

Trinity Episcopal Church

Concord, Massachusetts



2010 Annual Report

(updated 2/8/11)

Annual Meeting

February 13, 2011

10:30 am

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2010 Report **Rector**

Dear Sisters and Brothers in Christ,

I hope you will take the time to read through the information contained in this Annual Report to the Parish. Within these individual reports you will get a clear sense of what has been accomplished over the past year, and also of our hopes for the future.

As I read these reports, once again I was struck by the exceptional lay leadership with which we are blessed. I believe one indication of the health of a parish is the degree to which the ministries of the Church are lay led. This was evident to me when I first came to Trinity. Early on I realized I did not have to attend every committee meeting because the committees were in good hands led by very committed and capable people.

I believe we are now beginning to reap the fruits of the work of the many lay leaders who have so faithfully cared for this parish and have invited us to consider new possibilities for ministry as well. Some of those leaders are relatively new to Trinity. Others have been a part of this Church for many years.

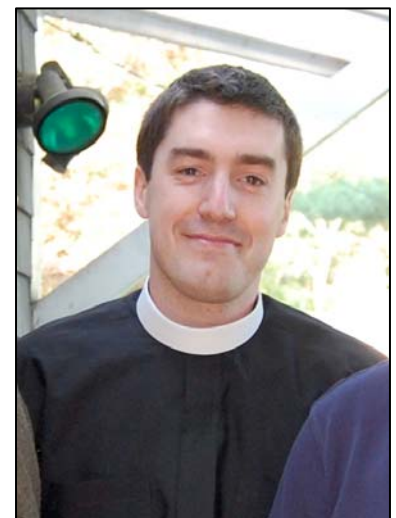
As you read these reports, give thanks for the many members of the parish who have brought about these good things. You might also take the time to thank them personally – I'm sure they would appreciate it.

I also want to thank the clergy who help make my work as Rector a more manageable and joyful ministry.

The Rev. Nick Morris-Kliment, Associate Rector, has worked tirelessly this past year, taking on the additional responsibility of oversight of the Church School program in addition to his work with youth and adult forums as well as sharing in the sacramental, liturgical and pastoral ministries with me. I could not possibly ask for a more faithful or skilled companion in ministry.

This past year we have also been blessed with the presence of the Rev. Matthew Kruger. Matt is a newly ordained priest who is working on a PhD in Theology at Boston College. The Bishop assigned Matt to us as a non-stipendiary curate to continue his formation as a priest while engaged in a demanding advanced degree program. Because of his academic schedule, Matt is only with us on Sunday mornings, but we are blessed by his presence at the altar and his preaching.

I also want to thank the priest associates who are affiliated with our parish. They are the Reverends Ivan Kaufman, Th.D.; Maureen Kemeza, Ph.D.; Judy Krumme; Janet Lovejoy; and Spencer Wilking, M.D. These non-stipendiary clergy each serve the parish in their own unique ways. Perhaps what is most important is their pastoral presence. Beginning last year we are being more intentional in scheduling them to preach, celebrate or assist in the Liturgy periodically.



This year the Bishop appointed me Dean of the Concord River Deanery with somewhat indefinite tenure. My responsibilities consist of assisting the Bishop with the pastoral care of the clergy of the Deanery and assisting clergy with congregational issues that arise. I also convene the monthly Deanery Clergy Meetings. So far I have found this to be a very fulfilling ministry and hopefully one that is helpful to the clergy.

I am very thankful for the possibility of a sabbatical this coming fall. I have begun work with a sabbatical committee made up of members of the parish to help me make plans for this time away. When those plans are firmed up I will be reporting that to you.

As we look to the year ahead, I look forward to the possibility of our being able to raise funds for the building of a new Parish House facility to meet the existing and growing needs of the ministries of this Church. It is a wonderful opportunity for us to literally build for the future of this Parish.

What a blessing it is to serve with you in this wonderful community of faithful people. I believe our life together is a reflection of the truth contained in this quote from Ephesians (3:20, 21) which is sometimes used at the conclusion of the Daily Office: “Glory to God whose power, working in (all of) us, can do infinitely more than we can ask or imagine: Glory to him from generation to generation in the Church, and in Christ Jesus for ever and ever. Amen. (The Book of Common Prayer, p. 102)

I give thanks to God for each of you, for the blessings of the year that is past, and I pray for God’s continued blessings in the year ahead.

Faithfully in Christ,

The Reverend Anthony F. Buquor, Rector



**TRINITY EPISCOPAL CHURCH
CONCORD MASSACHUSETTS
ANNUAL MEETING MINUTES
FEBRUARY 21, 2010**

There being a quorum of more than twenty-eight people, the Annual Meeting was called to order at 10:30 AM.

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

Approval of the 2009 Annual Report Minutes were moved, seconded, and voted.

Tony introduced the Wardens:
Senior Warden – Sally Myers
Junior Warden – Randy Hartnett

The Staff and Commission Chairs were acknowledged:

THE STAFF:

The Reverend Nicholas Morris-Kliment, Associate Rector
The Reverend Matthew Kruger, Curate
Robert Barney, Director of Music
Ted Hull, Sexton
Anne Lynch, Office Administrator and Pastoral Care
Susan MacDonald, Publications
Nancy Marshall, Bookkeeper
Jim Boyd, Assistant Sexton
The Reverend Stephanie Mitchell, Seminarian
Emily Hanson, Nursery Child Care

COMMISSION CHAIRS:

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

Tony referred to a letter sent to the Vestry by the Town of Concord that Trinity Episcopal Church, a tax-exempt institution, consider giving a percentage of our property's assessed value to the town. The town is making this request of all tax-exempt institutions in Concord as a way to raise revenues. The Vestry voted to respond with a letter signed by Senior Warden, Sally Myers, stating that we will not be proposing a payment in lieu of taxes.

TREASURER'S REPORT

Treasurer Jared Keyes thanked Tony Buquor, Sally Myers, and Bob Krumme for their help this year. He then explained the past year's budget. Approval of the 2009 Treasurer's Report was moved, seconded, and voted. Tony thanked out-going Officers Sally Myers and Jared Keyes, acknowledging their good work with gifts.

NOMINATING COMMITTEE REPORT – Lloyd (Buck) Grace, Chair

OFFICERS

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 (one year term) Thomas Phillips
Junior Warden (one year term) Randy Hartnett
Treasurer (one year term) Robert Krumme
Clerk (one year term) Elizabeth (Libby) Wilson

VESTRY

The Report of the Nominating Committee was accepted and it was moved, seconded, and voted that the proposed slate of Vestry Members-at-large be elected.

Member-at large (one year term) Colby Anderson
Member-at-large (three year term) Linda Hossfeld
Member-at-large (three year term) Michael Quayle
Member-at-large (three year term) Carolyn Coffin

Tony recognized and thanked the out-going Vestry members:

Michael D'Esposito
Brian Rosborough
Holly Steward

Continuing Vestry Members are:

Cheryl Mandler (one more year)
Greta Morgan (one more year)
Katharine Berger (two more years)
Charles Niessen (two more years)
Larry Scarff (two more years)

CONVENTION DELEGATES

The Report of the Nominating Committee was accepted and the following resolutions were moved, seconded, and approved with respect to the proposed slate for Diocesan and Deanery Delegates:

Resolved, that Colby Anderson and John Lewis be and hereby are elected to serve for one year as Delegates to Diocesan Convention and the Deanery, and it is further

Resolved that in the event either elected Delegate shall be unable to serve, Edward Prewitt be and hereby is elected to serve as Delegate in such elected Delegate's place and stead with full rights and authority of the Parish, and it is further

Resolved that should any other Delegate vacancy remain at any time it shall be filled in accordance with the By-Laws.

NOMINATING COMMITTEE MEMBERS

Nominated to the Nominating Committee by the Nominating Committee:

Sigrid Bott (two year term)

Nominated to the Nominating Committee from the floor:

Janine Penfield (two year term)

It was moved, seconded, and voted that the proposed slate of nominations for the Nomination Committee be accepted.

Tony acknowledged the out-going Nominating Committee Members:

Lloyd (Buck) Grace

Thomas Phillips

April Prewitt

Margaret Wailes

Continuing members of the Nominating Committee are:

Colby Anderson

Larry Barney

Tracy Barron

John Woodward

MASTER PLAN

Greta Morgan reports the Master Plan is ready to be reviewed by the parish. Copies are in the library and on our website. The Episcopal Church Foundation has been hired to help with a Feasibility Study to determine fund-raising capabilities relating to the Master Plan.

A motion was moved, seconded, and voted to adjourn the meeting at 11:45 AM.

The meeting concluded with a prayer and dismissal.

