

A PROFILE OF TRINITY CHURCH



Dear God,
Guide us at Trinity Episcopal Church to be an inclusive and caring Christ-centered community nurtured by our worship and tradition. We ask you to strengthen and guide us as we live out our mission to welcome and celebrate the diversity of all people through spiritual education, growth in faith, and service in Christ's name.
Amen

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- *Transition Prayer*
- *Church Leadership & Transition Committee*
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■ *Transition Prayer*

Almighty God,

We ask your help as we seek a new rector for Trinity Church. We thank you for the blessings of our past and the promise of a hopeful future. Open our hearts to one another, that we may speak and hear and understand all our needs and hopes. Grant us the steadiness and wisdom as we express those needs and hopes in a vision for all who come among us. Show us the road we must walk, we pray, in the name of your Son, who always walks with us.

Amen.



■ Church Leadership & Transition Committees

Interim Rector:

The Rev. Stephanie P. Yancy

Sr. Warden: Christopher Adler

Jr. Warden: Nancy Nicholson

Registrar: Angela Hinson

Treasurer: Matthew Roswell

Vestry:

Kate Wolf, Mark Nicholson,

Grace Pryor,

Diane Serex-Dougan,

Joseph Tumminello,

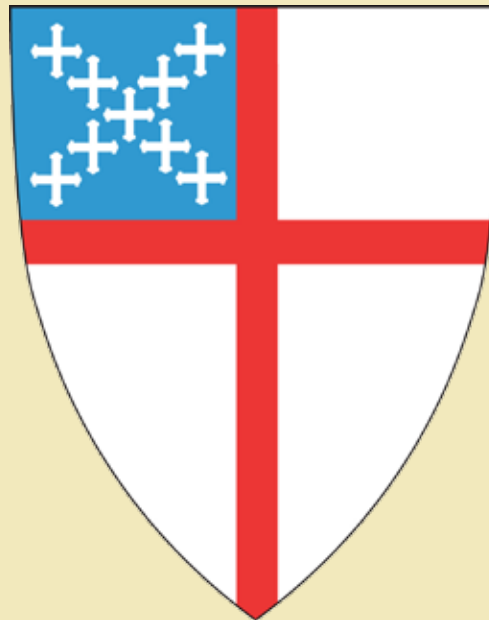
Angela Hinson,

Kelley McPherson, Tom Valenti,

Frederick Webber,

Stephanie Foy, Jessy Jordan,

Joyce Routson, Chloe Adler



Profile Committee:

Randy Brown, Chair

Dolores Andrew, Rich Dougan,

Mark Nicholson, Susan Mund,

Kate Wolf

Search Committee:

Dennis King, Co-Chair

Peggy King, Co-Chair

Rachel Bryant, Joanne Chapline,

Bill Hall, Jamie Jordan,

Susie Swindell, Art Wolf



■ *A Brief History of Trinity Church*

Trinity Church, the oldest house of worship in Towson, was founded in 1859, in the village of Towsontown, Maryland. In 2009, we celebrated our 150th anniversary, and in that time, we have had only six rectors. While Trinity was thriving, Towson was also developing from a rural community to a major business and retail center, as well as the seat of the Baltimore County government.

Trinity itself has grown in many ways. From the modest building of the beginning years, Trinity has grown both in size of structure, and diversity of programs offered to the members. Assistant rectors of both genders have served. Beginning in the 1980s, Trinity began to attract families with young children with a family-oriented Sunday service. By the late 1990s, when those children had matured, Trinity began a “Journey to Adulthood” Program. There is no statistical proof, but strong anecdotal evidence that many current active parishioners came to Trinity as a young couple with one partner a traditional Episcopalian, and the other from another religious background.

Outreach has been a large part of our life. Two churches in the area were begun as missions: The Church of the Good Shepherd in Ruxton, and the Church of the Holy Comforter in Lutherville. In the 1980s, we sponsored several displaced refugee families, who have since settled into new lives in the area.

Another outreach project that has been successful for over 40 years is the Surprise Shop. Staffed by men and women volunteers, the thrift shop has grown and thrived. Now housed in the former rectory building on the church grounds, the shop provides financial support to the parish, and outreach to the community through the various welfare agencies in the form of donated clothing and other household items.

