



Trinity Episcopal Church

Annual Report 2019

Annual Meeting: February 9, 2020

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Trinity Episcopal Church Annual Report 2019

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Letter from the Rector



Earlier in this season after Epiphany, we read from the gospel of John the story of Jesus gathering together the band of people who would become his inner circle of disciples. Two men

see Jesus, and almost without knowing why, they leave whatever they were doing and start following along behind. Jesus queries them — what is it that they’re looking for? — and they answer his question with a few of their own. They wonder aloud who Jesus is and where he’s going and what he’s about. Jesus invites them to find out: “Come and see,” he says. And so they do.

Come and see: a three-word job description for being a follower of Jesus Christ.

How is Trinity Episcopal Church in Santa Barbara doing with respect to that job description? The first part of my (admittedly biased) answer is, “quite well.” The second part of my answer is (and always will be), “and we can do more.”

Come and see is not an answer, but an invitation. The Episcopal Church embodies an ethos that invites questions and exploration, rather than offering pat answers about faith and God and how to pursue a committed Christian life. We see that ethos lived out at Trinity as we welcome people from disparate religious backgrounds, and offer different ways to explore, deepen, and live out one’s faith (see the sections in this annual report on worship, formation, justice and community outreach, pastoral care, chil-

dren and youth, and so on). We open our church doors (literally — whenever the office is open, so, too, are our red doors) and share our space: with 12-step programs, community organizing groups, music and arts, and in 2019, Oprah!



Come and see is an approach, an attitude — of being engaged and curious, open to new ideas or approaches. The word I use most often in describing Trinity to people who don’t know or haven’t experienced Trinity is that this is a “game” congregation. We are a people open to discernment, allowing our hearts to be moved and our hands made responsive to the ways God’s Spirit is nudging us to be, more and more, the loving humans we were created to be.

Come and see is about being resilient and adaptable. 2019 was filled both with difficult losses (i.e. the deaths of our Children and Youth Director, Elizabeth Hess, and several other longtime members) and fantastic celebrations (welcoming new staff members Sarah Thomas and James Hapke, witnessing Sarah’s ordinations to the transitional diaconate and priesthood, bringing the extended rector search and transition period to its formal end with the Celebration of

New Ministry in May). Throughout circumstances both sad and joy-filled, volunteers and staff stepped forward, unstintingly, to ensure that Trinity continued to be a place of welcome, inclusion, and generous hospitality.

Come and see is sacramental. Jesus invited the disciples to come and see that he wasn't simply an idea or a concept, but the walking, talking, living incarnation of the boundless and lavish love of God made human. This is why Trinity has set as its mission, making real what we know to be true, not only proclaiming God's grace, love, and compassion but making them visible and tangible in our world.

And we can do more. We face some distinct challenges in 2020: from living into a reality budget that more accurately reflects the costs to fund our ministries and maintain our properties; to facing staff changes (Grey and Carrie Brothers' work in Mexico beginning this summer, the end of James Hapke's time as Interim Director of Children and Youth); to working to make sure that the most vulnerable populations in our community have their voices heard and counted, especially in this critical election year.

What will the year ahead of us bring? Come along, and see. I'm grateful, beyond measure, to be making this way with you.

With love, joy, and gratitude,

*The Rev. Elizabeth
Molitors, Rector*



Letter from the Curate



It feels especially significant writing this curate's report. It is here at Trinity where I first took steps (haltingly at first!) toward the call I had felt since I was a teenager. And here I am, not only

a priest but serving at Trinity. It has come full circle and is a dream come true. This place, your ministries, and your spirits have been a deep part of my formation for many years now. Thank you.

I am also particularly grateful to our rector who stepped in as a mentor during my last months of seminary, and who has opened space for me to stretch my newly ordained wings in a vibrant and healthy parish. I am very lucky, indeed. It isn't a typical thing to be able to serve as a priest in the very parish that raised you up. The Holy Spirit has been up to something, though, and I am enjoying the ride.

Since Trinity has not had a curate on staff for a long time, I'd like to take this opportunity to further clarify my role, as it is different than an associate rector. Whereas an associate is typically responsible for pre-set areas of ministry (ie. christian formation or hospitality), the curate is more of an apprentice-like position, in which I assist the rector in all areas of ministry. It is somewhat similar to a medical residency. By the end of my three years, I will have had hands-on experience in all areas of ministry (liturgical, financial, pastoral care, education, administration, etc.). I am working with Elizabeth to focus on different areas and projects. On my first day on the

job in August, we brainstormed areas of ministry that I will be exploring during my time at Trinity. Life (and death) took care of my first assignment: funerals. In my first few months as curate, we had a funeral almost every week. (I can now say I know how to do funerals.) It was an honor to sit with some of you in grief, in planning, and in remembering.

My first months have mostly been about getting acclimated to this new role, as well as preaching regularly and serving liturgically as a deacon. I have been participating in many meetings with many of Trinity's ministry committees. I have also been planning liturgy with Elizabeth, Grey, and Tom, (a joyously creative endeavor), and coordinating "Living the Questions" after both services on Sunday mornings.

Looking ahead, I will be working with Elizabeth and the adult formation group in creating meaningful liturgy and forums for Lent, as well as taking a look at how we organize pastoral care. In general, I will be assisting Elizabeth in the many hats she wears, helping out as needed. And now that I am ordained as a priest, we can finally share the sacramental responsibilities! I am thankful for her patience in waiting this out.

Additionally, the curate is expected to offer some kind of passion project to Trinity. I am enjoying dreaming up some possibilities!

In joy,

The Rev. Sarah Thomas

Report from the Senior Warden

The story of the Magi resonated with me as I faced the task of writing this report on the Feast of the Epiphany. Trinity, like the Magi, has been on a long journey of transition through what seemed at times very much like a desert. What is also true is that we too were guided by a star throughout the journey – the light of the Holy Spirit guided our next steps and bound us together in faith. We were given real and tangible “outward signs of inward grace” as we continued to come together each Sunday in song and prayer, and as we gathered around God’s table for holy nourishment. With faith, hope, joy and gladness we, too, celebrated a new birth at Trinity as we called Elizabeth Molitors to be our rector at the close of 2018. And thus, a new journey began.

As the vestry met monthly during 2019, “REALITY” (thank you, Kate McDonald) became the on-going theme of our deliberations and discussions. The REALITY theme arose from our reflections on a book Elizabeth asked us to read, *The Art of Gathering: How We Meet and Why It Matters* by Priya Parker. We were challenged and motivated by what the book asked of us as leadership in a time of new ministry. What became clear was that some of what had been placed on the back burner during our time of transition was now in need of a REALITY check. You will notice some of the REALITY changes in the 2020 operating budget as we bring to it line items that had previously been funded in other ways. There was also a REALITY check, which will be reflected in the budget, on how we fund the maintenance of the buildings and grounds and unexpected repairs.

2019 brought some personnel changes as well.

We gave thanks and shared our appreciation for the ministry of The Rev. Laurel Johnston, and after long search and much prayer we were delighted to name James Hapke as our Interim Director of Children and Youth. We were also blessed to offer Sarah Dammann Thomas the position of Curate. Sarah was ordained to the diaconate in May of 2019, and on January 11, 2020 was ordained into the priesthood.

The vestry was saddened by the sudden death of Clark Roof in August. Clark had a way of asking just the right questions during our vestry discussions . . . questions that challenged us and helped us discern rather than decide. His wisdom and great humor are sorely missed.

The “work” of the vestry is accomplished in the shared commitment to ensure that Trinity Church continues to be a community where hospitality is offered to all, solace is given to those who mourn – a place which seeks justice and offers mercy, anoints the sick and is present for those in need and a loving place where children learn of the goodness of God. Together we rejoice in worship and song as we journey toward Bethlehem, guided by the light of the One in whom we live and move and have our being.

As we begin 2020 please be assured that as Tom Bodett says, “We’ll keep the light on for you.”

Melinda Carey
Senior Warden

Report from the Junior Warden

The Buildings and Grounds Committee provides ongoing stewardship of our church campus and the parish rectory. In 2019, in addition to responding to maintenance and repair needs, the committee spent many weeks developing a list of regularly recurring annual maintenance and repair items and expenses which are now included in the 2020 Budget as a line item for these expenses. We know historically that we have recurring costs but they have not been included in previous budgets. This will give us the ability to better manage costs and expenses.

The Buildings and Grounds Committee's physical inspection of our church campus in 2019 helped us develop a comprehensive list of scheduled preventative maintenance items and needed repairs for which we can now plan.

Projects for 2020:

- renovate and update the restrooms in the Parish Hall;
- improve the lighting and security of our campus and buildings;
- ongoing drainage repairs and flood prevention;
- roofing repairs and improvements;
- inspection/treatment/repair of termite and wood-destroying insects;
- electrical upgrades; and
- nurturing of our landscape, repairs to our bike hitching posts, and more.



The Buildings and Grounds Committee welcomes your input, and your solutions. If you'd like to join the committee, please let me know, we'd be delighted to have you!