Respectfully Submitted,

Elizabeth H. Wilson, Clerk

2010 Report

Senior Warden

Trinity's Vestry has been focused on a series of pursuits over the past year, which has, and will have, both immediate and long term impact. Building on the positive momentum of 2009, 2010 was an exceptional year for our parish community.

The Vestry's largest accomplishment over the past year was continuous improvement to our financial processes and controls that will further simplify all of our operations and streamline fund access in the future. Initiated as a result of findings in our internal audits from previous years, this action now solidifies our footing in sound financial practices and has revolutionized our fund accounting process to make us more agile to meet the strategic and operational demands we will encounter. As a result of this initiative, coupled with your delivery on pledge commitments and special gifts, Trinity completed budget year 2010 at a slight surplus. We would not have achieved our 2010 performance and the prospect of longer term benefit without the tireless leadership and contributions of our Treasurer, Bob Krumme, and our Bookkeeper, Nancy Marshall. The payoff of their efforts will reverberate for years to come.

The Vestry continues to provide direction and seek new approaches to enhance Trinity's demonstrated growth. Most surround ensuring that we best utilize our abundant resources of time, talent, and treasure for both our facility and our programs. Our parish's vibrancy is best exemplified by the influx of new members and families. Beyond the Vestry's role in providing overall guidance and introducing ideas to expand on these gains, however, there are also a myriad of other contributing factors. I would specifically like to cite three points of emphasis that have had a profound impact on this phenomenon:

- **Our clergy:** We are truly blessed by the presence of what I sometimes jokingly refer to as our "uniformed staff." Trinity is the sum of us all, but the one thing that I believe makes this parish uniquely special is the presence of Tony Buquor and Nick Morris-Kliment; their roles as our shepherds have enriched and enabled us.
- **Education Formation:** This facet of our programmatic portfolio continues to be the shining beacon of our parish. The contributions of Nick, as Acting Church School Director, the Adults Supporting Children (ASC) Committee, and our teachers have directly resulted in an effective and meaningful Sunday School curriculum supporting nearly 150 children. Thanks to the direction of April Prewitt, this year also marked the first pilgrimage emanating from the J2A program. Finally, the combined efforts of Nick Morris-Kliment and Maureen Kemeza have yielded one of our most compelling seasons of Adult Forums.
- **Newcomers:** I have a special place in my heart for the efforts of this committee, as I think their contributions have been transformational in conveying, and accentuating what we're all about. The presence of the Welcome Table has been essential in facilitating the opportunity for every visitor to make a connection and feel included in our weekly gathering. I especially want to acknowledge the contributions of Lucy and Brian Rosborough, hosts of our quarterly luncheons which are one of the single greatest events that we do that exemplifies the very spirit of Trinity.

This coming year brings a number of challenges, but these are also opportunities for us as we move forward. The first level of discernment has been completed by the Building for Ministry (BfM) Committee. Driven by this group, we have all seen the conceptual drawings and models of what we can become. Now comes our turn. Over the next two months the Episcopal Church Foundation will be conducting the second level of discernment, the Feasibility Study. From this analysis, we will start to have a better understanding of what we can realize; if we can find the path to best meet the challenges of the growth we are experiencing and gauging our commitment to meet that objective. The road to get to this point was not easy and we owe a huge debt of gratitude to the members of the BfM Committee for their leadership.

We will continue to feel the economic pressures of operating a parish in the 21st century. Every year affords these same obstacles and increases in operational costs seem unrelenting. Despite this condition, I am unceasingly overwhelmed by the generosity and compassion of the Trinity family. Thanks to the outstanding planning and execution of our annual fundraising campaign by the Stewardship Committee, and your vigorous response to their solicitation, we will implement a balanced budget in 2011 that will include the hiring of a Church School Director. I am also sure we will experience unexpected expenses consistent with ownership of any aging property, as we do every year. Fortunately for us, the collaborative efforts of our Property Commission with the aforementioned implementation of financial management improvements, position us well to meet these costs when they arise.

The Vestry has endorsed a sabbatical for both Tony and Nick in 2011. This time will allow them some much deserved refreshment and opportunity to recharge after nearly eight and seven years of continuous service to Trinity, respectively. Equally important, it will also afford us the occasion of self-realization of all our parish's organic management, abounding gifts and robust community. There will be much gained by comprehension of our true self-sufficiency and the resulting confidence realized. This awareness, coupled with reinvigorated clergy bodes well for our drive for growth and continued enrichment. Nick will be away from May through July and Tony will be away from September through November. We will be calling on our valued, extended clergy to support Tony and Nick during their periods of "going it alone", as well. More information on the focus of the sabbaticals will be imparted by the principals in separate correspondence from each.

I have by no means captured everything we do for both each other and in the world beyond Trinity in this report. Thank you to everyone for your continued love and service to the rest of our Trinity family and your efforts as you represent the Trinity mission outside our walls.

I will close with a special thank you to those rotating off the Vestry this year who have been faithful servants and true teammates as leaders in our parish: Cheryl Mandler and Greta Morgan, At-Large members, and Libby Wilson, Officer and Clerk. We, on the Vestry, will miss your contributions and collaboration.

Respectfully Submitted,

Tom Phillips, Senior Warden

2010 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 13, 2011:

Vestry Officers (One year term)

Senior Warden: Thomas Phillips
Junior Warden: Randy Hartnett
Treasurer: Robert Krumme
Clerk: Colby Anderson

Vestry at Large (Three year term)

Mart Doig
Pat Fleishauer
Barbara Morse

Continuing Vestry at Large:

One more year: Larry Scarff, Katharine Berger, Charles Niessen
Two more years: Linda Hossfeld, Michael Quayle, Carolyn Coffin

Diocesan Delegates:

One more year: John Lewis
From Alternate to Delegate for two years: Edward Prewitt
Alternate Delegate for one year: John Anderson

Nominating Committee

Two year term: Suzette Ciancio

Our thanks to these retiring Vestry members for their faithful service to the parish:

Libby Wilson, Clerk
Greta Morgan, Cheryl Mandler, At Large Members

Respectfully submitted by the nominating committee,

John Woodward, Chair	George Dallas
Larry Barney	Janine Penfield
Tracy Barron	Sigrid Bott
	Jim Demeritt
(Members leaving)	(Members continuing)

Respectfully submitted,

John Woodward

2010 Report

Newcomers Committee

The Newcomers Committee is a dedicated and lively 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.

Three Welcome Brunches were held in 2010, where 57 newcomers – adults and children, as well as present parishioners – gathered for food and conversation. John Woodward, the Webmaster, has created a Web page on the Trinity Web site dedicated to Newcomers that is still evolving. While our committee continues to find ways to bring newcomers into the life and activities of the parish, we hope to be able to publish on our Web page ways to join Trinity and connect with community.

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, or contact Janine Penfield or Lucy Rosborough. We would love to add more parishioners, old and new, to our corps of volunteers at the Welcome Table and Brunches.

Respectfully submitted,

Janine Penfield and Lucy Rosborough

2010 Report
Associate Rector
Interim Church School Director

Trinity's Christian formation programs in 2010 continued to be robust. Our nursery welcomed a growing stream of little ones into a safe and loving environment. Our programs for children and youth marked notable growth in both numbers and milestones. ASC continued its strong leadership. Late in the year, our desire to hire a new Director for Christian Formation for Children and Youth was encouraged by a strong pledge drive and we began our search process. Our Forum program received an injection of new energy. All in all, a vision of a continuum of Christian formation opportunities for all ages came into clearer focus. Below are some snapshots of the various programs Trinity supported.

NURSERY:

We continue to offer excellent, heavily used nursery care for our youngest members, with child care professional Emily Hansen remaining the coordinator. Emily staffs the nursery from 9am-12noon, with the help of a rotating corps of parent volunteers, who are expected to offer their time as a ministry to fellow parents. 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.

CHURCH SCHOOL/ASC:

Adults Supporting Children (ASC), the lay committee which supports Trinity's ministries to children and youth, continued to provide clear and strong leadership under the superb guidance of chair Carolyn Coffin, as we continued in the transition time until a new Director of Christian Formation for Children and Youth is hired. ASC has its own report elsewhere, but I note here some clear accomplishments: Registration went fully on-line for Church School and Youth groups (registrations ballooned to nearly 140); a database of registered children and parent volunteers was created; communications with classroom teachers/mentors strengthened; its support of teacher recruitment formalized. ASC also expanded its purview to include youth.

Godly Play continues to be our program for PreK-4th grade and serves our younger children with a rich, spiritually deep, Montessori-based approach. We were able to offer an on-site training from Carol Brady, a local expert on Godly Play. We also sent a teacher to a series of Godly Play seminars at All Saint's in Belmont. I want to thank our teachers, doorkeepers and substitutes for their creativity, dedication, and joy.