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■ *A Brief History of Trinity Church (cont.)*

In 1997, Trinity established the Trinity Episcopal Children's Center, known informally as TECC. This combination pre-school and day care has an enrollment of 103 children, age 2 to 4 years and a full staff of qualified teachers and aides. TECC offers a variety of schedules with a morning education curriculum and afternoon childcare activities.

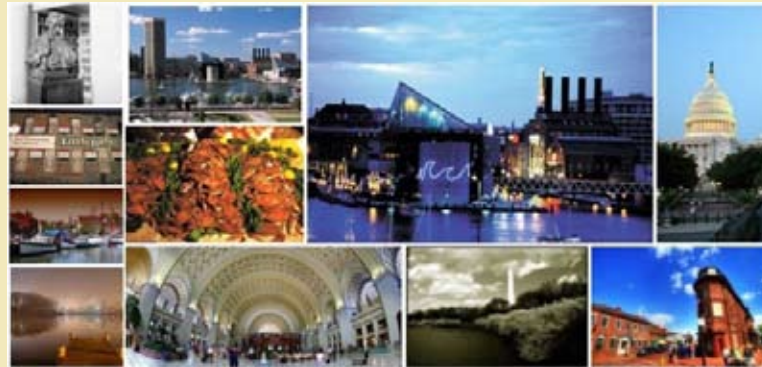
Many Trinity members have been active in programs beyond our church walls. Examples include: Itineris, Assistance Centers of Towson Churches, Prologue and Pathfinders. Since 1972, every major capital fund drive for improvement of the buildings has included an outreach component of at least 10 % of the funds raised. Several non-profit agencies have use of Trinity facilities rent-free, such as Pathfinders for Autism, an organization to assist parents with autistic children. In 2003, Trinity joined in partnership with a group of Korean-speaking Episcopalians. They are a mission of the Diocese of Maryland housed in Trinity's facilities.

Since the 1990s, the membership of Trinity has slowly diminished. The resulting reduction in giving has necessitated having only one full-time clergy person, where two were on the staff until 2009. A strong lay staff and willing, enthusiastic lay members have maintained a vigorous parish. We have a Vestry of twelve adults plus a youth representative, an active Sunday School and youth programs, Altar Guild, Choir, the 9:00 contemporary music team, plus many lay committees who contribute time and talent to the many workings of the church.

With the diversity of our parish members, we hope to grow in faith as we serve in Christ's name.

■ *A Brief History of Trinity Church (cont.)*

Towson's proximity to Baltimore City makes it an attractive place to live. Within 20 minutes, one can be at the Baltimore Symphony Orchestra's Meyerhoff Hall, or at Camden Yards, home of the Baltimore Orioles, or at M&T Stadium, where the Ravens football team plays. Also, within the 20 minute drive are the Johns Hopkins University and Medical Institutions, the Episcopal Diocesan Center, the Baltimore Museum of Art, the Walters Art Museum and Baltimore's renowned Inner Harbor. In about an hour, a Towson resident can be sailing on the Chesapeake Bay, experiencing the unique Eastern Shore, or eating seafood in historic Annapolis, our State Capital. Only three hours away, one could be at the Atlantic Ocean beaches, or in the cool mountains of western Maryland, sailing, hiking, or even skiing and really enjoying Maryland--- America in Miniature.





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- *Music & Worship*
- *Christian Formation*
- *Pastoral Care*
- *Evangelism & Hospitality*
- *Stewardship*
- *Christian Service*

■ *Music & Worship*

We currently have three very distinct services, each with a devoted core congregation. All Sunday morning services celebrate Eucharist. The 8:00 service is traditional, using Rite II from the 1979 Prayer Book, with a formal sermon and no music.

The 9:00 service is less formal. Worship is not limited to the 1979 prayer book and contemporary music is not limited to the 1982 hymnal. The service is vibrant and has a creative format. Music is led by a music team leader and parishioners using piano, guitars and drums. It is generally more family friendly with a shorter sermon. Children are encouraged to participate in all aspects of the service.

The Education Hour is between the 9:00 and 11:00 services.

The 11:00 service is traditional worship and music using Rite II from the 1979 Prayer Book and the 1982 hymnal. The music director for the 11:00 service is a classically trained organist who directs the choir which includes parishioners and one to four paid soloists.

