

Trinity Episcopal Church

Concord, Massachusetts

Parish Profile 2026

Prepared by the Search Committee



Who We Are

Trinity Concord is a vibrant Episcopal parish serving historic Concord, Massachusetts, and neighboring towns.

Having recently completed a comprehensive strategic planning initiative, as we approach our 150th anniversary, we are excited to call **our next Rector**.

With a robust financial position (including two recent highly successful capital campaigns), we are well-positioned to focus on key areas such as youth ministry, outreach, worship, and parish care.

Our strong parish staff includes an associate rector, a youth minister, a music director, and an administrative team. Trinity's campus includes two worship spaces – a traditional chapel and a larger, modern sanctuary – a new parish hall, and classrooms and meeting rooms, as well as a lovely, renovated rectory.

We strive for multiple entry points to our community across the life stages: from funded nursery to Sunday School, youth group, and adult spiritual formation, to a plethora of outreach ministries that engage with the broader community.

Who We Wish To Be

Our Vision statement was refined in 2025, as part of our Vision 150 planning process to prepare for Trinity's upcoming 150th anniversary:

> ***Trinity Concord will be a welcoming, inclusive community of faith grounded in the Episcopal tradition that looks to the future where Christ's transformational love inspires every generation to care for one another and serve the wider world.***



Through a parish-wide survey and guided discussion, we have chosen 4 areas of priority for the coming years:

Welcome

Encourage all parishioners and clergy to greet and engage with new and current members of the church community, ensuring every person feels welcome.

Clarity of Identity

Committing to a journey of learning and understanding together in what it means to be Episcopalians at Trinity in today's world.

Attracting and Adapting for Families

Making worship and the Sunday experience more accessible and assessing the needs of newcomers to welcome them into the life of the parish.

Trust Building and Conflict Management

Building trust through deepening of relationships to then be able to address conflict in a healthy and constructive manner.



Who We Seek

We prayerfully seek our 13th Rector to continue our ministries and guide the church into the future.

Above all, our next Rector will have **a deep personal faith in Jesus Christ**, and a **passion for the gospel's importance** for the church and wider world.

As a diverse, multi-generational parish, we seek someone whose gifts and experience include **devotional leadership**, **preaching**, **community building**, a strong grounding in the **Episcopal worship traditions (including music)**, the ability to **collaborate and engage** with those of differing views, as well as strong **budgetary/financial oversight skills** and demonstrated **experience leading a team**.

Parishioners have emphasized the importance of **personal warmth** and a desire to **work together**. They want to know and support their rector.

How We Will Support Our New Rector

Housing

A beautifully renovated, church-owned rectory on the premises is available for the Rector's use, or alternately a housing fund is maintained to help support the purchase of a home in the community. We welcome a candid conversation about housing needs and preferences.

Solid Financials

Stable pledging enables consistent planning and budgeting.

Robust Staff

An associate rector, music director, and paid childcare providers support ministry, while administrative coordinator, bookkeeper, and sextons support parish administration.

Strong Lay Leadership

An active Vestry, a large parish care team, outreach committee chairs, Sunday School teachers and youth group leaders, strategic planning groups, and many other committees are longstanding.

Flexible Worship Spaces

Two very different worship spaces – a traditional chapel and a larger, modern sanctuary – an expansive parish hall, and classrooms, meeting rooms, and a choir room enable a variety of ministries.

How We Worship

Our worship is rooted in the Book of Common Prayer. Trinity is a liturgically "broad" church. The Eucharist, Rite II, is celebrated at both Sunday Services. Whether in the smaller, quietly meditative 8 a.m. service in the chapel or the larger 10 a.m. service with cherished hymns and our beloved choir in the main sanctuary, it is not uncommon to see people visibly moved by the experience or hear them discuss the service afterward.

We also celebrate and welcome all through livestreaming as well as additional services, including our festive Christmas, Palm Sunday, and Easter services, as well as instructed Eucharists, Choral Evensong, Blessing of the Animals, Blessing of the Backpacks, All-In Sundays for youth, and a send-off service for our graduating high school seniors.

Trinity's Rectors and many lay leaders have traditionally interacted with the Diocese of Massachusetts and our area deanery.