Steve Thompson

Junior Warden, and Buildings and Grounds Committee Co-Chair

Trinity Staff and Reports



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Worship and Music



Introduction

In 2019, I invited members of the Vestry and Parish Council to read a book together with me, which I hoped would offer some insight into the way we live out our respective leadership roles. The book, [The Art of Gathering: How We Meet and Why It Matters](#), by Priya Parker, turned out to be an incredibly rich resource in thinking through all the ways our church's members gather, including worship on Sunday morning. Parker's first principle in [The Art of Gathering](#) is to determine and articulate, at a deep level, your gathering's purpose. Why are you gathering? Does what you're doing and the way you're doing it reflect/support the beliefs and values that are at the heart of your purpose? This articulating and refining of purpose is at the heart of how we plan each season's, each Sunday's liturgies. Working in collaboration with Sarah Thomas, Grey Brothers, and Tom Joyce, we seek to make choices in both the spoken and sung parts of the liturgy that reflect all the things we believe to be true about God and God's love (i.e. gracious, merciful, inclusive, generous, unconditional, abundant, transforming, enlivening, challenging).

This past year saw us make some fairly substantial changes to our approach to Palm Sunday

and the Triduum services, and in Advent we went completely rogue, introducing a four-part preaching series focused on the four major characters of the Advent story (Mary, Elizabeth, Joseph, and John the Baptist), and reading the same (merged/cobbled-together) gospel each of the four weeks.

Also of note in 2019 is that due to the earthquake retrofit construction going on at All Saints by the Sea, we had the opportunity to bring our congregations together for worship on Ash Wednesday, during the Holy Week Triduum, and Christmas Eve. All Saints also used our sanctuary and parish/guild hall spaces for several funerals.

The Rev. Elizabeth Molitors

Choral and Congregational Music

We made no major changes in our liturgical music over the past year, but maintained our typical variety, drawing primarily from The Hymnal 1982 but also including songs from other worship traditions with new texts in a variety of styles. While Trinity's fine pipe organ was the mainstay of our accompaniment, we also featured other instruments and sometimes sang a cappella. We continue to celebrate Trinity's diversity through the music we sing together. In addition to supporting our communal singing, our all-volunteer Chancel Choir offered music in a variety of styles. While many in the choir have sung together for years, we were delighted to welcome new members, including several who responded to my special invitation to participate through Advent and Christmas. Besides singing regularly for the 10:00 a.m. services through the winter, spring, and fall, the choir sang on other occasions: the Schola (a small, select group) performed a 17th-century Mexican setting of the Passion on Good Friday, and the Chancel Choir sang as usual at the Maundy Thursday, Easter Vigil, Easter Day, late Christmas Eve, and Christmas Day services. Members of the choir sang

also for memorial services for Elizabeth Hess, Clark Roof, and Vern Bengtson.

In addition to choosing music for the liturgy and conducting the choir, I canted regularly and arranged and composed liturgical music. I continued to cultivate individual talent from among the choir; several members offered solos and Andria Bargiel, Brian Bargiel, and Jay Means regularly shared with me the cantorial duties. Several Trinity members beyond the choir also shared their musical gifts. Jane Hahn played flute and canted on a number of occasions. Kate Wallace and Doug Clegg regularly presented music and supported our singing. Our long-time friend, trumpeter Scott Pickering, joined us again at Easter.

It was announced in November that I will be taking a leave of absence from summer 2020 until summer 2021 to work with my wife Carrie in bringing medical services to the Tarahumara people of the Sierra Madre of Mexico.

Grey Brothers
Minister of Choral and
Congregational Music

Keyboard Music



On Sunday mornings, each service has its own unique liturgical and musical scope, but is always guided by seasonal traditions and the readings prescribed by the lectionary. As an organist, it

is enriching to help lead hymnody, sacred song, and service, united with an enthusiastic congregation and our talented choir under the direction of Grey Brothers. Following are some highlights from 2019.

- **Our organ.** The 1905 Murray Harris/1965 Abbott and Sieker pipe organ is an important musical landmark of the Central Coast. Fifty-four ranks of approximately 3,000 pipes are arranged in six divisions. The organ remains mechanically reliable and functions remarkably well for its age. But the many pipes which create the sound suffer from increasing voicing and tuning issues, and are in need of cleaning and restoration. In consultation with Trinity's Organ Restoration Task Force, the decision was made in 2019 to pursue various means for funding this important work.
- **Music at Trinity.** The Sunday afternoon "Music at Trinity" concert series hosts performances from both local and touring professional musicians. Our church provides a beautiful setting, ambience, and acoustic that are greatly enjoyed by musicians and audience members alike. We are glad to continue to offer these concerts to the wider community. The series for 2019 included the Reed College Collegium Musicum, All-Brahms Chamber Music, All-Bach Concert, Organ Concert, Musica Italiana, and Impressionist "Water Music" piano concert. (See the "Music at Trinity" page on our website for artists' names and more information.) Trinity also hosted several major performances from University chamber choirs (Westmont and UCSB) and the Adelfos Ensemble.
- **Steinway baby grand.** Choir rehearsals in the Guild Hall have greatly benefited from the 1918 Steinway 'Model O' baby-grand piano (nicknamed Dorothy) loaned to Trinity in November 2018. Her even tone lends herself well to choral accompaniment and she is in very good shape for her hundredth year.

- **Single-manual harpsichord.** In September, an unusual keyboard instrument was donated to Trinity: a single-manual harpsichord built in the Flemish style. The harpsichord is the keyboard instrument that sounds most like a guitar, and is the precedent of the modern piano. After initial renovations were completed by local harpsichord builder Philip Wilson, the instrument was played for the first time at Trinity on the last Sunday of Advent, December 22, during the morning eucharists.

Thomas Joyce
Minister of Keyboard Music

Children and Youth

Greetings Trinity,

I've been on board as Interim Director of Children and Youth since late October, and the past three months have been very exciting for me!

In early November, Elizabeth hosted an evening meet and greet at the rectory for Youth Group families where we ate and played some get-to-know-me games. Certain pertinent details (including my being afraid of heights and rats, and driving a '95 suburban in high school) were revealed, and a great time was had by all.



Elizabeth also hosted a coffee and pastry get-to-know-me at the rectory for Church School families, where I enjoyed meeting children and parents and felt warmly welcomed into the position and church body as a whole. The youth group went all out for our too-many-cooks-in-the-kitchen Thanksgiving feast where we prepared rosemary rack of the lamb, fried chicken, bacon mac 'n' cheese, and at least three kinds of potato dishes. Many hands make light, albeit explosive, work.

Vanessa Woods hosted the annual youth group Christmas party, where we conducted a "gingerbread house" building contest, won by William Gartrell, and judged by very discerning youth



Shepherd, and getting to know our children and catechists better, so I can effectively support the church school and its network of participants.

Because I am “Interim” Director, I have also started compiling an onboarding packet for whomever takes my place, to help with a smooth transition when the time comes.

James Hapke
Interim Director of Children
and Youth Ministries

group alum. I also won giant bubble wands from our white elephant gift extravaganza. From what I can tell, it’s also tradition that Vanessa makes a lot of amazing food.

After a month of learning songs and three rehearsals, the church school put on the annual Christmas Eve Nativity Play to wide acclaim with the help and expertise of Dorothy Poley, Doug Clegg, and Kate Wallace, among many others.

Now I’m almost three months in and I feel very much at home at Trinity. It has been marvelous to experience the convictions affirmed during Sunday liturgies, and embodied in the day to day systematics of making church happen. Everyone from our core staff to the host of lay ministers, helpers, and volunteers, to the folks I don’t yet know, greeting me after service had made this onboarding season – hectic as it is – pleasant and good. I’m very grateful to everyone for that.

Looking forward, I hope to establish organizing questions around which we can build our projects, service, and conversation in the youth group. I’m thinking about “What is prayer?” and “What do we do now?” I look forward to continued learning about Catechesis of the Good

Communications

I'm one of those people who notices things. And in searching for definitions of what noticing might mean relating to communicating, I came across "becoming aware of something" and "treating something with attention and civility."

In our life at Trinity, we have become more and more aware of the importance of a newcomer—the person not yet through our doors, or perhaps through the doors, but not yet engaged. And I'm noticing how much good, clear communication can enhance our commitments to welcoming the newcomer and growing the congregation.

From my first meeting with Elizabeth Molitors in November of 2018, and into early 2019, we've been in conversation about what my role on Trinity's staff should be—aligning what Trinity needs with what matters to me. Clear communication practices have always been important to me, and it's a good fit with also noticing and paying attention to a newcomer for whom good information about a new parish home would be important.

This new possibility was solidified for me April of 2019, when Elizabeth and I traveled to Denver for an intensive, three-day communications conference put on by a fantastic group called "The Episcopal Communicators." We attended lectures and workshops led by communications experts from the national church, many large dioceses, and other parishes nationwide. That experience provided me with a professional toolkit of best practices that has informed us as we develop new communications materials, both in print and in digital.