During the summer, the schedule shifts to two services, 8:00 and 10:00, with no Sunday School.

The current weekday offerings include Morning Prayer on Tuesday morning and a Eucharist/Healing Service on Thursday at noon.

We have suffered from a gradually diminished membership at all

three Sunday services, as with most traditional churches. In 2009, we reduced staff to a single member of the clergy. A struggle will be defining a service structure that can be sustained by a single clergy. Membership is passionate about their preferred service time and structure.

Qualities we seek in the new rector:

- Ability to deliver a message to sustain us throughout the week
- Ability to deliver sermons relevant to daily life
- Energetic
- Ability to problem solve and build consensus



■ *Christian Formation*

Christian formation has been a historical strength for Trinity Church. There are a variety of offerings for all ages throughout the week. Sunday morning education hour is between the 9:00 and 11:00 services.

Our Director of Evangelism and Formation and the Christian Formation Committee lead a strong program for youth on Sunday mornings. The program includes all ages from preschool through high school students. The “Journey to Adulthood” program is used for middle school (Rite 13) and high school (J2A) students. The J2A program goes on a pilgrimage every two years. We had 78 students registered in the Sunday school program in the 2009/2010 school year.

Christian formation for the adults includes one weekday morning and one weekday evening Bible study, typically led by the rector. Sunday morning adult education topics are selected on a seasonal basis by the Christian Formation Committee, using a variety of lay leaders, clergy and outside speakers. We offer “Trinity 201” twice per year for newcomers as an introduction to the history and tradition of the Episcopal Church. We sponsor an Education for Ministries (EFM) program during the week for parishioners and the wider community. Though originally led by the Trinity clergy, EFM is currently led by trained leaders from the Diocese.

Trinity makes a commitment to foster future leaders for the

Episcopal Church. We regularly sponsor one seminary student through the Roberts-Stickle Scholarship fund, which is part of the Trinity Endowment. In addition to the sponsored student, we currently have one parishioner in discernment.

Current challenges for the Christian Formation program include recruitment of teachers and adult leaders, especially for the multi-year commitment for the J2A program. Invigorated programs are needed for the adults. The current service schedule requires the clergy and service participants to leave the Education hour early to prepare for the 11:00 service.

■ *Christian Formation (cont.)*

Qualities we seek in the new rector:

- Support the Director of Evangelism and Formation and the Christian Formation Committee with topics and resources for the youth.
- Develop and deliver adult education to keep the program relevant
- Motivate Adult Leaders to serve, especially for J2A program



■ *Pastoral Care*

Trinity has a history of strong pastoral care. This mission is shared by both the clergy and the laity. We celebrate our successes and support those in need. Warmth and compassion have been our strength as a congregation. Enduring bonds are formed in all aspects of church life. Lay Eucharistic ministers deliver the sacraments to retirement homes and homebound parishioners. Clergy visits in time of need and during holiday seasons have always been a component of this mission.

One challenge for the parish will be the time constraints of a single clergy.



Qualities we seek in the new rector:

- Warmth and compassion
- Supportive of people in times of crisis
- A spiritual leader
- Confidentiality
- Ability to mobilize the volunteer army to maintain the strong lay involvement



■ *Evangelism & Hospitality*

Warmth and welcoming have been traits of Trinity that attract newcomers and create the desire to stay. The heart of this effort is the Evangelism and Hospitality Committee. This committee helps newcomers find their niche in our community and encourages the participation of long-time parishioners. They organize a coffee hour after every service.

The committee plans events, holiday celebrations and parish meetings. In the past year, events included the Second Sunday breakfasts between the 9:00 and 11:00 services, Christmas Spaghetti Hootenanny, Quiz Night, ballroom dancing and the joint Lenten suppers with the Church of the Holy Comforter.

The committee works to spread the Word in many ways, both within the Trinity family and outside the congregation. Trinity has a monthly newsletter, Trinity Times, which is distributed to over 350 households. The website is continually updated to provide the Trinity Times, current contact information, calendar of events and photos of recent events. E-blasts are sent on a regular basis to announce current events, provide notice to service participants and alert members of upcoming needs. The group also maintains bulletin boards in the parish hall with photos of recent events and news from around the diocese. The group developed and sent evangelical Christmas and Easter post cards which were mailed all

parishioners and portions of the wider community.