Trinity At-A-Glance

Data from 2025-2026

Parishioners

Average Sunday attendance

128 in-person

60 online

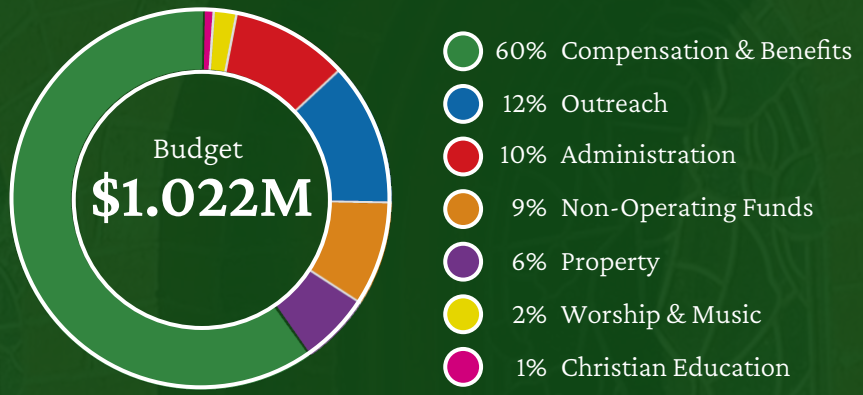
795 adults in good standing

54 youth (under 16)

Rites: 5 Baptisms, 4 Confirmations, 8 Receptions, 15 Burials

Sunday School

30 children and youth enrolled across offerings including Nursery with paid staff, Godly Play (grades K-2), Grades 3-5 classroom, and Youth group.



Pledging

146 pledging units

$648,518 total pledges

$4,442 average pledge

Clergy and Staff

2 full-time clergy

2 full-time lay staff

5 part-time lay staff

Our Ministries

Our ministries fall into three interconnected areas, each reflecting a different dimension of what it means to follow Jesus in community. Recent capital campaigns focused on youth group support and outreach.

Faith Formation

From the youngest children in Sunday School to adults exploring scripture and theology, faith formation at Trinity offers programs for every stage of the spiritual journey. Our goal is to help every person grow in their understanding of God, the Episcopal tradition, and what it means to live a life of faith.

- Children's Sunday School and nursery care
- Youth Group and Confirmation
- Adult Sunday Forums
- Bible Study and small groups

Outreach Ministry

Trinity's outreach ministry puts our faith to work in the world — locally in Concord and beyond, across New England through the Diocese, and globally through partnerships that span continents. We believe that loving our neighbor is not an option but a calling.

- Gaining Ground and Open Table (local services)
- Habitat for Humanity
- Concord Prison Outreach
- Maranyundo Girls School (Rwanda)

Fellowship

Community is built one shared meal, one conversation, and one celebration at a time. Trinity's fellowship programs bring the parish together throughout the year, creating the bonds of friendship that make this congregation a true family.

- Sunday coffee hour after each service
- Epiphany Dinner and Shrove Tuesday Supper
- Summer BBQs and parish cookouts
- Art gallery in the parish hall

Our Ministries

















Our Community

We intentionally welcome all and seek to deepen the connections between those already at Trinity, beyond worship services. This takes many forms, from pancake suppers to anniversary celebrations during coffee hour to volunteering together with one of our community partners. The parish care team and Outreach Committee are the largest lay-led groups.