We have already made a few changes to our current communications materials, and in 2020, there will be more:

- A website more oriented to the newcomer
- A cleaner layout for our printed liturgy, parish notes and online notes
- A cohesive look for such materials as new ministry brochures, newcomer cards, and registration cards
- An annual report with more compelling figures and images

I am thrilled to be working with Nels Henderson, Kristi Wallace and Elizabeth to develop and launch these important materials. Also in 2020, a Communications Committee will be assembled, to assist in the content creation and publication process.

Betty Wenzel
Director of Communications

Stewardship and Giving

This year's stewardship pledge campaign began with a question: when was a time you were on the receiving end of unexpected generosity? Parishioners were invited to offer their answers in writing or as a personal witness during the five Stewardship Sundays. Thanks to Jennifer Bergquist, Jeannie Christensen, Faye Cox, Nels Henderson, and Betsy Kain for sharing, in person, their moving and poignant stories about unexpected generosity.

This question established the larger context for our annual giving activities, of understanding that we are always on the receiving end of generosity from God. And how are we to respond to that generosity? By letting the world know, in word and action, all we know to be true about this generous God: that God notices us; that God's love is unconditional and abundant; that we are made whole with gratitude; that God is trustworthy, and with God all will be well. Sermons during the season focused on these truths, and images representing these concepts decorated the church sanctuary.

We kicked off our fall pledge campaign with a rousing chili cook-off (prize winners got to select hymns for Sunday worship) and wrapped it up with the pledge in-gathering event, featuring chuck wagon food and a pie bake-off (same prizes!). Everyone who attended the in-gathering went home with a box of miniature pies baked by the staff, representing the abundance of God ("five people, two pies").

The whole campaign and the surrounding events reflected the nature of Trinity: lively, engaged, participative, and open to thinking about an important topic – funding our church's worship and ministries.

The Rev. Elizabeth Molitors



Clergy Pastoral Care

Pastoral care is ultimately the responsibility of each of us, both within our Trinity community and in the world. Caring for one another is a vital part of our communal duties, and ordained clergy can fill special roles in this important ministry. We are trained to work in difficult “crisis moments” and are able to navigate complex places like hospitals better than most people. Elizabeth Molitors, as the Trinity rector, sees this as an important part of her mission. As such, it often requires another set of hands and that is where I come in. Some days those calls to Trinity are routed to me, and I take it from there.

Like all churches, we are on the front lines when people in need have nowhere else to turn. While our resources are woefully inadequate to meet all the legitimate needs that come to us, we do respond. Meals, clothes, the occasional emergency hotel room, dealing with Social Services employees (and even an auto “detail”) have been a part of my story in 2019.

Over the past year, I have also had the opportunity to visit a number of you while you were in Cottage Hospital. I also was honored to share time with friends and their families who were on their way out of this world. While each of our journeys from this life to the next is a true “solo adventure,” there are nonetheless aspects of the adventure that can be shared. Having the waiting angels described for me earlier in the year is just one example of sharing the journey.

This ministry is one of the key blessings of my life at Trinity. Thank you all.

The Rev. Michael Corrigan
Pastoral Associate

Parish Nurse

It has been an honor and a pleasure being the parish nurse at Trinity Episcopal Church for the last 15 years. From the first interview with Mark Asman and Anne Howard, to now being a team player with Elizabeth, Sarah and the entire Trinity staff, I have gotten to know so many in the congregation.

In 2019, with the help of parishioner Joan Bennett, we gave 60 flu shots, and every second Sunday, I continue to be available after both services to answer questions, offer referrals and take blood pressures. The commitment, passion and joy I have witnessed at Trinity continues to inspire me and provides comfort that the world really is filled with wonderful people. I continue to be grateful for my role.

Jan Fadden
Parish Nurse

Councils and Guilds

Adult Formation

Trinity's adult formation council is charged with finding ways to transform the lives of adults in our parish through spiritual, educational, and community building opportunities. From week-day scripture study groups (i.e. Base Community and Education for Ministry/EFM) to book study gatherings (new this past year, a feminist theology book group, organized by R.J. Plummer) to Women's Circle to Contemplative and Centering Prayer to Dinner with Friends (resurrected in 2019; casual gatherings of parishioners over a meal) to special seasonal education offerings (Lent 2019's discussions about the one-earth paradigm introduced by Lee Van Ham at a Saturday workshop) to information for newer members wanting to know more about the Episcopal faith tradition (Episcopal 101).

2019 saw some changes in the council, including Jean Alexander's retirement from her role as the group's longtime chair (thank you, Jean, for your service!). We spent the summer months doing an in-depth review and inventory of adult formation offerings, current and historical, looking for gaps and opportunities. One identified gap/opportunity was an adult education offering on Sunday mornings, after each worship service. Since fall of 2019, we've offered sessions on Living the Questions 2.0 (a video series exploring the theology underpinning progressive Christianity), an exploration of the season of Advent, and the structure and polity of the Episcopal Church.

We continue to seek ways to enliven and deepen the faith of the adults at Trinity, and strengthen the connections between the members of this particular incarnation of the Body of Christ in Santa Barbara.

The Rev. Elizabeth Molitors

Worship



Worship Council ministries support the liturgies of the community in a way that is reflective of the congregation through the theology and traditions of the Episcopal Church. The council co-chairs act in an advisory capacity to the clergy by assisting in the development and planning of liturgy, worship ministries, music, and council events. Among the ministries of the council are acolytes, altar guild, communion bread bakers, flower guild, healing touch ministry, lay Eucharistic ministers, memorial service guild, prayer ministers, readers and intercessors, ushers, and wedding guild.

Worship at Trinity in 2019 felt both renewed and grounded following a period of transition. The liturgies of Holy Week in particular reflected this, with the solemnity of the Triduum punctuated by the popping of champagne corks to proclaim the Resurrection. The joy continued in May with a Celebration of New Ministry as The Rt. Reverend Diane Jardine Bruce, Bishop Suffragan of the Diocese of Los Angeles, officiated at the installation of Elizabeth Molitors as our new rector.

As always, worship at Trinity is dependent upon the many lay ministries mentioned above. A highlight of 2019 was also a glimpse into the future, as we increasingly invited and welcomed the younger members of the parish to fill important roles in our regular Sunday services, where they act as ushers, acolytes, lectors and intercessors. And on Children and Youth Sunday, children from all Atria levels of the church school served in these roles, as well as being choir members and flower arrangers. We even had a young co-presider and a junior sexton, and members of the youth group wowed us with a sermon that was both innovative and insightful.

We are eternally grateful for each and every one of our volunteers, whether they have been serving for decades or for the first time.

David Gartrell and Dodie Little
Co-Chairs

Children and Youth

2019 was a year of deep loss and change. We are grateful for Betty Wenzel, Elizabeth Molitors and Laurel Johnston who supported the catechists and Atrium volunteers, the children, youth and their parents as we grieved the loss of our beloved Elizabeth Hess. It was a time of drawing deeply from the well of our faith and that of those in our community as we navigated without Elizabeth. She was an incredible inspiration to us as we created wonderful memories in her honor.

Activities for 2019 included:

- **Intergenerational Dinner Dance.** In March, our intergenerational gathering was a contra dance which was tremendously healing and joyful as ages eight to eighty-four feasted and frolicked. The donations will be used specifically for activities, such as catechesis training and Vacation Bible School.
- **Easter.** We held our annual Easter egg hunt and distributed a church-school flyer as outreach to visitors, which served to reinforce the missional priorities of children and youth and community outreach.
- **Graduation Sunday.** In June, our high school graduates were presented with Bibles inscribed with personal messages from our supportive parishioners, followed by a BBQ at La Mesa Park. Children who were “moving up” within the church school or into the youth group were also named.
- **Summer Sacred Arts.** The church school children spent time doing crafts and activities while our catechists took a break from their regular Sunday schedule. Thanks to the amazing organization by Vanessa Woods, Andria Bargiel, and Aliza Nizet, the children had their fellowship and worship time while their parents were in church.
- **Fall.** Our Children and Youth visioning retreat at the rectory was a time of reflection on the year and planning the many exciting

back-to-school and Advent activities. We welcomed James Hapke as Interim Director of Children and Youth as well as two new committee members, David Drabik and Robin Hinck. A special thank you to the Selzler family for organizing and hosting Advent wreath making. Also big thanks to Dorothy Poley and James Hapke for their leadership in the children’s Christmas Eve service.



- **Youth Group.** One of the youth group highlights was the Children and Youth celebration service in February where the youth group gave the sermon in a Family Feud format. Many people lent a helping hand to support other youth activities, from hikes to service projects to the highly anticipated Lock In held in March. We are especially grateful to all the mentors who work with our youth and help foster their connection to God, their community, and their world.

Finally, we are grateful to James Hapke, who is the ideal person to be our Interim Director of Children and Youth. Special thanks to Sarah Thomas and the entire interview committee who made finding James possible.

Mary Gibson and Stephanie Perez
Co-Chairs

Justice and Outreach

In 2019, the Justice and Outreach Council (JOC) budget amount was determined by vestry in June 2019. After meeting with the rector, the direction forward was that all 2020 church budget program expenditures, including JOC, must come from pledges, not dividends from the Brackenbury endowment. Next year's JOC funds will be determined after 2020 pledges are in and will be up to 5% of the total pledges. Therefore, JOC could not commit to multi-year funding as in the past.

