b>2,805</b>
	<b>Youth &amp; Adult Education</b>			
1	1 - 500350 - Youth Program	427	485	500
2	1 - 500355 - Youth Group	182	184	200
3	1 - 500360 - Adult Program	156	330	160
4	1 - 500370 - Confirmation	283	21	300
5	1 - 500380 - Forum	751	875	750
6	<b>Total Youth &amp; Adult Education</b>	<b>1,799</b>	<b>1,895</b>	<b>1,910</b>
7	<b>Total Christian Education Commission</b>	<b>4,636</b>	<b>4,024</b>	<b>4,715</b>

		<b>FY08</b>	<b>FY09</b>	<b>FY10</b>
		<b>Actual</b>	<b>Estimate</b>	<b>Budget</b>
	<b>Social Ministry</b>			
1	1 - 500400 - Food/Hunger	1,252	1,327	1,252
2	1 - 500405 - Families/Children/Youth/Ed	2,900	2,900	2,900
3	1 - 500410 - Peace/Justice/Human Rights	2,250	2,250	2,250
4	1 - 500415 - Mission	5,900	3,739	5,900
5	1 - 500417 - Aids in Africa	2,500	2,500	2,500
6	1 - 500425 - Asst Rector Discr. Fund	0	0	0
7	1 - 500435 - Fayre/Auction Social Outreach	5,000	4,750	4,700
8	1 - 500440 - Fayre/Auction Expense	862	936	507
9	1 - 501300 - Diocesan Assessment	85,872	91,024	89,178
10	<b>Total Social Ministry</b>	<b>106,536</b>	<b>109,426</b>	<b>109,187</b>
	<b>Fellowship Ministry</b>			
1	1 - 500500 - Fellowship	2,489	2,416	2,500
3	1 - 500505 - Parish Life	-3	-42	0
4	1 - 500507 - Fellowship Dinners	83	0	100
5	1 - 500510 - Pastoral Care	500	578	850
6	1 - 500520 - Newcomers	115	47	120
7	<b>Total Fellowship Commission</b>	<b>3,184</b>	<b>2,999</b>	<b>3,570</b>

		<b>FY08</b>	<b>FY09</b>	<b>FY10</b>
		<b>Actual</b>	<b>Estimate</b>	<b>Budget</b>
	<b>Stewardship Commission</b>			
1	1 - 500600 - Printed Materials	786	1,415	1,500
2	1 - 500605 - Stewardship Postage	243	220	260
3	1 - 500610 - Hospitality & Conferences	0	0	0
4	1 - 500615 - Supplies/Ecology	57	57	60
5	<b>Total Stewardship Commission</b>	<b>1,086</b>	<b>1,692</b>	<b>1,820</b>
	<b>Property Commission</b>			
1	1 - 500700 - Elm St. Repairs & Maint.	9,021	7,565	9,000
2	1 - 500705 - Elm St. R&M-Heating & A/C	354	0	1,000
3	1 - 500710 - Elm S. R&M - Electric	1,130	551	1,000
4	1 - 500711 - Elm St. Heating/Maint. Contracts	1,214	1,214	1,400
5	1 - 500715 - River St. House - All			
6	1 - 500716 - River St. House - Gas	1,806	0	0
7	1 - 500717 - River St. House Water/Electric	336	154	200
8	1 - 500718 - River St. House - Maintenance	21	70	0
9	1 - 500720 - Elevator Maintenance	1,290	2,226	2,000
10	1 - 500725 - Landscaping & Lawns	2,022	1,651	2,000
11	1 - 500726 - Snow Plowing	3,600	1,800	3,000
12	1 - 500730 - Merryman Repairs	45	0	100
13	1 - 500735 - Oil - Elm Street	30,217	39,125	35,000
14	1 - 500740 - Gas - Elm Street	568	485	750
15	1 - 500745 - Electric - Elm Street	12,352	11,612	12,000
16	1 - 500750 - Water - Elm Street	3,225	2,689	2,500
17	<b>Total Property Commission</b>	<b>67,201</b>	<b>69,142</b>	<b>69,950</b>