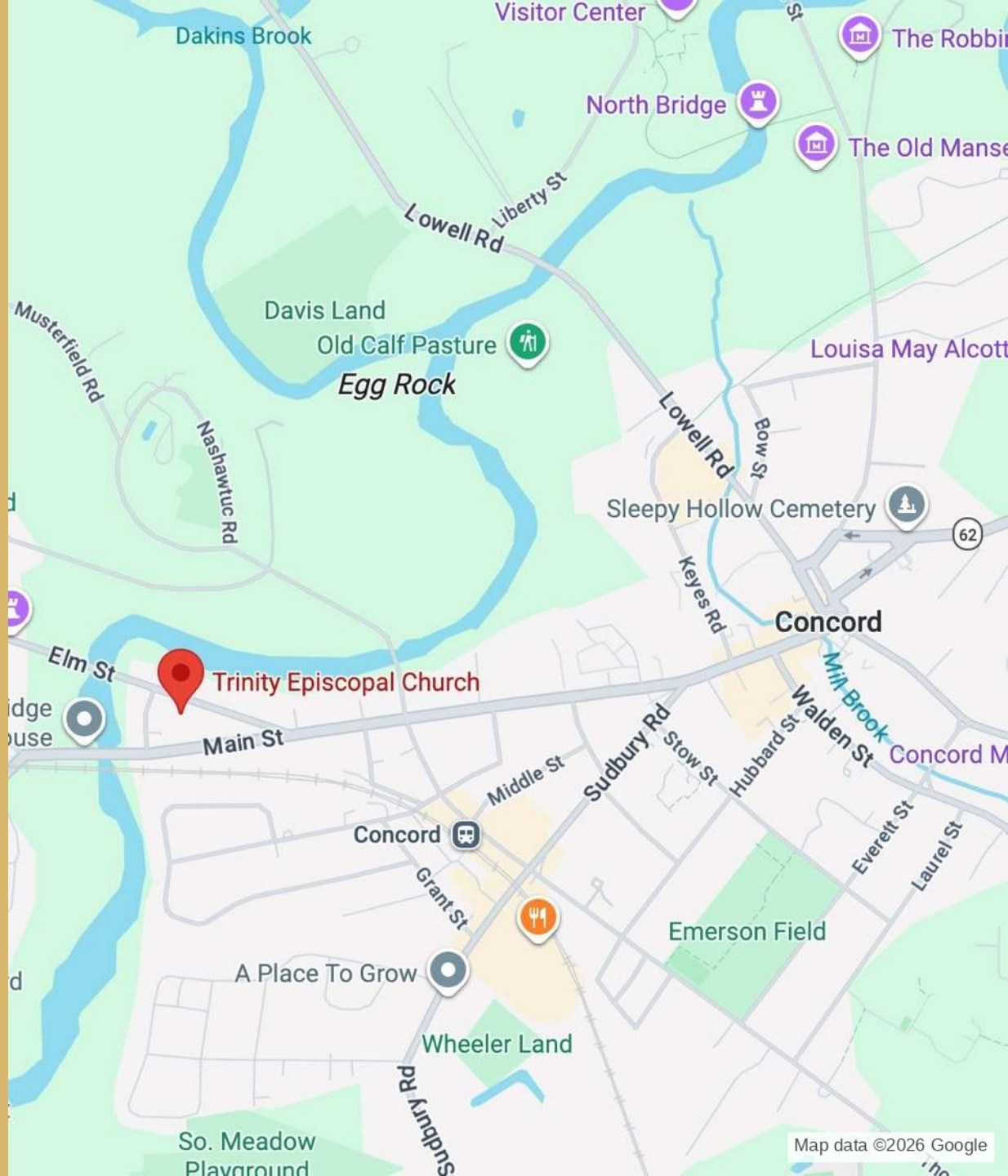


Trinity in Concord

Our church is located in historic Concord, Massachusetts, 20 miles west of Boston. Concord offers public rail transportation into Boston, access to Logan Airport, one of the strongest public school systems in the state, leading private schools, top-notch medical care, and significant open space. Concord has been home to numerous notable historic and literary events and figures, from the Revolutionary War's inception at the Old North Bridge to Henry David Thoreau and the Alcott Family.

The annual Patriot's Day Parade, Fourth of July Picnic in the Park, and Ag Day bring the community together to celebrate. The town's commitment to conservation and the preservation of open space and the town's agricultural history mean there are trails to wander, rivers to canoe, farmstands to sample, and museums and historic sites to explore.

Trinity's campus is a short distance from the town center, the train station, Sudbury and Concord Rivers, and walking and biking trails. More information on Concord can be found on the town website and the Concord Bridge newspaper.



Our Campus







Our integrated complex within walking distance of Concord center contains:

- The main sanctuary, a large, modern worship space (dedicated in 1962)
- The chapel, which was the original church (dating to 1882)
- A new parish hall and kitchen (2015)
- Renovated classrooms
- The rectory (completely renovated in 2015)



Trinity Episcopal Church
Concord, Massachusetts

How to Apply

The Search Committee of Trinity Church welcomes interest in our Rector position and is ready to receive letters of intent and resumes. Please submit materials to **search@diomass.org**.