Because newcomers are essential to the ongoing life of our church, the Evangelism and Hospitality Committee engages visitors through the use of letters and welcome visits. Trinity offers classes to newcomers and seekers to help them become part of the community.

A challenge for Trinity Church is the attraction and retention of new members, as well as meeting the needs of current parishioners. Challenges for the Hospitality and Evangelism Committee include the recruitment of volunteers for the many events scheduled throughout the year.

■ *Evangelism & Hospitality (cont.)*

Qualities we seek in the new rector:

- Warmth and compassion
- Desire to be a part of our congregational family
- Motivate parishioners to be involved
- Welcome newcomers
- Generate an evangelical spirit



■ *Stewardship*

Trinity's Stewardship Mission Statement emphasizes gifts of time and talent, as well as treasure, in order to carry out the mission that God entrusted to us at this time and in this place. The active involvement of laity has sustained the parish for over 150 years.

Trinity has had four major capital campaigns in just over two decades: Trinity 2000 for church renovations in 1988 (\$720,000), parish house renovations in 1996 (\$670,000), Slated for the Future, which replaced the roof on the church and parish hall in 1999 (\$500,000), and the current HVAC replacements (\$500,000). In each capital campaign, 10% was designated for outreach.

As reflected in the data from the Parochial Reports at the end of this Profile, pledging units and operating dollars have diminished over the past decade. Trinity has acted responsibly by approving a balanced budget each year, in accordance with the parish by-laws, however actual expenditures have exceeded actual receipts in 2008 and 2009, requiring a reduction in the Endowment. The approved budget for 2010 is 14% less than the budget for 2009. In response to the diminished revenues, Trinity's vestry and the leadership committees reduced the deficit by reducing staff. The assistant rector was reduced to a part-time position in 2007

and eliminated in the fall 2009. Additionally, a portion of the total return for the Trinity Endowment has been allocated to the Operating Budget in recent years. Reductions have also resulted in tightening some programs.

Trinity has an endowment valued at \$1,427,468, as of the end of 2009.

Qualities we seek in the new rector:

- Leader in membership growth
- Encourage annual pledging
- Exercise fiscal responsibility
- Ability to inspire the laity to give of their time, talent and treasures



■ *Christian Service*

Despite tightening budgets, Christian Service Committee has been able to continue Trinity's support for a number of organizations. We support many national and international relief efforts, including Episcopal Relief and Development, which coordinates relief efforts such a projects in Mississippi following Katrina, and this year in Haiti; and the Bishop Masereka Christian Foundation, which provides supplies for children orphaned by AIDS in Uganda.

In addition to outreach in dollars, Trinity has many programs that serve the community. Trinity Episcopal Children's Center opened in 1997 and is now filled to capacity with over 100 students, ranging from 2-year olds through pre-kindergarten. Demand for this

program is reflected by the waiting list for admittance. The school provides age-appropriate education as well as daycare for working parents. By 2004, TECC had returned the seed money advanced by the parish. This program has a full-time director and a staff of twenty full and part-time teachers.

Ever since its inception in 1963 as an activity of the Trinity Church Women's Guild, and its official opening on April 1, 1964, Trinity's thrift shop, The Surprise Shop, provides a tremendous service to the community and effectively utilizes the former rectory on the church grounds. This operation has proven to be a significant source of outreach income for the parish. Additionally, the Shop gives clothing and other items without charge to those in need in the community. The

Shop has provided an opportunity for careful and efficient volunteer service by parishioners and other volunteers, both men and women. One member of the parish staff is the Surprise Shop Volunteer Coordinator.

Trinity also makes a property located at 609 Baltimore Avenue available to Prologue, Inc, an organization that provides community-based support for individuals recovering from mental illness. Their services include psychiatric rehabilitation programs, a homeless outreach program, a supportive day shelter program and weekend drop in center. The Surprise Shop routinely provides clothing and other services for clients of Prologue.

■ *Christian Service (cont.)*

Trinity has provided office and meeting space in the parish house for numerous organizations serving the community. Itineris, an agency for adult individuals with autism, currently uses three rooms on the second floor. Previously, Pathfinders, an organization for children with autism, used space in our facility until their needs outgrew our space available. Alcoholics Anonymous meets regularly in the education building.