Kimberlee Coleman
Linda Hossfeld
Betsy Yamron

Kathy Clark
Anja Venkitachalam
Catherine Adams

Jamie Morris-Kliment
Greg Schmidt
Linda Hull

Witness is the curriculum for our older children (5th-6th 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, and also to welcome Florence Aldrich-Bennett who returned to the classroom in the fall.

Michael Quayle
Marta Brooks
Katharine 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.

It has been a true joy and a privilege to work with this group of dedicated, faithful, creative, and flexible teachers and to learn all that goes into making a Church School program successful.

YOUTH: JOURNEY TO ADULTHOOD

The big news of the *Journey to Adulthood* program was the completion of the first J2A pilgrimage. 6 young people and 3 mentors traveled to Ireland June 29 to July 8th and visited some of the great sites of Christendom there. The parish enthusiastically supported the pilgrims with time and treasure as the pilgrims ran a number of different fundraisers. On their return, the Pilgrims and mentors each offered a forum relating their experiences. The pilgrims were Cate Adams, Clara Berger, Alex Doig, Dan Horvath, Caroline St. Francis. and Skyler Van Arsdell. Mentors were Gaylord Brynolfson, the Rev. Nick Morris-Kliment, and April Prewitt.



The other big news is that in the fall of 2010, the *Journey to Adulthood* program came up to full strength, running three cohorts: Rite 13 (7th and 8th graders) Pilgrims (9th and 10th graders) and Young Adults in Church (11th and 12th graders). Roughly 30 young people are distributed across the three cohorts, each cohort having a program of Sunday morning lessons, Sunday evening dinners, and extra curricular fun and service opportunities. One development worthy of note: the Rite 13 mentor group of Tom Beal, Patricia Kent, and Mike Quayle had become so connected with their 6th grade cohort and with one another, that they moved up together into the Rite 13 program.

This time intensive ministry with young people had no bigger proponent than April Prewitt, who served as the J2A Coordinator from the program's roots in the spring of 2006 until she stepped down at Advent, 2010 for a well deserved rest. We thank her for her tireless, joyful, and dedicated service to the youth of the parish. We are currently in an in-between time as we discern who our next coordinator will be. In the meantime, the mentors have successfully assumed more responsibility for communicating with parents and planning their programs, with monthly meetings for mutual support with Nick.

Mentorship requires a great commitment of time, energy, flexibility, faithfulness, creativity, and a sense of humor. We are blessed to have mentors who demonstrate these characteristics so richly. Other mentors who served so enthusiastically this past year include:

Colby Anderson, Chas Horvath, Jennifer Ubaldino (Rite 13 and Pilgrims) Holly Steward, and Bob Penfield (YAC)

ACOLYTES

The acolyte program began to experience something of a revival after a gradual thinning of the ranks. Acolyte master Connor Neill, a junior at CCHS, with the presence of Colby Anderson, an adult mentor, began recruiting by announcement and visit to Church School classrooms. Connor led training for new acolytes as well.

ADULT FORMATION

The (Newer) Men's Group began the year under the guidance of John Stone and transitioned to the leadership of Gaylord Brynolfson. Meetings were every other Thursday morning, beginning at 6.30 with a light breakfast and prayer and featured warm and open conversation on a variety of topics. After meeting through the end of the year, the group is currently taking a sabbatical to reassess format and meeting times.

The Wednesday Study Group led by the Rector, meets at Noon through the program year and continues to read a variety of books. During the winter months when footing outside is treacherous, the group met at Newbury Court. Those who are able stay for lunch after the discussion.

Sunday Morning Adult Forum The Rev. Maureen Kemeza, Ph.D. came on board in the fall to help coordinate the Forum Program and injected new energy into the enterprise. In addition to her broad contacts in the theological, religious and artistic worlds, she added an organizing principle: Word, World, Witness, Wonder, and Worship. 35 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. Attendance ranged from 15 to 50. Topics for the last 4 years can be found at our website.

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

Periodic/Seasonal Offerings

Communion Class: Once this past year, the Rector offered a 2-part instruction and refreshment on the mystery of the Eucharist for children and their families.

Lenten Weekdays: A soup and supper program reading *The Cup of Our Life: A Guide for Spiritual Growth*, by Joyce Rupp was offered during this time

Taking the Plunge, Trinity's family baptismal class, was offered for four families this past year.

Putting down roots offered by the Rector, this new incarnation of the Inquirer's Class was offered once.

I thank God for the privilege and blessing of serving here Trinity.

Faithfully yours,

The Rev. Nick Morris-Kliment, Associate Rector

2010 Report

Adult Supporting Children (ASC)

The Adults Supporting Children Committee (ASC) had a busy year! Working closely with Nick, in his role as Interim Director of Formation for Children and Youth, the committee put its efforts into administrative organization of the church school programs. We provided teachers with schedules, class contact lists, attendance sheets, and procedural manuals. Our spring recruitment effort for new teachers and mentors yielded several new, talented leaders to join seasoned folks on our teaching teams for the fall. With the help of John Woodward, ASC and Nick redesigned the church school registration process to make it paperless via the website.

Trinity welcomed well over 20 new children and youth who attended our programs regularly over the last year, in addition to many visiting young people. The need for a permanent Director has come into sharp focus as new families arrive each week, looking for a supportive community to nurture their work as parents, and shape the faith formation of their children. In partnership with clergy, ASC reworked the vision for a Director in light of our continuing growth and the changing needs of our community.

ASC reevaluated its mission to include the J2A programs in its oversight, particularly in the areas of mentor recruitment and administrative support. This change is in line with the inclusion of youth oversight in the new Director job description.

ASC is grateful to the contributions of Mike Quayle, a founding member, who has gone on to Vestry service this year. We are delighted that Karen Guderian, Barbara Carvey and Jennifer Ubaldino have joined our ranks with fresh perspectives and energy. We are deeply grateful to Nick for his dedicated leadership and willingness to roll up his sleeves with us to ensure that Trinity's programs for children and youth remained vibrant during a challenging time.

Respectfully submitted,

*Carolyn Coffin, Chair
April Prewitt
Martha Stone
Chandran Venkitachalam
Niki D'Esopo
Barbara Carvey
Karen Guderian
Jennifer Ubaldino*



2010 Report

Parish Life Committee

The Parish Life Committee seeks ways to involve people in activities that 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 become involved with the Committee. Current Committee members are Wini Ferguson and Chuck Niessen.

During 2010, 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.

An all-parish dinner was held on January 10, 2009 in celebration of the Epiphany, following the Service of Lessons and Carols. The meal, (followed by entertainment), was arranged by the Pilgrims Youth Group and their parents, in anticipation of the Group's pilgrimage to Ireland during the summer. Almost 100 parishioners and their guests attended. It was a fun time!

The annual Progressive Dinner was held on May 1, 2010. Thanks to the parishioners who worked to make it a success, particularly to Judy & Bob Krumme, for providing their home for the hors d'oeuvres, and to the host families, who opened their homes for the main course. The Dinner was arranged by the Trinity Cookbook Committee as a fundraiser for their project. All of the hors d'oeuvres and desserts were provided by the Committee, and all the recipes for the main courses were chosen from the new Cookbook. Another Progressive Dinner is planned for Spring 2011 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



2010 Report **Think Tank**

The essence of this report revolves around a single word “MORE.”

For the year 2010, “more” people attended church. The Sunday School had many “more” children. It is quite a sight to see all those youngsters parade in just before communion to join their parents.

As the Coffee Hour is the responsibility of the Think Tank, these “mores” mean “more” attendance which means we need “more” help to set up and serve and “more” people to help with the clean up. Ruth Lewis, Barbara Carvy, and Margo Rafuse need “more” help.

During the Coffee Hour the Parish Hall is packed, so we really do need “more” space. We are looking forward to the expansion of this area and hope to see something come Fall.

Now that there are “more” members of the Parish, Cheerfull Charlie is looking forward to “more” Glad Tidings.

Please all of you “MORE” lend us a hand.

Sincerely “More”

Currier Smith, Chair

2010 Report **Handcrafts**

Trinity’s Handcrafts Group, in its sixth year in 2010, continued its mission of bringing together in fellowship those whose creativity is expressed through fiber arts. The group generally meets year round on the second and fourth Thursday of the month from 9:30 – 11:30 and on the third Saturday of the month from 9 – 12, in the library.

Most in the group are knitters who are working on individual projects as well as prayer shawls and baptismal blankets. In 2010, 32 handmade prayer shawls were given out by Trinity’s Caring Connection. In addition, four white baptismal blankets were given to Trinity’s newest parishioners two years of age and younger. 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. St. Stephen’s hat and mitten collection.

Respectfully submitted,

Barbara Carvey and Margo Rafuse

2010 Report **Caring Connection**

2010 was a productive year for the Caring Connection. We supported the pastoral ministries of Trinity Church and its clergy in many ways, such as by offering prayers, food, cards, transportation, knitted items, home visits, and other assistance during times of need, loss, or crisis.