2019 year in review.

- Created and distributed parish participation survey to determine support and involvement
- Reviewed survey results and formed small study committees
- Invited parishioners to represent Trinity at no-cost and low-cost community events, based on their interest as indicated in the survey
- Chose criteria to be applied for selection of final funding for programs/organizations
- Determined the impact and benefit of one-time funding to a list of potential organizations
- Submitted budget recommendations to the vestry for approval

2019 budget: \$31,744 (+\$4000 reserve).

- 5% of 2018 pledges received – coming from the Brackenbury Fund
- Reserve is used for minor costs and reimbursements per Cami Segna
- Criteria for all funded agencies: parishioner involvement, service to the local community, work toward systemic change and Trinity vestry support

JOC is proud to award grants to organizations whose missions cover issues concerning the environment, health and wellness, homelessness, LGBTQ and social justice issues.

Detail of total funds dispersed in 2019:

- *Historic Ministries:* St. Michaels Campus Ministry: \$2,000 and Transition House: \$1,000 = \$3,000
- *Event Sponsorships:* Environmental Defense Center, LOVE Period, Mental Health Assoc., Unitarian Society Immigrant & Refugee Response Event, Care of Creation visit by Rev. Margaret Bullitt-Jonas, Planned Parenthood = \$2,500
- *Tier 1 Grants (\$3,000 each):* Sustainable Trinity, Sarah House, Showers of Blessing, PFLAG (Parents and Friends of Lesbians and Gays), Immigrant Legal Defense Center, Harding School Foundation = \$18,000
- *Tier 2 Grants (\$1,000 each):* Gaviota Coast Conservancy, Mental Wellness Center, Freedom Warming Center, Santa Barbara Transgender Advocacy Network (SBTAN), and Central Coast Alliance for a Sustainable Economy (CAUSE) = \$5,000

Total funds dispersed: \$ 28,500

Budget for 2019: \$ 31,744

Estimated Carry forward into 2020:

\$ 3,244 (as well as balance of reserves)

Jennifer Bergquist and Art Fisher
Co-Chairs

Welcome and Inclusion

Trinity's Welcome and Inclusion team members serve as greeters at our Sunday worship services, and at many other special services throughout the year. We seek to provide a warm and caring welcome to parish members, visitors, neighbors, tourists and those who might be seeking a new church home.

A first visit to a church can make a lasting impression, so wherever people are on their faith journeys, we want them to feel at home with us at Trinity. We encourage the use of name tags for more personal connecting during and after services.

Coffee Hours take place after both Sunday services, either outside the church on the Labyrinth Lawn, or inside in the Parish Hall. These gatherings provide an excellent way to connect with those we know are with us for the first time, or are relatively new to Trinity. Greeters and other parishioners keep their eyes open for newcomers, to begin conversations and/or to field any questions or comments, or just to lend a helping hand.

Two or three members of the Welcome and Inclusion Committee also staff a Resource Table on Sundays beginning at 10:00. Here newcomers and others can find out more about what's going on in our parish, including upcoming events, seasonal activities and offerings, and about Trinity Church itself. There are often sign-up sheets for these events, as well as for volunteering needs at our church and within the wider Santa Barbara community.

Anne Shaw
Chair

Hospitality

Hospitality is woven into the core of Trinity's values, and made visible each year through the Hospitality Committee's support at most of our major events and gatherings. Our committee provides special coffee hours after Baptisms and Confirmations; cooks meals for leadership retreats and evening parish gatherings; and organizes and often serves refreshments and/or meals for Adult Formation presentations and workshops. We are also the traditional hosts for the breakfasts served at Trinity's Annual Meetings, held in the Parish Hall each February.

2019 was a wonderful and fun year for our committee. We were charged with coordinating the activities following the formal installation of our new rector, Elizabeth Molitors; we helped host the memorable pledge campaign kickoff and in-gathering; we provided food for the attendees at Lee Van Ham's Lenten series, and special coffee hours for three visiting bishops, in addition to the ongoing support activities listed above.

We already have several special activities calendared for 2020, and we warmly welcome new volunteers to help the committee provide the hospitality that brings us all together, and that ensures Trinity's commitments to welcoming newcomers and seeing that our parish grows.

Marisa Brenninkmeyer and Jim Terzian
Co-Chairs

Altar Guild

Members prepare the altar for all celebrations of the Holy Eucharist. Member pairs meet the day before the service to set out the liturgical vessels, candles, linens, wine and bread. They clean and put away the vessels following each service. The Altar Guild welcomes new members, both men and women. It is a behind the scenes spiritual ministry.

Louise Fisher



Children's Garden Guild

Blessed in August 2018, the garden is located at the rear of the children's play area at the north corner of campus. Fruits and vegetables are grown and cared for there by children and adults from our congregation, and the bounty is shared with those in need. We encourage participation!

Dorothy Poley

Communion Bread Baking

A group of parishioners gathers in the Trinity kitchen to prepare and bake the communion bread rounds, which are consecrated at the 10:00 service on Sundays. A very special yet simple recipe is used, which was given to Trinity by the brothers at Mount Calvary Monastery. New members are always welcome.

Louise Fisher

Flower Guild

Our members offer their dedication and creativity to the beauty of the worship at Trinity by shopping for and arranging the flowers for Sunday services. Flower arranging workshops are hosted by the guild, and we always welcome help in with flowering the church for Christmas and Easter.

Jane Forsyth

Kitchen Guild

A group of dedicated members monitor the use and maintenance of the Trinity kitchen through a rotational weekly schedule. Members keep the kitchen looking clean, organized and ready for use by various ministries and events.

Marissa Brenninkmeyer

Audio Guild

This is our newest guild, founded in 2018. Members are trained to monitor the sound system in the church during Sunday services. New members are welcome as Trinity continues to grow this new ministry.

Doug Clegg

Weddings and Funerals

Please contact the Trinity office for further information.

Lay Pastoral Care

Introduction

In the ninth chapter of Luke's gospel, Jesus is reported as sending out the 12 disciples to act in his stead, to cast out demons and heal the sick. Perhaps because that model worked so well, in the tenth chapter, Jesus commissions and sends 72 more followers to heal and teach, going two-by-two into the towns of the region, letting people know that the kingdom of God — the way the world is/can be when we see and act toward one another the same way God sees and acts toward us — has come near. The reign of God, Jesus seems to be saying, when people take care of one another: offering one-on-one prayer, bringing communion to those who can't be at church, making meals for someone recovering from surgery. I invite you to learn about the different ways Trinity's people are making real what we know to be true: that God cares deeply for God's people and wants us to do so, too.

The Rev. Elizabeth Molitors

Helping Hands

In this ministry, we determine what is needed and agree to be need fillers! We step up according to the sorts of abilities God has bestowed on us and according to the opportunities presented. In 2019, we provided help with meals, rides, shopping, and companionship.

Mac McNeel

Prayer Ministry

We have over a dozen people serving in Trinity's Prayer Ministry. Each Sunday, during communion at the 10:00 service, four prayer ministers gather at the baptismal font waiting in pairs for people seeking special prayers. Most people come to us in need of strength during a difficult life situation or to give thanks for an important event.

We listen in confidence to our brother or sister and ask God to restore them to wholeness. We anoint them with blessed fragrant oil as a reminder that God's grace accompanies them that day and always. All are invited.

Marie Schoeff

School of the Heart Yoga

In this group, we come together on select Saturday mornings at Trinity. We use our breath, the gift of the Spirit, to listen to and move our bodies with kindness, respect, and loving concern. Everybody is welcome. Namaste!

Mac McNeel

Lay Eucharistic Visitors

At the end of our Sunday services, the celebrant prays, “We send our pastoral care ministers to share this Holy Communion with those who could not worship here this morning.”

The congregation responds, “May they carry the prayers of all of us as they take this sacrament of the presence of Christ.”

With that blessing, Lay Eucharistic Visitors take communion to those who are homebound, those in the hospital, those in retirement and convalescent facilities, and others. Sometimes the Eucharist is shared with just the two people. Other times family members are included. And, in some cases, the Holy Communion is a mini-service with ten or more people joined together for the prayers and sacraments. When the Eucharistic minister shares the bread and the wine, it is often with the words, “This is the Body and Blood of our lord Jesus Christ. Keep you in everlasting life.” It is a moment of grace, and it is most surely an experience of the presence of God. Lay Eucharistic visiting is blessed and sacred work, a privilege more than a service.

There are several Lay Eucharistic Visitors who make regular weekly visits; Anne Roediger, Diana Buzerak or I would be glad to provide more information to anyone who is interested.

Michael Neal Arnold

Healing Touch

Trinity parishioners have received over 45 Healing Touch sessions in 2019, both at Trinity and through home visits. Also, we participated with our fellow Healing Touch practitioners at All Saints by the Sea in Montecito, in the initiation of their Healing Room, which broadened our reach as providers of this healing gift.