Trinity is the meeting place of the Trinity Episcopal Korean Congregation. It is a mission congregation of the Diocese of Maryland, using the Trinity facilities and sharing some programs. The congregation is

under the leadership of The Rev. Paul Kim, who was born in Korea and educated in The Catholic University and Seminary in Seoul.

Trinity is a founding member of the Assistance Center of Towson Churches, a food pantry for needy families in the Towson area. Trinity supports ACTC through volunteer help and financial contributions. The undercroft of the church is the primary food storage area for ACTC. Every Thanksgiving, Trinity is the staging area for collection and distribution of over 1500 baskets of food to those in need in the Baltimore area.

Current challenges will include meeting the financial needs of

the current parish operation without overextending ourselves in financial outreach. During our data gathering for this Profile, many expressed a hunger for additional service opportunities in the community.

Qualities we seek in the new rector:

- Ability to encourage parishioners to give of time, talent and treasure
- Ability to mobilize the laity to serve
- Ability to identify local opportunities to serve





■ *Business Management*

Trinity Church is guided by our Vestry and clergy, supported by a strong committee structure of lay leaders. The strength of our lay leadership is effectively leveraged through a structure of committees, including Christian Formation, Christian Service, Music and Worship, Evangelism and Hospitality, Stewardship, Finance and Investment, Property and Human Resources.

Trinity staff includes the rector, the parish administrator, the Director of Evangelism and Formation, a part-time accountant, part time organist and choir master, a part time music team leader, a full-time volunteer coordinator for the Surprise Shop, a full-time sexton, a full time day school director and

a day school staff of 20 full- and part-time teachers and aids.

Challenges for the parish include diminished resources to support a full staff. Some staff members are working beyond the contracted hours to meet the needs of the congregation.

Qualities we seek in the new rector:

- Ability to build consensus
- Ability to delegate responsibility to committees and trust in their service
- Ability to exercise fiscal responsibility
- Knowledge of fiscal oversight



■ *Vestry Goals*

The Vestry of Trinity Church is comprised of members with diverse backgrounds, skills and perspectives, all focused on the Mission Statement of the parish. Here are several of our hopes and dreams for the future of our parish:

- We are dedicated to attracting new members and families. We wish to meet the needs of those seeking spiritual growth. This in turn helps Trinity Church grow in number and resources. An assistant clergy position has historically enhanced our community and we would like to regain the financial resources and membership to fund this position.

- We pray for the future of Trinity Church. We need to build a plan for new members and new generations of the faithful regardless of the ultimate size of the congregation. We aspire to build Trinity Church for succeeding congregations. We pray that our actions are discerning not just the current environment and challenges but the life of congregations who come after us.

- Family attendance has for decades been a critical and successful ministry for Trinity Church. We seek a continuing emphasis on services and educational programs that meet the needs of families. However,

we envision not only providing spiritual education to the young members, but also to sustain meaningful adult spiritual formation.

- Trinity Church must be more visible to the world outside its walls. Its work and value must be communicated to a wider audience than its immediate congregation. We aspire to more effective communication and tools of outreach that attract the people and communities that may benefit from our programs, resources and facilities.

■ *Data from 1999-2009 Parochial Reports*

Year	Average Sunday Attendance	Easter Attendance	Number of Pledging Units	Total Pledges	Total Operating Revenues	Total Operating Expenses
1999	233	535	178	\$208,785	\$397,537	\$422,878
2005	175	411	159	\$268,702	\$477,658	\$497,475
2006	164	475	153	\$275,201	\$559,848	\$476,061
2007	154	334	141	\$281,120	\$487,796	\$464,596
2008	156	409	145	\$267,354	\$438,641	\$499,890
2009	152	377	128	\$258,588	\$382,642	\$429,880



■ *Information for Candidates*

The search process for the next rector of Trinity Church is being conducted under the authority of the Vestry by the Search Committee. Applications should be submitted to:

Search Committee in care of:
Peggy and Dennis King, Co-Chairs
709 Morningside Drive
Towson, MD 21204

Email: TrinityTowsonRectorSearch@comcast.net

They may be contacted at 410-340-9016.