We held two “Good Grief” bereavement support groups in which parishioners, as well as others from the community who experienced the death of a loved one, gathered in a small group where we provided education on issues of loss and transition, as well as companionship. Many thanks to Buck Grace who so capably co-facilitated the groups with me.

Our Cook-In, where we prepared meals which were stocked in our freezer for when a need arose, was a fun time where we got to know one another a little more while chopping vegetables or assembling lasagna. Kathy Clark did a superb job of coordinating the meals to be made, shopping for the ingredients, and having everything ready for us. Please contact her if you would be willing to help with providing a meal sometime or if you are going to be laid up for a period of time and would find this helpful.

Chris Davies, our transportation coordinator, found many rides for parishioners this year, both to church and to medical appointments. He appreciates advance notice of such a need, and always welcomes new people to take part in this much-appreciated ministry. Thank you to him, and to our many faithful drivers.

Numerous people have been warmed, literally, by the beautiful prayer shawls and baptismal blankets (or knitted bears for older toddlers) that the handcrafts group has so lovingly supplied. Barbara Carvey and Margo Rafuse have overseen this undertaking, but they have been aided by many talented people who have shared their time as well as their wool in providing creations of caring.

We have benefited from the generosity of parishioners who have made a financial contribution to our ministry, and are grateful for their resources which enable us to provide some of the services we do.

Pastoral visitors are a special dimension to the Caring Connection. There are parishioners who are so grateful when someone goes to see them, letting them know they are remembered by the parish community. Please contact me if you would like to receive a visit or make one. We also would like to bring flowers to those we visit, and are looking for people who would be willing to bring some from the Sunday services to those who might appreciate them.

Many people have found great solace in knowing the Prayer Chain has offered private, confidential prayers for them during a time of particular need. Please let us know if we can do this for you.

Some of the other ways we’ve showed God’s love for others this year are by making phone calls, Christmas and Valentine cards and cookies, going grocery shopping, delivering holiday plants, and sending greeting cards. My appreciation is great for all those who have been “God with skin on” to others in these ways of caring for and connecting with one another. Thank you!



Respectfully submitted, Anne Lynch

2010 Report **Healing Prayer Team**

*“Christ has no body now on earth but yours, no hands but yours, no feet, but yours.
It is your eyes through which Christ’s compassion looks out to the world;
your feet with which he must walk about doing good; your hands with which he blesses humanity;
your voice with which his forgiveness is spoken; your heart with which he now loves.”*

ADAPTED BY KATHRYN CARRIGAN NORBERT

The Healing Prayer Team at Trinity is now entering its fifth year! We are a faithful, multi-generational group of 16 men and women, who pray, worship, and study together on a weekly basis. We are committed to God’s healing power of Jesus in our lives and the lives of those who come to us for anointing, laying on of hands and prayer for healing. Jesus is the healer; we are called to be the vessels through whom He does his healing works. It is important to remember that healing is not just about cure or physical healing; it is about wholeness of body, mind and spirit. Confidentiality is at the heart of all that we do and pray, and it is both humbling and a privilege to pray with those who come forward for healing prayer.

We meet regularly on Tuesday mornings after celebrating the Eucharist at 7 a.m. (yes! 7a.m.!!!—not everyone makes the 7 am service, but most are there by 7:35 a.m.!), together and offering healing prayer with laying on of hands. We then gather for an hour and a half to pray, study, (thus far, we have studied the gospels, read 13 books related to the healing ministry), and had several wise speakers who are deeply involved in the healing ministry, come and share their faith and ministry with us.

We pray in twos—(“Jesus sent his disciples out two by two” -- Mark 6:7), and we have prayer teams scheduled for the 8 am and 10 a.m. Sunday service. We meet and pray together for Jesus’ guidance before each service, praying especially for those who will come to us for healing prayer that day. When requested, we visit people in their homes during the week, offering healing prayer and support. We have spirited discussions as we seek to follow our call to this ministry! We have been invited to speak to several churches in the diocese to share what we are doing in the healing ministry here at Trinity. Several of us are scheduled to meet with the healing team at St. Gabriel’s Church in Marion, MA in April. The Holy Spirit is moving as this ministry continues to grow throughout the diocese!

We hold an ecumenical Healing Prayer Service on the second Sunday of each month at 7 p.m. in the Chapel. We have meditative music, silence and prayer, before offering healing prayer to those who have gathered. This is perhaps my favorite service, offering soft lighting and a special time for silence!

We welcomed one new member this year, and we continue to welcome anyone who is interested in joining us, to, “Come and see.”

Respectfully submitted,

The Rev. Judy Krumme, Facilitator

2010 Report **Trinity Fayre**

Held on October 30th this year, the Fayre was blessed with many willing, creative workers, lots of publicity in the press and on the roads with yard signs – and sunny weather. Other than a few glitches with electricity for the cotton candy machine, everything went smoothly. The teenagers put together a great Haunted House, the luncheon was successful and delicious and each of the areas looked inviting--and lured lots of buyers. A full report is in the Fayre Book in the office, to guide next year's team.

The big sellers this year were the Promise Tree, bringing in over \$3,300, the Bake Table, Treasures, and Books, each netting over \$1,400. The net total, after some expenses for advertising, food, and police was about \$11,000, to our delight! (Although all chairs were invited to submit their expenses for reimbursement, some chose to donate their materials costs.) As promised, about half of the profits went to Trinity's budget for 2011, and the remainder was divided among the four Open Table/Food pantries in our area, the Household Goods Recycling Ministry, the Diocese of South Dakota Camp Scholarships, St. Stephen's After-school program, Concord Prison Outreach, and Ecclesia Ministries on Boston Common.

Co-chairing the Fayre has been a pleasure, with so many others helping so enthusiastically. The chance to meet and work with new people as well as old friends made it a very rich experience for all of us. The opportunity to share Trinity's graciousness with others in the Concord area was an added pleasure. We thank you and we eagerly invite new intrepid souls to try this next year!

Respectfully submitted,

Linda LaTores and Win Wilbur, Co-chairs



2010 Report

Trinity Cookbook

After 18 months of gestation, a cookbook in honor of Trinity's 125th anniversary, containing recipes from the parish and community, was produced in October, 2010. It was printed locally by Budget Printers of Concord with the considerable volunteer help of graphic designer Jana Bull and recipe editor Sally Sanford.

There were countless individuals who worked on the project, from submission, to testing, to proofreading. Notably, the entire parish taste-tested recipes and rated them for inclusion in the book at events such as the Progressive Dinner and various special coffee hours. At regular monthly meetings, fundraising and design committees took up important questions, involving the parish at large where ever possible. Our goal was to create a memorable book that showcased the talents of our parish, not only with respect to cooking but to the church community we belong to. To that end, the history of the parish and many notes about the Episcopal tradition were included in the book, which also contains artwork from parishioners.

The book was not and is not intended to be a fundraiser, but a commemoration.

Our original goal was to produce 1000 books for sale at \$20. Our anticipated cost was \$19,800, accounting for a full-color book of a strange size, 7"x9". In the end, our expenses were adjusted to \$21,794, to accommodate a heavier weight of paper. Therefore, on publication we adjusted the book's cost to \$25, where it stands currently.

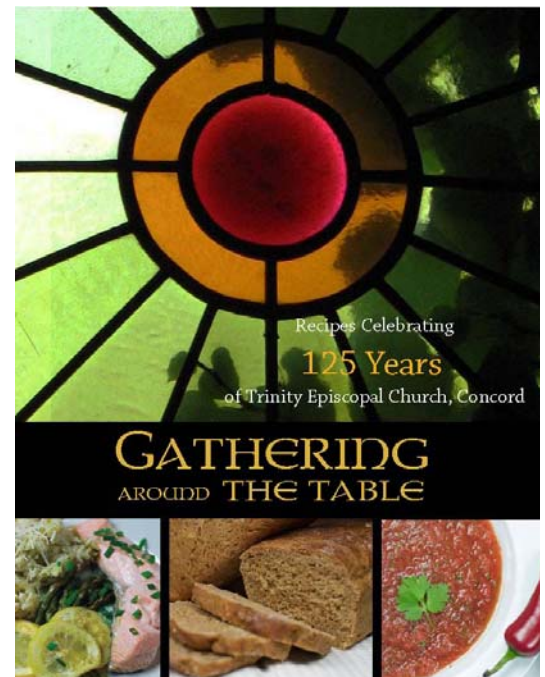
Through the course of the 18 months, the committee fundraised in order to cover this price, so to hand the book over without cost to Trinity. Through bake sales, craft and apron sales, and pre-sales of books, we raised close to \$8,000. Our major fundraiser, however, was a kitchen tour masterminded by Carroll Sandel, which sold advertising space to local businesses in a printed booklet as well as producing ticket revenue. The kitchen tour brought in nearly half of the funds needed to cover the cost of the book.