Nina Zimmer

Healing Touch Practitioner

Prayer Shawls

This year fifteen people were blessed with the gift of prayer shawls. This ministry is a quietly effective way to provide a spiritual practice, while making a lovely garment to comfort those in need. Our members take ordinary yarn and create an extraordinary gift that is treasured by the recipient. After blessing the shawls, they go to members of the congregation, or to a family member or a friend. There is no charge, but donations keep the yarn available to our participants.

Our thirteen knitters this year shared their time and talent to make many people feel warm and comforted, and to know that they are cared for. We are always looking for knitters and crocheters, so please consider sharing your own time and talent by joining us in providing this blessing.

Norma Stuck

Community Outreach

Introduction

On our website and in other communication pieces, we describe our community of faith this way: *Trinity is a progressive Christian church in the Episcopal tradition, where we believe that every person has a share in God's love: a love that is inclusive, unconditional, abundant, and meant to be expressed through action in the world.*

That last phrase sums up the overarching objective of Trinity's various community outreach ministries — to find ways of taking what we know to be true about the way God loves, and bringing that love to the community around us. We love by serving as a Freedom Warming Center site, inviting those without a home to come in from the cold, have a hot meal, and enjoy a safe place to sleep. We love by providing transportation, advocacy, and solidarity for a vulnerable immigrant population. We love by offering beautiful and creative music for people to enjoy in the middle of a Friday. Read here about the different means by which Trinity is making God's love real and tangible beyond our church's red doors.

Elizabeth Molitors



Freedom Warming Center

Trinity is one of five local interfaith participating parishes. During the 2019 winter season, Trinity was activated on 12 nights to provide overnight shelter in our parish halls for our unhoused neighbors. We fed 798 guests dinners of delicious casseroles, salads, and desserts, made by over 120 parishioners and friends. Sixty-five kitchen volunteers served dinner to our guests and made them a sack lunch to leave with in the morning. We are grateful to all of our volunteers who fill our freezers with meals and who come to serve them so lovingly.

Katrina Perez and Teresa Pietsch



Christmas Giving Tree

There is something powerful about giving a gift to – or receiving one – from a stranger. Having been on both sides of this experience, we also find it a gift to be part of a community that shows its abundance by sharing in this way. In continuing Trinity's tradition of collecting warm clothing for PATH (People Assisting the Homeless) we organized this year's project. As a family, we had fun decorating the tree (which this year is placed up front where all can see it), and putting tags on it. We were excited each time we came back and realized more tags were needed!

As armload after armload of presents were carried out to our car for the delivery, we were moved also by the care taken to make the gifts beautiful, and the heartfelt notes accompanying many of them. We weren't able to be there when the 115+ gifts were distributed and opened, but we feel assured that many in need felt the embrace of God's love and care. We pray they shared the spark of hope we enjoyed from experiencing the kindness of strangers.

Robin and Joe Selzer

Alternative Christmas Market



In 2019, our Trinity family was once again given an opportunity to “justice shop” on Sunday, Dec 8th in the Parish and Guild Halls. Representatives from Angels Bearing Gifts, Episcopal Relief & Development, American Friends of the Episcopal Diocese of Jerusalem, Unite to Light, World Dance for Humanity, and Heifer International presented items for purchase and information about vital needs and concerns around the world. Ornaments lovingly made by our children in the Church School and jewelry hand-made by Beverly Plummer were also sold to benefit all of the organizations. Trinity children and youth are involved in several aspects of this event and gain a broader world perspective along with joining in on a lively inter-generational Trinity event. We are honored to support these worthy organizations and are grateful to the many volunteers that work together to make this happen. Over \$8,000 was raised this year.

Anne Shaw and Jennifer Bergquist

Drivers Listos

Founded at Trinity and expanded as an interfaith immigration initiative, Drivers Listos has provided over 170 rides to our immigrant neighbors, many of whom are afraid to drive due to ICE enforcement activities. Drivers Listos maintains a hotline, hosted at no cost by Trinity, has 31 volunteers from several faith groups, and has conducted four training sessions for volunteers. Funding is raised directly by Drivers Listos and is lodged as a separate line item with Justice and Outreach funds. Ride schedules and training are managed by a team consisting of Molly Kellogg, Laurinda Marshall, Jean Wollenberg of Trinity, Hilary Peattie of the Church of the Beatitudes and Sally Hearon. A recent highlight was driving one of our clients to his citizenship swearing in, joining over 6,000 others, new citizens from many countries and their guests. New initiatives in 2020 include recruiting volunteer drivers from North County to service the Santa Maria area.

Molly Kellogg

Trinity Backstage

Trinity Backstage is an acoustic concert series which has taken place at Trinity Church in the Guild Hall since 2003. For 17 years, Trinity Backstage provided the community with great monthly (2003-2014) or quarterly (2014-2019) concerts from some of the best artists you've never heard of from all over the country. A troupe of dedicated volunteers made every show a great success.

The holiday show, which has come to be almost a tradition in the community, was an AMAZING evening and brought in almost \$3000 for Trinity, including the door, food, and a basket passed around. 2019 was the last regular season of Trinity Backstage, but keep your ears open— just because we don't book it regularly, a few pop-up shows could be in the future. You just never know.

It has been our great pleasure to bring such good music to Santa Barbara. Thank you, Trinity, for making it possible.

Kate Wallace and Doug Clegg

Free Noon Concerts

The series is a casual "pop-up" musical jewel, presented by bassoonist Bill Wood at Trinity Church roughly six times per year. Each performance, usually on Fridays and always between 12:15 and 12:45, features diverse chamber music, and provides a wonderful respite from the busy workday for Trinity parishioners, local State Street business people, and lucky passers-by. A free-will offering supports live music and the music ministry at Trinity.



TREASURER'S OVERVIEW FOR 2019

BUDGET

At our 2018 annual meeting, the parish approved a budget with a deficit of almost \$6,000 and we ended the fiscal year with a surplus of almost \$6,000. The majority of Trinity's income is from pledges. Our pledge commitment for 2019 was \$657,135. We received \$620,582 or only 94 % of the amount pledged. Our other income (e.g. loose plate collection, gifts, etc.) was slightly greater than expected so that our total income for the year was 96% of projected income. The reason we had a surplus was that expenses were lower than projected.

Expenses for 2019 were projected at \$779,717 and came in at \$736,723. It is important to note that the major reason our expenses came in lower was due to salary savings with both clergy and Children and Youth. We expect all our clergy and staff positions to be filled for the entire year in 2020 and thus will be challenged to raise enough funds to cover our anticipated expenses.

INVESTMENT FUNDS

We have four investment funds: the Reserve Fund; the Brackenbury Fund; and two endowment funds, the Mark Asman Progressive Theology Fund (MAPTF) which was created to honor the legacy of our Rector Emeritus, and Looking Beyond Ourselves (LBO) which is dedicated to the maintenance of our buildings.

The total of these four funds increased during 2019. The total went from \$2,009,601 to \$2,205,734. This was partly due to a robust stock market and to several substantial bequests to LBO. It was the hope and expectation of the most recent Capital Campaign that LBO would get built up to \$1.2 million so that its earnings could fully finance the annual cost of repairs to, and maintenance of, our buildings. That fund ended the year at \$790,096. Given that the initial goal of \$1.2 million was set a decade ago, it is more realistic for us to have a goal of at least \$1.5 million; until the fund reaches that goal, there will be ongoing challenges to our annual operating budget.

Last year, as your Treasurer, I set three goals for 2019. Following are those goals, and the status of them at year-end.

- **To further define the role and expectations of the Treasurer.**
In addition to working closely with our Rector and Business Manager, I have served on the Executive Committee, acted as advisor to the Vestry and participated on the Investment Committee. My full position description continues to be a "work in progress" during 2020.
- **To re-examine the need for and role of a Finance Committee.**
The first order of business here was reconvening the Investment Committee. That has been done under the able leadership of Dodie Little. We will be assessing the role of a Finance Committee and the relevance/relationship between a Finance Committee and an Investment Committee during 2020.
- **To reinvigorate the Legacy Circle program.**
This project has become a priority for the Rector who will be implementing a program in 2020.

Michael X. Dean, Treasurer

2019 FINANCIAL OVERVIEW

Overall

- The vestry adopted a deficit (\$5,715.00) budget for 2019
- The year ended with a net income of \$5,893.08

Income

- Pledges came in \$36,553.09 under budget.
- Loose plate is slightly over due to All Saints worshipping with Trinity while their church is undergoing structural renovation.
- Festival offerings are on budget.
- Donations came out slightly above budget due to a documentary being filmed in the church.
- Special gifts was made up of a large gift from a friend of Trinity and a legacy gift.