		<b>FY08</b>	<b>FY09</b>	<b>FY10</b>
		<b>Actual</b>	<b>Estimate</b>	<b>Budget</b>
<b>1</b>	<b>Administration &amp; Finance</b>			
<b>2</b>	1 - 500800 - Vestry Expense	1,940	884	1,100
<b>3</b>	1 - 500805 - Continuing Ed. - Non-Clergy	360	153	300
<b>4</b>	1 - 500810 - Housekeeping	1,708	1,632	1,600
<b>5</b>	1 - 500815 - Insurance	15,312	12,815	14,000
<b>6</b>	1 - 500820 - Telephone & Communications	2,917	3,277	3,000
<b>7</b>	1 - 500825 - Office Postage	3,280	2,245	2,500
<b>8</b>	1 - 500830 - Printing	675	133	400
<b>9</b>	1 - 500835 - Office Supplies	3,002	2,555	2,750
<b>10</b>	1 - 500845 - Computer Supplies	680	582	300
<b>11</b>	1 - 500850 - Maintenance Contracts	1,803	2,673	2,500
<b>12</b>	1 - 500855 - Equip. Repairs & Maintenance	11,291	7,227	7,500
<b>13</b>	1 - 500860 - Technology	79	216	250
<b>14</b>	1 - 500865 - Payroll Service	1,713	1,707	1,700
<b>15</b>	1 - 501400 - Audit/Review Expense	5,600	3,300	4,500
<b>16</b>	1 - 500870 - Treasurer Expense	610	754	500
<b>17</b>	1 - 500875 - Miscellaneous Office Expense	124	107	125
	<b>Total Administration &amp; Finance</b>	<b>51,094</b>	<b>40,260</b>	<b>43,025</b>

		<b>FY08</b>	<b>FY09</b>	<b>FY10</b>
		<b>Actual</b>	<b>Estimate</b>	<b>Budget</b>
	<b>Salaries &amp; Benefits</b>			
	<b>Salaries</b>			
1	Total Clergy Salary	172,058	174,722	181,415
2	Total Non-Clergy Salaries	187,273	191,685	179,411
	<b>Total Salaries</b>	<b>359,331</b>	<b>366,407</b>	<b>360,826</b>
	<b>Benefits</b>			
1	1 - 501200 - Social Security	11,314	11,699	10,945
2	1 - 501205 - Medicare	2,646	2,736	2,560
3	1 - 501210 - Clergy Pension	32,591	31,450	32,718
4	1 - 501215 - Staff Pension	9,269	10,773	11,066
5	1 - 501220 - Medical & Dental	33,021	33,020	47,579
	<b>Total Benefits</b>	<b>88,841</b>	<b>89,678</b>	<b>104,868</b>
	<b>Total Salaries &amp; Benefits</b>	<b>448,172</b>	<b>456,085</b>	<b>465,694</b>

		<b>FY08</b>	<b>FY09</b>	<b>FY10</b>
		<b>Actual</b>	<b>Estimate</b>	<b>Budget</b>
	<b>Addition to Maintenance Reserve</b>			
1	1 - 501600 - Addition to Maint. Reserve	34,189	40,000	45,000
2	Technology Reserve	0	0	3,000
3	<b>Total Non-Commission/Salary &amp; Benefit</b>	<b>34,189</b>	<b>40,000</b>	<b>48,000</b>
4				
5	<b>Total Parish Expenses</b>	<b>727,832</b>	<b>733,322</b>	<b>756,586</b>
6				
7	<b>Total Operating Revenues</b>	<b>721,298</b>	<b>725,500</b>	<b>757,231</b>
8	<b>Operating Surplus (Loss)</b>	<b>-6,534</b>	<b>-7,822</b>	<b>645</b>
9				
10	<b>Non-Operating Transfers &amp; Prior Years' Surpluses/Losses:</b>			
11	<b>Surpluses - (Losses) from Prior Years</b>			
12	Surpluses - (Losses)	35,074	28,540	20,718
13	<b>Total Surpluses - (Losses) from Prior Years</b>	<b>35,074</b>	<b>28,540</b>	<b>20,718</b>
14	<b>Total Non-Operating Adjustments</b>	<b>35,074</b>	<b>28,540</b>	<b>20,718</b>
15	<b>Net Surplus from Prior Years (Loss)</b>	<b>28,540</b>	<b>20,718</b>	<b>21,363</b>