As of December 31st, 2010, with all expenses now covered, the cookbook had resulted in approximately \$7,000 in sales. The cookbook committee is hopeful this money will go to help repairs or renovations to the church kitchen should the master building plan come to fruition, and that otherwise it will be used to assist in Trinity's work with local food ministries.

Those of us who worked together on the cookbook were greatly, greatly touched by the support from our community and the ways in which everyone brought their own gifts to the project. When we began, we anticipated that the many types of talents needed to create this anniversary book would bring us great joy, and we were not disappointed. Trinity's cookbook is truly a special talisman of our place, our time, and our parish.

Respectfully submitted,

Cinda Nimmer, project manager



2010 Report

Trinity Arts Council

During 2010, the Arts Council has featured seven artists: Jake Dann, geologist and photographer exhibiting photographs of ice crystals; Sing Hanson showing creative design photography; Lindsay Brown – Homeresque oil paintings; Barbara Bienhocker displaying fantasy and nature paintings; Deb Scarff and Darrell Eifert sharing their inspired photography; and Deb Loverd showing whimsical illustrations. Two group exhibits featured the Ecclesia Ministries from the Boston Cathedral on the Common, and over the summer months, Trinity Church parishioners exhibited their paintings and other creative art forms.

Each artist submitted an overview of his/her work, an artist's statement, and photographs for listing in *The Window*, Sunday bulletins, and the Concord Journal.

Liela Rae met with Anne Winslow and, during a "walk-about" identified various art forms at Trinity Church: icons, stained glass windows, bas relief and carvings, etc. Anne shared her knowledge of art at Trinity with the Council. The conversation was taped by Deb Scarff and used as a guide for Deb who photographed the objects over the summer months. A list of Trinity art was given to Robert Krumme to be held for insurance purposes. Deb is working with Anne preparing a book of photographs and text that will be ready for possible publication within the next few months. Rev. Maureen Kemeza as a focus for a Sunday Forum.

The up-coming exhibition of Chinese brush work is to be hung in time for the Chinese New Year. This exhibition will be followed by paintings done by a parishioner whose watercolors I first noticed in the Trinity Cook Book.

The Council looks forward to another all parish/all parishioner group show during the summer months June – Labor Day. Our group is also looking for a new member(s) who would like to contribute time and talent to discovering and inviting new exhibitors, climbing ladders, pounding nails and attending a few meetings. All recommendations for future exhibits/exhibitors are welcome and will be considered by the Council. Council members include: Al Ehrenfried, Deborah and Larry Scarff, Liela Rae, Judy Bangs.

In closing I would like to thank all Council members for recommending exhibitors, putting up and taking down shows, promoting the vision, and sharing the various tasks of the Council. I would also like to thank the Trinity staff who edited correspondence, and helped to keep us on schedule.

Respectfully submitted,

Margaret Sutton Wailes



2010 Report

Property Commission

The year 2010 included mostly routine maintenance with a few exceptions. The elevator was our biggest problem for the year. The annual inspection failed due to the long standing problem we've had with water in the bottom of the pit. The only solution was to install a special pump in the bottom of the pit that separates oil from water, and pumps the water to the boiler room sump pump. The installation took close to 5 days and required that the plumbers installing the system be supervised by a technician from the elevator company. The final 15 thousand dollar cost for this renovation came out of the Maintenance reserve fund. This should once and for all solve the elevator water problem, and provide us with a functioning elevator for many decades.

The chapel exterior received a new coat of paint this spring. This completed the work started in 2009 to replace the rotting chapel window sills. Next up is a new Chapel roof.

The main Church roof received some needed repairs including replacing some of the chipped and missing slate pieces. This is becoming an annual event.

Our heating system required some unexpected minor repair. The boiler that services the offices was not firing properly at the start of this heating season. This was repaired within a week.

The property commission budget came in a little under target, thanks mostly to lower heating oil costs, by far our largest line item. Additional cost savings came from switching our waste hauler from Waste Management to Moreau & Sons, changing the lawn sprinklers from automatic to manual, and parishioners who participated in the fall cleanup.

Our major goals for 2011 are to replace the hanging lights in the main sanctuary with LED lights, and finding a solution that provides sufficient heat in the Chapel.

Once again, I thank the members of the property commission and Randy Hartnett and Ted Hull for their time and support. I am indebted to Jay Powers for his consulting services, and Ken Marriner for his repair skills and ideas.

Respectfully submitted,

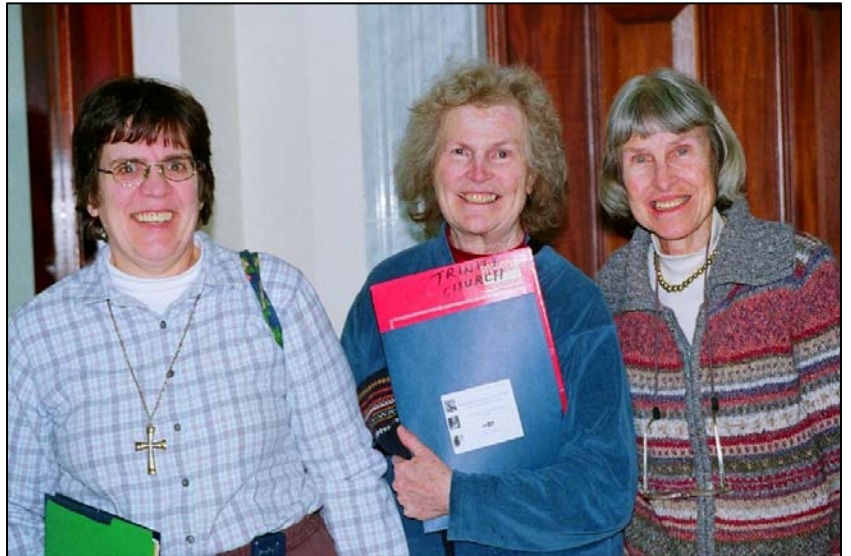
John Mandler



2010 Report **Social Ministry**

This year has been an active and productive year as we have continued to encourage and support many diverse ministries within our parish community locally, regionally, nationally, and internationally. The following list illustrates the outreach programs we have funded this year, and the amount given to each organization.

Alternative House	\$1000
Millie's Place	\$ 200
Shelter Inc.	\$ 100
Interfaith Advocacy Network	\$ 300
Ecclesia Ministries	\$ 300
Solutions at Work	\$ 300
Concord Prison Outreach	\$1500
Our Little Roses	\$1000
El Hogar	\$1000
St Stephen's B-Safe Program	\$2000
St. Stephen's Church	\$ 408.30
Marie Strain International	
Peace Foundation	\$ 300
World Church Service	\$ 118
AIDS in Africa	\$2500



We also reimbursed members for money for the kits sent to Haiti and for the lunches made at Trinity for the B-Safe Program. Added to the line items above, we also contributed to Cooperative Metropolitan Ministries \$400.

Our membership includes Lee Daniel, Liela Rea, Linda Hossfeld, Jen Newbold, Jean Bell, Barbara and Arthur Walker, co-chairs, and we welcomed new member Linda Viera.

Concerning one more budget item, under the food/hunger category, the commission allocated funds for the Soup Kitchen at St. Paul's Cathedral, and for bread sold by Mass Coalition for the Homeless.

Respectfully Submitted,

Barbara & Arthur Walker

2010 Report **Music Director**

In my seventeenth year as your Music Director, and I can bear witness to the fact that Trinity church is as vibrant and as healthy as ever and continues to be an exciting place to share music ministry with all of you good people, and our inspired Rector as well as the gifted, hardworking and congenial clergy and staff. In my annual report I will cover the following areas of my work as your parish musician: *Choirs, Other musicians, The Main Church organ, Other musical instruments, Music Events and Outside Musical groups*. I look forward to future years of sharing a productive, working ministry with all of you.

Choirs

At the end of this report please I present a list of all choir members. These people are filled with vigor and enthusiasm for learning and growing, as we journey together 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 also committed and wonderful to work with. The Royal School of Church Music program continues to challenge and direct the musical growth of our Youth.

This past December, I, again, worked with a group of Kindergarteners and first-graders to prepare the youngest and largest ever **Cherub Choir** to sing in the Pageant in the 3:30 service Christmas Eve. This group of young people holds wonderful promise for the future!

This year's **Junior Choir** consists of 4 of the most talented and energetic young people in recent Junior Choir memory! I am hoping to have the group expand next year by adding new second graders and have these then third graders mentor them. If you know someone in the second or third grade, who wants to learn how to sing, and how to find his or her way through our service, connect them with me. It is also not too early for first graders to start thinking about next year! Parents please ask me questions!