Expenses

- **Clergy.** This category came in under budget due to not having an associate for part of the year.
- **Welcome and Inclusion.** This category came in under budget. The front office staff took over several hours and responsibilities of the business manager's time and salaries were adjusted accordingly. When the budget was originated, it was expected that the changeover would start at the beginning of the year but the changes were not able to take place for the first quarter so salaries are slightly off from the budget.
- **Plant Maintenance.** Plant maintenance came in slightly over budget due to repairs. There were also more hours needed by the sexton and the assistant sexton.
- **Worship and Music.** The Minister of Choral and Congregational Music and the Minister of Keyboard received the second of their three-year raises. We also purchased some additional choir robes.
- **Hospitality.** Came in on budget. Some of the budget was used to purchase new table cloths and cocktail tables.
- **Adult Formation.** Came in on budget. \$2,000 was transferred onto the balance sheet for use in bringing a national speaker to Trinity for progressive theology education.
- **Children and Youth.** Several parishioners stepped up to fill the void left by the death of Elizabeth Hess. It took several months to find a new Children and Youth Director. James Hapke was hired as Interim. Children and Youth was under budget due to the lack of a director for several months of the year.
- **Justice and Outreach and Mission Share.** On budget

Cami Segna, Business Manager

Trinity Church Inc.
Profit & Loss Budget Performance
December 2019

	<u>December Actual</u>	<u>December Budget</u>	<u>YTD Actual</u>	<u>YTD Budget</u>	<u>Annual Budget</u>
Income					
Pledge Payments	103,904.05	65,000.00	620,581.91	657,135.00	657,135.00
Loose Plate Offerings	8,797.00	2,500.00	33,440.86	30,000.00	30,000.00
Festival Offerings	4,321.00	5,500.00	11,924.00	12,000.00	12,000.00
Donations	75.00	1,416.00	18,802.00	17,000.00	17,000.00
Special Gifts	0.00	0.00	57,866.85	57,867.00	57,867.00
Total Income	<u>117,097.05</u>	<u>74,416.00</u>	<u>742,615.62</u>	<u>774,002.00</u>	<u>774,002.00</u>
Expense					
Clergy	24,699.98	21,452.66	244,840.16	260,432.00	260,432.00
Administration & Inclusion	18,075.56	15,017.72	175,527.13	182,495.00	182,495.00
Plant Maintenance	17,558.34	15,666.24	131,968.27	129,404.00	129,404.00
Music & Worship	5,153.86	7,349.30	67,783.22	73,804.00	73,804.00
Hospitality	3,991.07	820.83	9,850.00	9,850.00	9,850.00
Adult Formation	2,311.11	275.00	2,702.99	3,300.00	3,300.00
Children & Youth	7,563.89	4,234.49	20,492.77	36,894.00	36,894.00
Outreach & Justice	14,548.00	8,474.00	83,558.00	83,538.00	83,538.00
Total Expense	<u>93,901.81</u>	<u>73,290.24</u>	<u>736,722.54</u>	<u>779,717.00</u>	<u>779,717.00</u>
Net Income	<u>23,195.24</u>	<u>1,125.76</u>	<u>5,893.08</u>	<u>(5,715.00)</u>	<u>(5,715.00)</u>

Trinity Church Inc.
Profit & Loss Budget Performance
December 2019

	<u>December Actual</u>	<u>December Budget</u>	<u>YTD Actual</u>	<u>YTD Budget</u>	<u>Annual Budget</u>
Income					
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Festival Offerings	4,321.00	5,500.00	11,924.00	12,000.00	12,000.00
Donations	75.00	1,416.00	18,802.00	17,000.00	17,000.00
Special Gifts	0.00	0.00	57,866.85	57,867.00	57,867.00
Total Income	<u>117,097.05</u>	<u>74,416.00</u>	<u>742,615.62</u>	<u>774,002.00</u>	<u>774,002.00</u>
Expense					
Clergy					
Salary- Rector	6,800.00	6,800.00	81,600.00	81,600.00	81,600.00
Rector Equity Allowance	3,000.00	0.00	3,000.00	3,000.00	3,000.00
Salary - Associate	5,250.00	6,936.00	82,215.77	83,232.00	83,232.00
Assoc. Housing Supplement	450.00	500.00	6,650.00	6,000.00	6,000.00
Benefits	8,249.99	6,200.00	62,876.06	74,400.00	74,400.00
Auto Allowance	500.00	500.00	4,750.00	6,000.00	6,000.00
Cell Phone Allowance	200.00	200.00	1,900.00	2,400.00	2,400.00
Continuing Education. - Rector	0.00	191.66	1,348.34	2,300.00	2,300.00
Continuing Education. - Associate	249.99	125.00	499.99	1,500.00	1,500.00
Total Clergy	<u>24,699.98</u>	<u>21,452.66</u>	<u>244,840.16</u>	<u>260,432.00</u>	<u>260,432.00</u>
Administration & Inclusion					
Salary - Office Admin 1	2,439.82	2,439.83	29,180.44	29,278.00	29,278.00
Salary - Office Admin 2	1,591.66	1,591.66	20,102.68	19,100.00	19,100.00
Salary - Program Admin	1,597.00	1,597.00	19,164.00	19,164.00	19,164.00
Salary - Biz. Mgr.	2,705.50	2,705.50	33,855.16	32,466.00	32,466.00
Benefits	2,732.34	2,911.40	32,288.80	34,937.00	34,937.00
Bookkeeping & Accounting	0.00	0.00	1,500.00	1,500.00	1,500.00
Telephone	391.25	333.33	4,416.50	4,000.00	4,000.00
Office Supplies	2,731.82	1,125.00	15,075.47	13,500.00	13,500.00
Printing	2,520.67	708.00	8,902.80	8,500.00	8,500.00
Postage and Delivery	260.00	83.00	1,003.43	1,000.00	1,000.00
Pubs, Subscriptions & Permits	500.00	100.00	1,156.00	1,200.00	1,200.00
Stewardship	269.31	0.00	750.00	750.00	750.00
Equip. Repairs & Service	0.00	83.00	0.00	1,000.00	1,000.00
Technical Support	0.00	541.00	6,519.93	6,500.00	6,500.00
Communications	0.00	291.00	0.00	3,500.00	3,500.00
Temporary Help	0.00	325.00	0.00	3,900.00	3,900.00
Leadership Retreat/Conf.	0.00	100.00	671.63	1,200.00	1,200.00
Credit Card Fees	336.19	83.00	940.29	1,000.00	1,000.00
Total Administration & Inclusion	<u>18,075.56</u>	<u>15,017.72</u>	<u>175,527.13</u>	<u>182,495.00</u>	<u>182,495.00</u>
Plant Maintenance					
Salary - Sexton	2,334.08	2,437.75	30,363.88	29,253.00	29,253.00
Plant Maintenance Assistant	280.00	416.00	6,870.00	5,000.00	5,000.00
Benefits	1,382.12	1,297.00	16,599.96	15,566.00	15,566.00
Utilities					
Electricity	75.76	875.00	8,003.39	10,500.00	10,500.00
Gas	327.40	250.00	2,903.68	3,000.00	3,000.00
Water, Sewer, Trash	3,240.75	958.00	13,385.61	11,500.00	11,500.00
Property Taxes	0.00	0.00	143.70	385.00	385.00
Insurance	5,622.54	7,250.00	25,550.95	28,000.00	28,000.00
Custodial Supp.	445.87	166.66	2,846.11	2,000.00	2,000.00
Build. Maint. Supp.	1,638.72	333.33	7,088.01	4,000.00	4,000.00
Temps (Vacation sub)	0.00	188.50	2,348.00	2,262.00	2,262.00
Contract Services	2,211.10	1,494.00	15,864.98	17,938.00	17,938.00
Total Plant Maintenance	<u>17,558.34</u>	<u>15,666.24</u>	<u>131,968.27</u>	<u>129,404.00</u>	<u>129,404.00</u>