We have 6 dedicated and very talented singers 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 sang Choral Evensong services in June, and December, here in our Chapel, and spent an overnight at my lake cabin. Because the group is small, we count heavily on each singer but, if we could add a few more singers to the group, we could do more things, with a little less stress for each one. Now, perhaps we can find some more young people grades 5-10 to be involved in this musical leadership in worship? The Youth Choir will again end its academic year, with a service of Choral Evensong on June 5.

The Parish Choir continues to experience musical growth, and we have again 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 to review and polish music before the service. On All Saints Sunday in November they sang Bach Cantata 106 and Choral Evensong for one of the largest congregations we've had. 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. 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!

Other Musicians

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: Chris Hawes and Sally McInnis, a violinist: Peter Dabos, 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

As I write this report, the organ is undergoing a repair to stop the ever louder hissing, and to keep its wind supply working. While this instrument, surprisingly, continues to function, despite the worn leathers throughout, from time to time things cease proper functioning, yet sometimes resolve themselves, but clearly we are on borrowed time. In addition to leaky reservoirs, 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. This matter has been under discussion since before I came to work here in 1994, and the DIS Master Plan calls for replacing the instrument. Many things need to be determined before a decision can be made as to what our new organ should be and 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 many years to implement, even after we have decided on a course, and the sooner we get on with this the better.

Other Musical Instruments

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. 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, especially considering there are issues with the organ chamber and any possible construction of the Parish Hall facility. 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.

Music Events

In addition to the music at our Sunday Liturgies and Festival Services, the Music Program supports other music events as well, from concerts to workshops and other events. 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*. All three Choirs sang a *Service of Lessons and Carols* on January 2 and In October we had a rousing *Hymn Sing and Pie Party*. As I write this I am preparing for the annual *Parish Wide Recital*, and next month, I will lead another *Introduction to the Organ* session. Still to come this spring, on March 6, The Parish Choir will sing *Choral Evensong*, with a *Prelude Recital* before, and the Youth Choir will again sing *Choral Evensong* on June 5 to end their season. I am still working out details for a special musical event on May 15. 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 Concord Women's Chorus rehearses here every Tuesday morning and performs concerts here. The Concord Chorus sometimes sings concerts here. "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, 2011

Listed alphabetically * Denotes new since last year

Junior Choir Members

* Sam Morris-Kliment * Ainsleigh Powers
* Sebastien Najinski * Sadie Webster

Youth Choir Members

Rebecca Feist William Stone
Trey Powers Jorie Van Nest
Sarah Stone Brooke Venkitachalam

Parish Choir members

Sopranos

Karyn Barry
Beverley Baxter
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
* Peter Dabos
Mike Farny
John Gunnarson
Andrew Hawes
Paul Henderson
* William Leonard
Wright Salisbury
Arthur Walker
Elliott Wilbur

2010 Report **Lay Eucharistic Visitors**

At Trinity Lay Eucharistic Ministers serve in two roles. We assist the clergy with prayers and as chalice bearers at Sunday services, at some funerals and at other special services. We are also Lay Eucharistic Visitors taking Eucharist from the services to parishioners who are unable to get to church. There are currently eighteen of us (Charlie Atherton, Liz Barris, Tracy Barron, Walter Birge, Gaylord Brynolfson, Suzette Ciancio, Lee Daniel, Wini Ferguson, John Lewis, Catherine Mann, Emily Moss, Jenn Newbold, Jay Powers, Ernie Steward, Deborah Stoessel, Merrie Thorpe, Jan Turnquist, and Jini Vockel), all trained and licensed by the Diocese of Massachusetts.

During this past year we have made approximately ninety 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 containing the same bread and wine consecrated for the service). We visit parishioners in their homes, in nursing homes and in the hospital.

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 like a communion visit. You can reach us through the church office.

Respectfully submitted,

Ernie Steward

2010 Report **Trinity Ushers**

The Trinity Ushers continue to provide coverage at regular and special church services. There are currently 30 ushers; 10 of the ushers serve at the 8 AM services. On the first Sunday of the month, we are aided by members of the Trinity Youth Group, who are ushering as a service project. With a normal rotation of assignments, each person serves about once every 4 weeks.

During 2010, 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 (4th 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



2010 Report

Funeral Reception Committee

2010 was a relatively quiet year for the committee. There were six receptions following the funerals of: Sally Dallas, Barbara Edgar, Walter Hartel, Bunny Old, Susan Forrester and Ruth Mullaney.

Our committee has twenty members and we meet only when there is a reception. We divide into two teams with 4-6 members before the service to prepare the food and set up for the reception and the same for after the service to serve at the reception and clean up. This arrangement seems to work well for our volunteer staff. An extra reward for us is the thanks we receive from the families we serve. As always we are blessed and thankful to have Ted Hull as our stalwart sexton, who is of great assistance.

Towards the end of the year, the leadership changed; Joan Kaufman stepped down as chair and Deborah Stoessel stepped in. We are all grateful and appreciative of Joan's excellent leadership for the past five years.

This is an important ministry for Trinity and we are well supported by the clergy and Vestry for the work that we do. Thank you all for your ongoing support.

Respectfully submitted,

Deborah Stoessel



2010 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 will, estate or other bequest. As of December 2010, there are 68 members in the Society.

Two noteworthy events occurred in 2010. First, the vestry created the Trinity Alive! Fund which, among other benefits, now provides the Bishop Paddock Cornerstone Society with a complementary funding instrument to receive unrestricted contributions. While Trinity is very appreciative of any gifts it receives through the Bishop Paddock Cornerstone Society, the Trinity Alive! Fund seeks to highlight and take advantage of the significant benefits that accrue to our church when any legacy gifts or other contributions are given to Trinity without restrictions.

Unrestricted bequests and other donations provide Trinity with many advantages, including providing our church with maximum flexibility to manage the long-term objectives of Trinity without the many legal, accounting and other complexities that donor restrictions often impose.

Second, the vestry recognized the importance of the Bishop Paddock Cornerstone Society to Trinity by underwriting a special luncheon to honor members of the Society. This well-attended event was held on December 6th at Dalya's Restaurant in Bedford and featured a very interesting speech by Professor John McDargh from Boston College.

The vestry, clergy and other leadership at Trinity really appreciate the thoughtful generosity of all those who have joined the Bishop Paddock Cornerstone Society in order to help the future ministry of our church. Members do not need to disclose any details of their bequest and there are no minimum requirements to become a member in the Society. We urge anyone interested in joining the Bishop Paddock Cornerstone Society 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



2010 Report Technology Committee

Our staff's computers are still running well, and we keep our fingers crossed that none will break.

Trinity's wireless network was upgraded to provide 802.11N speeds (nominally 150 MBS) and better coverage throughout the offices/library/parish hall (look for the network "Trinity") and in the undercroft rooms (look for the network "Undercroft"). Both networks have passwords. Contact John Woodward (978-369-8317 or jplw AT theWoodwards.us) if you need the password.

Nick formed a website task force that redesigned Trinity's web site. Marc Ulbaldino chaired the task force, which consisted of Colby Anderson,Carolynn Luby, Debbie Scarff, and John Woodward.

The new web site has a fresh look and the following features:

1. Every page on the site has navigation menus at the top that allow you to reach throughout the site.
2. These navigation menus are the same as the new site map, which you can more easily read here (or use the link at the bottom of each page).
3. Just hover your mouse of **Announcements** to see the latest announcements, or click on one for more information (if available).
4. Some content appears in multiples places on purpose, such as **The Window**, which appears under **Announcements** and **Activities**, and **Programs (Commissions)** which appears under **About Trinity** and **Activities**.
5. The bottom on each page contains additional useful links, including a new search function that allows you to search the site, a way to upload photos for use on the site, instructions for how to submit content, a feedback form, and driving directions.
6. Also new on the site is an online discussion forum available under **Resources**. This forum can be updated by registered members (you register at the forum itself) and viewed by guests. It can be used for general discussions of topics of interest to parishioners and friends of Trinity. In addition, Church Groups can set up their own section of the forum restricted to their members (see instructions in the forum).

You are encouraged to submit feedback, photos, or other content for the site!

Respectfully submitted,

John Woodward

The screenshot shows the homepage of Trinity Episcopal Church. At the top, it displays the church's name, address (81 Elm St., Concord, MA), and phone number (978.369.3715). A navigation menu includes links for Home, Announcements, About Trinity, Worship, Education, Activities, Outreach, Photos, Forms, Resources, Newcomers, and Contact Us. The main content area features a large 'Welcome' banner with a background image of a stained glass window and a candle. To the right of the banner is a 'Welcome to Trinity Church!' message from the Rev. Tony Buquor, Rector, and a list of Sunday services and school programs. At the bottom, there are icons for accessibility (wheelchair and hearing aid) and a note about contacting the church via email or phone. The footer contains links for Driving Directions, Search, Submit Content, Upload Photos, Site Map, Feedback, and Contact Us.

TRINITY EPISCOPAL CHURCH
81 ELM ST. CONCORD, MA. 978.369.3715

Home Announcements About Trinity Worship Education Activities Outreach Photos Forms Resources Newcomers Contact Us

Welcome

Welcome to Trinity Church! Trinity is a vibrant and active Christian community in historic Concord, Massachusetts. We offer opportunities for worship, spiritual growth and service through the many ministries represented on this website. Trinity is an Episcopal Church, but we have many members who come from other traditions as well. We hope you will take a few moments to explore our website to learn more about us, but most of all, we invite you to come and see. All are welcome! Tony +
The Rev. Tony Buquor, Rector

Sunday Services: 8:00 AM Rite I/II Eucharist (alternating), no music
10:00 AM Rite II Eucharist, full choir, family service

Sunday School: 10:00 AM ages 4-18 with Godly Play and J2A Programs

Nursery facility: 9:00 AM – 12:00 PM with professional child care provider

Coffee hour follows both services. Click here for other services.

If you want us to contact you with information about Trinity, please call, email trinity@trinityconcord.org, or fill out our request form online. If you want us to email you about special events and services at Trinity, or email you the weekly service bulletin insert or the monthly newsletter (The Window), please use this form to sign up. (Hover your mouse over the photos to pause the slideshow, or over the icons to the left for more information.)

Driving Directions | Search | Submit Content | Upload Photos | Site Map | Feedback | Contact Us

2010 Report

Stewardship Commission

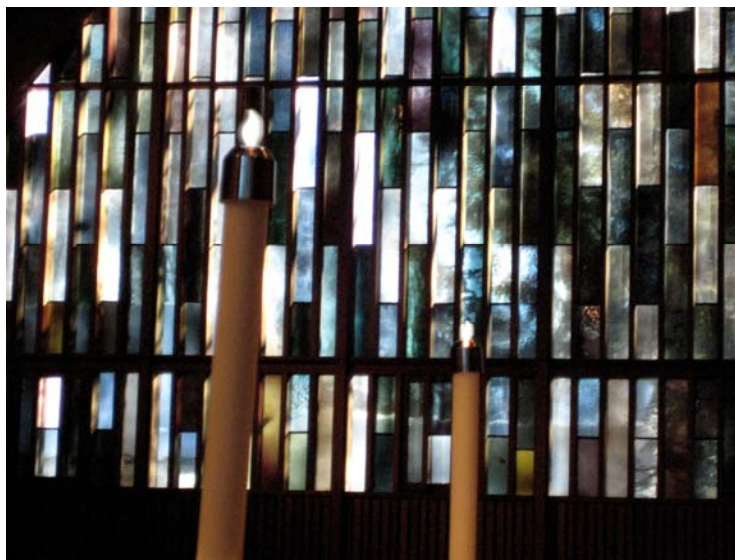
The slogan of the 2011 Pledge Drive was “Keep Our Light Shining”, referring both to the literal lights, heating oil, staff people, and everything else required to operate a large church like Trinity, and to the figurative light that shines from us, individually and collectively, as we seek to live Christian lives. Our goal was to enable Trinity to have a balanced budget that maintained our current activities and added additional funding for hiring a Church School Director.

The Pledge Drive was very successful. We met our goal! Here are some numbers (as of January 22, 2011):

- 278 pledges (compared to 271 last year)
- 21 first-time pledges
- Total pledges of \$682,570 (up from \$643,387 last year)

The entire parish is to be congratulated for its generosity and its show of faith in reaching this wonderful outcome.

John Anderson
Wini Ferguson
John Lewis
Janine Penfield
Debbie Scarff
Larry Scarff
Kim Smith
Deborah Stoessel



KEEP OUR LIGHT SHINING

October 3—pledge packets distributed

October 17—pledge cards collected

2010 Report
Church Finance and Investments Report

The Vestry steered a very careful course this year, electing (among other things) to eliminate the part-time Church School Director position early in the year to balance the budget. The Vestry and Finance Committee then watched carefully to see if the projected revenues would materialize. Pledges actually came in ahead of budget for the year by about \$10,000, and the Easter, Thanksgiving, and Christmas offerings added another \$13,000. These unbudgeted revenues largely compensated for shortfalls in plate offerings and special gifts resulting in revenues exceeding budget by \$3,000. Careful cost control throughout kept expenses below budget, and produced net revenues of about \$8,000, a very welcome result following a couple of difficult years in 2008 and 2009.

On the investment side, the Parish's invested funds performed well. The Permanently Restricted Funds returned 12.3% for the year. U.S. Growth Equities and Emerging Markets Equities performed best with annual returns of 19.2% and 18.8% respectively, and all asset classes except bonds produced double-digit returns. The Temporarily Restricted funds, which had been separated from the Permanently Restricted funds and invested in two balanced mutual funds, the Oakmark Equity & Income Fund and the Vanguard Wellington Fund in 2009, returned 10.3% for the year. Both funds invest primarily in U.S. stocks and bonds approximately in the proportion of 60-65% stocks and 30-35% bonds.

At its final meeting of the year, the Finance Committee considered the upcoming construction project and related fundraising campaign. The Committee reflected on how challenged we have been over the years to maintain our physical plant, and what the financial implications would be for maintenance of an even larger new parish hall. On the theory that good stewardship means having the funds to be able to maintain properly whatever is built, the Finance Committee recommended that the Vestry raise an amount equal to 5% of the project cost to be applied to the Maintenance Fund for future upkeep of the new facilities.

Finally, I would like to thank Bob Krumme, Treasurer for his extraordinary effort during the past year. Bob has worked very hard to rationalize and document the various funds that appear on the Trinity balance sheet, and guided the Parish through a very choppy year to a successful conclusion. 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, Jared Keyes, Jay Luby, Robin Norton, and Jack Roberts.

Respectfully submitted,

Sandy Smith, Chairman

2010 Report **Treasurer**

Revenues -- 2010 was planned as a year of caution given Trinity's deficit results in the prior three years. In the end, we can count our blessings, with net revenues exceeding expenses by \$8,000. Revenues from pledges and other designated giving were consistently strong throughout the year, ending more than \$10,000 above budget. On the other hand, Plate revenue continued its steady decline, perhaps due to recent changes in IRS rules disallowing even small cash deductions without documentary support. Special Gifts category also missed budget by more than \$18,000. (In 2009, this revenue category missed budget by more than \$25,000). New thinking is being brought to bear on this category of revenue. Fortunately, holiday giving, the Institutional Funds draw, and Miscellaneous revenue helped make up the difference with Total Revenues ending \$3,000 better than budget.

Expenses -- Commissions and others responsible for budgetary lines did a particularly good job managing expenses in 2010. Although property maintenance was high, large savings came from reduced oil costs, deferral of some maintenance items due to scheduling reasons and at least some savings against budget from almost all disciplines. Expense management resulted in a positive variance against budget of more than \$7,000 making it a larger contributor than the revenue side to the positive total results as against budget. Although accounted for in the 2010 budget, elimination of the Sunday School Director position also played a major role in the positive results. It is worth noting each year the sizable portion of budget devoted to human capital -- salaries and benefits represented 61% of Total Parish Expenses.

2011 Budget Overview -- Given continued weakness in the economy, a flat budget was requested of Commissions and other budget units to achieve a balanced budget for 2011. However, decline in the Special Gifts category which also supports yearly operating infrastructure needed to be addressed and budgeted at a lower more realistic level. Given the significant growth in the Sunday School and young families there was also strong support for re-staffing the Sunday School Director position. These two factors motivated the Stewardship Committee to set a pledge goal of 8% increase, first to stabilize the ongoing Church operating infrastructure with pledge revenue covering some of the Special Gifts shortfall, and second to bring back staff support for one of the fastest growing parts of Parish life. Response has been heartening. Pledges are expected up more than 6% over last year's budget number. The Vestry has made progress in reprioritizing the Institutional Funds draw to support Parish priorities and in using the General Fund to provide stability for the Parish staff infrastructure.

Operating expenses do remain flat as against last year's plan other than salaries and benefits which in 2011 are projected to comprise 63% of Total Parish Expenses. The salary increase for lay employees is 3%, but with delayed implementation to 15 months from last increase date and with announced intention of rates remaining in place for 18 months. The Vestry is very conscious of salary reductions and freezes occurring in both private and public sectors, but felt this recommended approach from the Personnel Committee would have the least negative impact on our outstanding staff, while addressing employment market conditions. 2010 results increased operating surplus to about \$27,000. The 2011 proposed balanced budget gives some assurance the increased personnel infrastructure can be supported through 2012 and beyond.