Trinity Church Inc.
Profit & Loss Budget Performance
December 2019

	<u>December Actual</u>	<u>December Budget</u>	<u>YTD Actual</u>	<u>YTD Budget</u>	<u>Annual Budget</u>
Music & Worship					
Salary - MO	2,234.66	2,234.66	26,815.92	26,816.00	26,816.00
Salary - MCM	2,389.42	2,389.41	28,673.04	28,673.00	28,673.00
Benefits	373.80	365.41	4,413.18	4,385.00	4,385.00
Contract Musicians	0.00	50.00	1,025.00	600.00	600.00
Supplies					
Altar Guild	95.38	150.00	1,811.35	1,800.00	1,800.00
Sheet Music, Books & Licenses	4.00	194.16	1,343.13	2,330.00	2,330.00
Publications	56.60	41.66	56.60	500.00	500.00
Temps(Vacation sub)	0.00	108.00	625.00	1,300.00	1,300.00
Tuning & Repair	0.00	1,800.00	3,020.00	7,200.00	7,200.00
Other	0.00	16.00	0.00	200.00	200.00
Total Music & Worship	<u>5,153.86</u>	<u>7,349.30</u>	<u>67,783.22</u>	<u>73,804.00</u>	<u>73,804.00</u>
Hospitality					
Meetings & Fellowship	1,850.43	250.00	4,757.84	3,000.00	3,000.00
Events	739.64	287.50	1,251.05	3,450.00	3,450.00
Compostable Products	1,401.00	283.33	3,841.11	3,400.00	3,400.00
Total Hospitality	<u>3,991.07</u>	<u>820.83</u>	<u>9,850.00</u>	<u>9,850.00</u>	<u>9,850.00</u>
Adult Formation					
Interfaith Young Adults	0.00	42.00	0.00	500.00	500.00
Adult Education	2,311.11	233.00	2,702.99	2,800.00	2,800.00
Total Adult Formation	<u>2,311.11</u>	<u>275.00</u>	<u>2,702.99</u>	<u>3,300.00</u>	<u>3,300.00</u>
Children & Youth					
Salary - Church School Coord	2,704.16	1,386.00	6,156.75	8,320.00	8,320.00
Salary - Youth Coord	0.00	866.00	0.00	5,200.00	5,200.00
Benefits	2,814.72	195.66	2,817.25	1,174.00	1,174.00
Catechesis	1,007.53	645.83	3,973.18	7,750.00	7,750.00
Nursery/Child Care	792.00	650.00	6,585.00	7,800.00	7,800.00
Summer Sacred Arts	0.00	0.00	0.00	750.00	750.00
Youth	245.48	491.00	960.59	5,900.00	5,900.00
Total Children & Youth	<u>7,563.89</u>	<u>4,234.49</u>	<u>20,492.77</u>	<u>36,894.00</u>	<u>36,894.00</u>
Outreach & Justice					
Diocesan Support	13,648.00	6,824.00	81,888.00	81,888.00	81,888.00
Divinity School & Deanary Dues	900.00	1,650.00	1,670.00	1,650.00	1,650.00
Total Outreach & Justice	<u>14,548.00</u>	<u>8,474.00</u>	<u>83,558.00</u>	<u>83,538.00</u>	<u>83,538.00</u>
Total Expense	<u>93,901.81</u>	<u>73,290.24</u>	<u>736,722.54</u>	<u>779,717.00</u>	<u>779,717.00</u>
Net Income	<u>23,195.24</u>	<u>1,125.76</u>	<u>5,893.08</u>	<u>(5,715.00)</u>	<u>(5,715.00)</u>

Trinity Church Inc.
Balance Sheet
December 2019

ASSETS

Operating & Restricted Bank Accounts	
Union Bank Operating Acct.	74,003.65
Petty Cash	20.00
Union Bank Capital Campaign	47,900.25
Union Bank Webb Account	77,218.55
Total Operating & Restricted Bank Accounts	<u>199,142.45</u>
Schwab Investments	
Looking Beyond Ourselves	
LBO Church Endowment	764,648.44
LBO Church Endowment (Cash Eq)	25,447.77
Total Looking Beyond Ourselves	<u>790,096.21</u>
Brackenbury	
Schwab Brackenbury	1,189,977.35
Schwab Brackenbury Money Market & Cash	3,248.78
Total Schwab Brackenbury	<u>1,193,226.13</u>
Reserve Funds	
Schwab Wealth Management Reserves	221,298.29
Schwab Reserve Cash Equivalents	1,047.93
Total Reserve Funds	<u>222,346.22</u>
Mark Asman Progressive Theology	
Schwab MAPTF	55,654.27
Schwab MAPTF Cash Equivalents	3,946.27
Total Mark Asman Progressive Theology	<u>59,600.54</u>
Total Schwab Investments	2,265,269.10
Other Assets	
Clergy Discretionary Checking	3,862.74
Due from Others	5,807.14
Prepaid Expenses	0.00
Total Other Assets	<u>9,669.88</u>
TOTAL ASSETS	<u><u>2,474,081.43</u></u>

LIABILITIES & FUND BALANCES

Liabilities	
Current Liabilities	
Credit Cards	6,463.18
Pension Payable	108.14
Accounts Payable	0.00
403b Liability	0.00
Payroll Liability	639.13
Prepaid Pledges	15,687.26
Total Current Liabilities	<u>22,897.71</u>
Total Liabilities	22,897.71
Fund Balances	
Unrestricted Operating Funds	162,810.98
Restricted Funds	2,288,372.74
Total Fund Balances	<u>2,451,183.72</u>
TOTAL LIABILITIES & FUND BALANCES	<u><u>2,474,081.43</u></u>

Trinity Church Inc.
Fund Balances
December 2019

	<u>10/31/2019</u>	<u>Increase</u>	<u>Decrease</u>	<u>12/31/2019</u>	<u>12/31/2018</u>
Unrestricted Funds					
Unrestricted Operating Funds	152,034.74	20,150.20	15,267.01	156,917.93	175,656.34
Current Year Operating Fund	<u>(17,680.62)</u>	<u>118,743.60</u>	<u>95,169.93</u>	<u>5,893.05</u>	<u>10,500.62</u>
Total Unrestricted Funds	<u>134,354.12</u>	<u>138,893.80</u>	<u>110,436.94</u>	<u>162,810.98</u>	<u>186,156.96</u>
Restricted Funds					
Rectory Maintenance Fund	(4,227.02)	4,324.74	0.00	97.72	(4,178.52)
Campus Care General Repair Fund	<u>(16,518.72)</u>	<u>987.55</u>	<u>6,299.83</u>	<u>(21,831.00)</u>	<u>(10,511.04)</u>
Campus Care Tower Repair Fund	1,000.00	0.00	0.00	1,000.00	0.00
Capital Projects	<u>2,382.24</u>	<u>45,518.01</u>	<u>0.00</u>	<u>47,900.25</u>	<u>2,382.24</u>
Total Restricted Funds	<u>(17,363.50)</u>	<u>50,830.30</u>	<u>6,299.83</u>	<u>27,166.97</u>	<u>(12,307.32)</u>
Dedicated Purpose Funds					
Other Specific Purpose Funds	<u>188,660.20</u>	<u>62,419.06</u>	<u>159,129.13</u>	<u>91,950.13</u>	<u>43,514.48</u>
Total Dedicated Purpose Funds	<u>188,660.20</u>	<u>62,419.06</u>	<u>159,129.13</u>	<u>91,950.13</u>	<u>43,514.48</u>
Discretionary Fund					
Clergy Discretionary Fund	<u>3,362.74</u>	<u>600.00</u>	<u>100.00</u>	<u>3,862.74</u>	<u>1,148.46</u>
Total Discretionary Funds	<u>3,362.74</u>	<u>600.00</u>	<u>100.00</u>	<u>3,862.74</u>	<u>1,148.46</u>
Donor Restricted Funds					
Columbarium	(1,650.20)	4,828.72	1,418.40	1,760.12	1,021.00
Chapel	4,828.72	0.00	4,828.72	0.00	9,711.72
Anna Ellis Fund	10,300.00	0.00	0.00	10,300.00	10,300.00
Memorial Fund	34,816.41	3,951.00	12,914.95	25,852.46	34,341.41
Neal & Straight Music Fund	7,738.90	0.00	400.00	7,338.90	7,738.90
Webb Fund	<u>66,692.97</u>	<u>25,652.42</u>	<u>15,126.84</u>	<u>77,218.55</u>	<u>33,088.61</u>
Total Donor Restricted Funds	<u>122,726.80</u>	<u>34,432.14</u>	<u>34,688.91</u>	<u>122,470.03</u>	<u>96,201.64</u>
Endowment Funds					
Looking Beyond Ourselves Fund	758,513.16	31,583.05	0.00	790,096.21	661,135.16
Brackenbury Fund	1,189,737.12	35,233.01	31,744.00	1,193,226.13	1,110,654.51
Mark Asman Progressive Theology Fund	<u>57,618.29</u>	<u>1,982.25</u>	<u>0.00</u>	<u>59,600.54</u>	<u>51,654.14</u>
Total Endowment Funds	<u>2,005,868.57</u>	<u>68,798.31</u>	<u>31,744.00</u>	<u>2,042,922.88</u>	<u>1,823,443.81</u>
Total Restricted Funds	<u>2,303,254.81</u>	<u>217,079.81</u>	<u>231,961.87</u>	<u>2,288,372.75</u>	<u>1,952,001.07</u>
Total All Funds	<u><u>2,437,608.93</u></u>	<u><u>355,973.61</u></u>	<u><u>342,398.81</u></u>	<u><u>2,451,183.73</u></u>	<u><u>2,138,158.03</u></u>

Trinity Church Inc.
Other Specific Purpose Funds
December 2019

Other Specific Purpose Funds	
Other Gifts in Holding	9,239.20
Services	12,904.01
Current Pass Through Funds	
Labyrinth Fund	592.74
Alternative Christmas Market	40.00
Concert Fund	1,181.80
CYC - Children	330.67
CYC - Youth Trip	3,608.49
Duca TBS Fund	1,561.04
Faulding Dental Program	1,188.00
Healing Touch	1,294.32
Kitchen Fundraiser	11.84
LGBT	575.00
Library Fund	332.00
Men's Retreat	(347.73)
Science & Religion	513.32
Trinity Back Stage	7,039.85
Warming Center	82.55
Prayer Shawl Fund	258.53
Michael Corrigan Disc Fund	101.55
Education Discretionary Fund	5,372.30
Immigration Fund	750.00
Adult Form. M. Asman PTF Draw	2,000.00
Tomlinson	3,318.35
Playground	890.83
Transition Costs	(3,023.19)
Bride's Room	9,447.47
Driver's Listos	2,031.00
Sustainable Trinity	3,200.00
Elizabeth Hess CYC Memorial	11,305.00
Total Current Pass Through Funds	53,655.73
Justice & Outreach	
Celebrations	5,957.13
Grants	5,738.30
Total Justice & Outreach	11,695.43
Catechesis Training	2,812.95
Altar Flowers & Holiday Decor	1,087.31
Rector's Sabbatical Fund	555.50
Total Other Specific Purpose Funds	91,950.13

Budget Narrative for

Fiscal Year 2020

Overall

The vestry has adopted a deficit budget of (\$17,528). They have also committed to raising an additional \$50,000 during 2020 under a line item called **Stepping Forward in Faith**. It should be noted that this is the first year in several years that we are fully staffed. We had a partially staffed year the year Mark retired and we were partially staffed the year Christine left. We had a partially staffed year when Gary stepped in as a part time interim Rector with no benefits and also, very sadly, were partially staffed last year after the death of Elizabeth Hess. This is the first year in the last four that we are fully staffed and the budget reflects this increase.