Respectfully submitted, Robert D. Krumme, Treasurer

	FY09	FY10	FY11
	Actual	Estimate	Budget
1			682,570
2			-21,160
3			34,129
4	602,606	660,706	695,539
5	0	0	5,609
6	4,156	3,415	4,000
7	26,659	28,301	25,000
8	20,671	2,715	0
9	31,535	21,901	24,000
10	685,627	717,038	754,148
11	25,788	25,024	28,504
12	100	140	225
13	0	0	0
14	25,888	25,164	28,729
15	4,610	6,840	4,500
16	-1,696	-18	0
17	11,072	11,392	11,000
18	13,986	18,214	15,500
19	725,501	760,416	798,377

		FY09	FY10	FY11
		Actual	Estimate	Budget
	Expenses			
	Commissions			
	Worship Commission			
1	1 - 500100 - Worship Materials	1,376	1,895	1,300
2	1 - 500105 - Alter Guild	1,016	811	1,000
3	1 - 500110 - Lay Eucharistic Ministers	0	0	50
4	1 - 500115 - Continuing Ed. - Clergy	155	159	275
5	1 - 500120 - Clergy Reimb. Expenses	655	1,070	800
6	1 - 500420 - Theological Education	2,500	2,500	2,500
7	1 - 500107 - Funeral Reception Committee	0	178	500
8	Total Worship Commission	5,702	6,613	6,425
	Music			
1	1 - 500200 - Choir Library	504	80	400
2	1 - 500205 - Equipment & Supplies	322	290	250
3	1 - 500210 - Organ & Piano Maintenance	840	325	1,500
4	1 - 500215 - Extra Musicians	2,300	2,700	2,700
5	1 - 500220 - Music Director Expenses	28	51	50
6	Total Music	3,994	3,446	4,900

	FY09	FY10	FY11	
	Actual	Estimate	Budget	
1	1 - 500300 - School Supplies	193	96	370
2	1 - 500305 - Curriculum	741	397	650
3	1 - 500310 - Nursery	18	0	60
4	1 - 500315 - Books	58	0	250
5	1 - 500320 - Events	806	609	1,000
6	1 - 500325 - Furniture Replacement	21	0	100
7	1 - 500330 - Cont. Ed- Christian Ed.	292	0	300
8	1 - 500515 - Young Families	0	0	75
9	Total Church School	2,129	1,102	2,805
1	1 - 500350 - Youth Program	485	326	500
2	1 - 500355 - Youth Group	184	20	200
3	1 - 500360 - Adult Program	330	0	160
4	1 - 500370 - Confirmation	21	401	300
5	1 - 500380 - Forum	875	1,500	750
6	Total Youth & Adult Education	1,895	2,247	1,910
7	Total Christian Education Commission	4,024	3,349	4,715

		FY09	FY10	FY11
		Actual	Estimate	Budget
	Social Ministry			
1	1 - 500400 - Food/Hunger	1,327	1,288	1,252
2	1 - 500405 - Families/Children/Youth/Ed	2,900	2,898	2,900
3	1 - 500410 - Peace/Justice/Human Rights	2,250	2,200	2,250
4	1 - 500415 - Mission	3,739	5,900	5,400
5	1 - 500417 - Aids in Africa	2,500	2,500	0
6	1 - 500421 - Deanery		576	4,000
7	1 - 500435 - Fayre/Auction Social Outreach	4,750	5,450	4,700
8	1 - 500440 - Fayre/Auction Expense	936	484	507
9	1 - 501300 - Diocesan Assessment	91,024	89,178	92,039
10	Total Social Ministry	109,426	110,474	113,048
	Fellowship Ministry			
1	1 - 500500 - Fellowship	2,416	2,953	2,500
3	1 - 500505 - Parish Life	-42	0	0
4	1 - 500507 - Fellowship Dinners	0	0	100
5	1 - 500510 - Pastoral Care	578	611	850
6	1 - 500520 - Newcomers	47	56	120
7	Total Fellowship Commission	2,999	3,620	3,570

	FY09	FY10	FY11	
	Actual	Estimate	Budget	
	Stewardship Commission			
1	1 - 500600 - Printed Materials	1,415	553	1,500
2	1 - 500605 - Stewardship Postage	220	389	260
3	1 - 500610 - Hospitality & Conferences	0	0	0
4	1 - 500615 - Supplies/Ecology	58	0	60
5	1 - 500630 - Bishop Paddock Society		2,340	50
6	Total Stewardship Commission	1,693	3,282	1,870
	Property Commission			
1	1 - 500700 - Elm St. Repairs & Maint.	7,565	14,578	8,000
2	1 - 500705 - Elm St. R&M-Heating & A/C	0	419	1,000
3	1 - 500710 - Elm S. R&M - Electric	551	0	1,000
4	1 - 500711 - Elm St. Heating/Maint. Contracts	1,214	1,214	1,400
5	1 - 500717 - River St. House Water/Electric	154	140	200
6	1 - 500718 - River St. House - Maintenance	70	0	0
7	1 - 500720 - Elevator Maintenance	2,226	2,461	2,000
8	1 - 500725 - Landscaping & Lawns	1,651	1,563	2,000
9	1 - 500726 - Snow Plowing	1,800	2,160	3,000
10	1 - 500730 - Merryman Repairs	0	381	100
11	1 - 500735 - Oil - Elm Street	39,125	28,189	35,000
12	1 - 500740 - Gas - Elm Street	485	476	750
13	1 - 500745 - Electric - Elm Street	11,612	13,123	12,000
14	1 - 500750 - Water - Elm Street	2,689	2,138	2,500
15	Total Property Commission	69,142	66,842	68,950

	FY09	FY10	FY11	
	Actual	Estimate	Budget	
1	Administration & Finance			
2	1 - 500800 - Vestry Expense	884	-551	1,100
3	1 - 500805 - Continuing Ed. - Non-Clergy	153	242	300
4	1 - 500810 - Housekeeping	1,632	1,322	1,600
5	1 - 500815 - Insurance	12,815	17,423	14,000
6	1 - 500820 - Telephone & Communications	3,277	3,315	3,000
7	1 - 500825 - Office Postage	2,245	2,223	2,500
8	1 - 500830 - Printing	133	136	400
9	1 - 500835 - Office Supplies	2,555	2,271	2,750
10	1 - 500845 - Computer Supplies	582	190	300
11	1 - 500850 - Maintenance Contracts	2,673	2,539	2,500
12	1 - 500855 - Equip. Repairs & Maintenance	7,227	6,842	7,500
13	1 - 500860 - Technology	216	215	250
14	1 - 500865 - Payroll Service	1,707	1,800	1,700
15	1 - 501400 - Audit/Review Expense	3,300	6,250	3,900
16	1 - 500870 - Treasurer Expense	754	463	500
17	1 - 500875 - Miscellaneous Office Expense	107	132	125
18	Total Administration & Finance	40,260	44,812	42,425

	FY09	FY10	FY11
	Actual	Estimate	Budget
Salaries & Benefits			
Salaries			
1 Total Clergy Salary	174,722	182,372	191,446
2 Total Non-Clergy Salaries	191,685	177,987	204,740
3 Total Salaries	366,407	360,359	396,186
Benefits			
1 1 - 501200 - Social Security (6.2%)	11,699	10,889	12,570
2 1 - 501205 - Medicare (1.45%)	2,736	2,547	2,940
3 1 - 501210 - Clergy Pension	31,450	32,946	34,460
4 1 - 501215 - Staff Pension	10,773	12,961	13,469
5 1 - 501220 - Medical & Dental	33,021	42,207	44,849
6 Total Benefits	89,679	101,550	108,288
7 Total Salaries & Benefits	456,086	461,909	504,474
Addition to Maintenance Reserve			
1 1 - 501600 - Addition to Maint. Reserve	40,000	45,000	45,000
2 1 - 501605 - Technology Reserve	0	3,000	3,000
3 Total Non-Commission/Salary & Benefit	40,000	48,000	48,000
4 Total Parish Expenses	733,326	752,347	798,377

	FY09	FY10	FY11	
	Actual	Estimate	Budget	
5	Total Operating Revenues	725,501	760,416	798,377
6	Operating Surplus (Loss)	-7,825	8,069	0
7	Non-Operating Transfers & Prior Years' Surpluses/Losses:			
8	Surpluses - (Losses) from Prior Years			
9	Surpluses - (Losses)	27,022	19,197	27,266
10	Total Surpluses - (Losses) from Prior Years	27,022	19,197	27,266
11	Total Non-Operating Adjustments	27,022	19,197	27,266
12	Net Surplus from Prior Years (Loss)	19,197	27,266	27,266