Income

- Pledge: To date, after a second ask, our pledge number is \$646,304.
- Loose Plate: We have raised loose plate to \$35,000.
- Festival: This is raised to \$15,000 with a commitment to improve this category.
- Donations: This come from the rental of our building. We hope to do more to encourage the use of our space.
- Cookie Fundraiser: This is a very successful event that Elizabeth held at her last church. With her help we plan to duplicate that fundraiser at Trinity this year.
- Special Gifts: This comes from one-time gifts to the church in the prior year. We sadly did not have any of these gifts last year.
- **Stepping Forward in Faith: This is a new line item this year that represents a commitment to raise an additional \$50,000 during 2020 to help offset a large deficit budget.**

Expense

- Clergy: This category is down because we have a curate position now instead of an associate rector position. A curate, being newly ordained, makes less money. The category is also down because our curate did not need health insurance provided for her. The clergy received a 3% COLA raise.
- Admin & Inclusion: Several minor categories were reduced based on prior year use. Staff received raises. A new line item for Scheduled Computer Replacement was included. For this first year there is only \$1,000 included with a goal of increasing this to \$5,000 over the next few years.
- Plant Maintenance: Reduce the plant assistant to 6 Sundays a year. We plan to start a sign-up sheet to help with laundry and set up Sundays.
- Worship & Music: The Minister of Keyboard Music and the Minister of Choral Music will receive the third year of their \$6,000 total raise (\$2,000 for each of 3 years). Grey's salary is decreased because we have included the fact that he will only be here half the year. We will not have a choir director for a month during the summer and the substitute choir director will not be paid as much as Grey is now.
- Hospitality: This category will not see any changes.
- Adult formation: There is a slight reduction in the budget for interfaith young adult because it has not been used in the last several years.
- Children & Youth: Last year, because of the death of Elizabeth Hess, volunteers stepped in to cover the church school. This year we are fully staffed with the hiring of James Hapke. This increases the budget in this department to the 2018 level.
- Justice & Outreach: JOC will be at 5% of the actual pledge income each month.
The Mission Share, which is the amount we send to the diocese, has been reduced from 12% to 10%. Each year we pay Deanery dues based on \$1 per baptized member. We also donate \$900 to the Divinity School.

Trinity Episcopal Church
2020 Budget

	FY2019 Budget	FY2019 Actual	Difference	FY2020 Budget	Change from FY2019 budget
INCOME					
Pledges	657,135	620,582	(36,553)	646,304	(10,831)
Loose Plate	30,000	33,441	3,441	35,000	5,000
Festival	12,000	11,924	(76)	15,000	3,000
Donation-Org.	17,000	18,802	1,802	36,500	19,500
Cookie Fundraiser	-	-	-	6,000	6,000
Stepping Forward in Faith	-	-	-	50,000	50,000
Special Gifts	57,867	57,867	(0)	-	(57,867)
	774,002	742,616	(31,386)	788,804	14,802
EXPENSE					
Clergy					
Salary/Rector	81,600	81,600	-	84,048	2,448
Rector Equity Allowance (B)	3,000	3,000	-	3,000	-
Salary/Curate	83,232	82,216	(1,016)	64,890	(18,342)
Assoc. Housing Supplement	6,000	6,650	650	-	(6,000)
Curate SS Supplement	-	803	803	4,964	4,964
Rector & Curate Pension	39,518	31,131	(8,387)	35,501	(4,017)
Rector & Curate Insurance & Tax	34,882	30,942	(3,940)	19,180	(15,702)
Clergy Car Allowance	6,000	4,750	(1,250)	6,000	-
Clergy Cell Phone	2,400	1,900	(500)	2,400	-
Continuing Ed. & Conv. - Rector	2,300	1,348	(952)	2,300	-
Continuing Ed & Conv. - Assoc	1,500	500	(1,000)	1,500	-
	260,432	244,841	(15,591)	223,782	(36,650)
Admin & Incl					
Salary Office Admin 1	29,278	29,180	(98)	30,642	1,364
Salary Office Admin 2	19,100	20,103	1,003	20,160	1,060
Salary Program Admin	19,164	19,164	-	19,739	575
Salary/Biz. Mgr.	32,466	33,855	1,389	32,466	-
Taxes/Benefits	34,937	32,289	(2,648)	34,165	(772)
Accounting	1,500	1,500	-	1,750	250
Telephone & Internet	4,000	4,417	417	4,000	-
Office Supplies	13,500	15,075	1,575	11,500	(2,000)
Printing	8,500	8,903	403	8,500	-
Postage	1,000	1,003	3	1,000	-
Publ./subscr./permits	1,200	1,156	(44)	1,200	-
Stewardship	750	750	-	750	-
Small Equip. Repair/Replace	1,000	-	(1,000)	500	(500)
Scheduled Computer Replacement	-	-	-	1,000	1,000
Technical Support	6,500	6,520	20	6,500	-
Communications	3,500	-	(3,500)	3,500	-
Temps (Vacation sub)	3,900	-	3,960	3,900	-
Leadership retreat/conf.	1,200	672	(528)	600	(600)
Credit Card Fees	1,000	940	(60)	1,000	-
	182,495	175,527	(6,968)	182,872	377
Plant Maint					
Salary/Sexton	29,253	30,364	1,111	30,131	878
Assistant	5,000	6,870	1,870	600	(4,400)
Taxes/Benefits	15,566	16,600	1,034	15,812	246
Elec.	10,500	8,003	(2,497)	8,500	(2,000)
Gas	3,000	2,904	(96)	3,000	-
Water/Garbage	11,500	13,386	1,886	11,500	-
Property tax	385	144	(241)	385	-
Insurance	28,000	25,551	(2,449)	28,000	-
Supplies, Custodial & Maintenance	2,000	2,846	846	2,000	-
Repairs	4,000	7,088	3,088	8,000	4,000
Temps (Vacation sub)	2,262	2,348	86	2,500	238
Contract services	17,938	15,865	(2,073)	18,000	62
	129,404	131,968	2,564	128,427	(977)

Trinity Episcopal Church
2020 Budget

	FY2019 Budget	FY2019 Actual	Difference	FY2020 Budget	Change from FY2019 budget
Worship & Music					
Salary/MKM	26,816	26,816	(0)	28,816	2,000
Salary/MCM	28,673	28,673	0	23,900	(4,773)
Taxes/Benefits	4,385	4,413	28	18,104	13,719
Contract musicians	600	1,025	425	600	-
Supplies:					
Choir	2,330	1,343	(987)	1,500	(830)
Altar Guild	1,800	1,811	11	1,800	-
Other	200	-	(200)	200	-
Publications	500	57	(443)	500	-
Temps (Vacation sub)	1,300	625	(675)	1,300	-
Tuning/repair	7,200	3,020	(4,180)	7,200	-
	73,804	67,783	(6,021)	83,920	10,116
Hospitality					
Meetings/Fellowship	3,000	4,758	1,758	3,000	-
Events	3,450	1,251	(2,199)	3,450	-
Compostable Products	3,400	3,841	441	3,400	-
	9,850	9,850	-	9,850	-
Adult Formation					
Interfaith Young Adult	500	-	-	250	(250)
Adult Ed	2,800	2,703	(97)	2,800	-
	3,300	2,703	(97)	3,050	(250)
Children & Youth					
CYC & Youth Coordinator	13,520	6,157	(7,363)	33,424	19,904
Taxes/Benefits	1,174	2,817	1,643	16,874	15,700
Catechesis	7,750	3,973	(3,777)	5,750	(2,000)
Summer Sacred Arts	750	-	(750)	500	(250)
Youth	5,900	961	(4,939)	3,000	(2,900)
Nursery/Child Care	7,800	6,585	(1,215)	7,300	(500)
	36,894	20,493	(16,401)	66,848	29,954
J&O					
Justice & Outreach	-	-	-	32,315	32,315
MSF	81,888	81,887	(1)	73,618	(8,270)
Divinity School & Deanery^	1,650	1,670	20	1,650	-
	83,538	83,557	19	107,583	24,045
Total Expense	779,717	736,722	(42,995)	806,332	
Net	(5,715)	5,893	11,608	(17,528)	

^ Divinity School is \$900. Deanery dues are \$1 per baptized members>