

TRINITY 2019 ANNUAL MEETING AGENDA

- I. Opening Prayer/Convening**
- II. Rector's Report (Part I)**
- III. Vestry Nominations/First Ballot**
- IV. Presentation of Officers for 2019**
 - a. Senior Warden – Anne Gill**
 - b. Junior Warden – Pat Rodgers**
 - c. Clerk – Brenda Howard**
 - d. Treasurer – Martha Jones**
 - e. Chancellor – Ben Harris, III**
- V. Senior Warden Reports**
 - a. Cindy Nicholson**
 - b. Anne Gill**
- VI. Property Report – David Arnett**
- VII. Survey Report – Ruth Carlson**
- VIII. Second Ballot for Vestry (if necessary)**
- IX. Rector's Report (Part II)**
- X. Treasurer's Report – Martha Jones**
- XI. Questions/Discussion**
- XII. Closing Prayer/Adjournment**

RECTOR'S REPORT

Six years ago, I stood before you for the first of my annual meetings as your Rector. We held this meeting at All Saints roughly three weeks after the Christmas Day tornado – which by the way, in running some preliminary numbers for this year's parochial report, I discovered that over 1/3 of our active communicants have joined us since the tornado. While a number of these people joined us during the reconstruction, it's very reasonable to think that, in a very short number of years, the majority of our active parishioners will not have been present for the pain and trauma of that actual night Christmas Day 2012. In looking back at the report from that meeting, there were two quotes, one in my report as well as one from the incoming Sr. Warden Bob Howard (who will be standing before you shortly asking you to consider giving him the opportunity to serve another term on Vestry) that said roughly the same thing. To paraphrase them: "Trinity will never be the same after this tornado, but it will rise again and find a new spirit by the power of Christ's resurrection."

I literally had goose bumps on my arm reading this because (while I can't speak for Bob, but I will in saying that he probably agrees with me!) we could not imagine how right we were. We could not imagine the hardships, the frustrations, the doubts, the tears, and the occasional moment of desperation in which we wondered if there would be a tomorrow for Trinity. I recounted a conversation I had a few months after the tornado with our previous bishop, Philip Duncan, who was immensely supportive and present to me and to our leadership during our rebuild, but who said to me on this particular occasion: "It's a testament to you and your Vestry that Trinity has survived. I really didn't know if y'all would make it or not." But then we also could not imagine the miracles, the revelations of hope, the renewal of our faith, the cries of joy and excitement over unexpected opportunities and gifts, and those brief but powerful moments of true revelatory experiences in which we heard clearly the message from God that "we would be all right". Some time ago I had one of my regular conferences with our current bishop Russell Kendrick, and our session that day quickly turned into a venting session for me. I told him I couldn't do anything right, people were aggravating me, everyone was scared about the financial future of the church, and we just couldn't catch a break from my perspective. Russell let me vent, and when I finished, he didn't miss a beat in saying, "It sounds like all of you are figuring out what the other side of the resurrection looks like." These words

imprinted in my mind and in my heart, especially after he took great pains to compliment me (and all of you) for the fact that, as much as he said we possessed great anxiety about a lot of things, we were doing the work of tapping into the potential of what a post-tornado, post-modern, post-Christendom Trinity Episcopal Church needed to look like.

With this backdrop in mind, the theme for our meeting today is “What does it mean to be a resurrected people?” God has given us new life and a new chance, but what do we do with it? More importantly, how HAS it changed us and how is it CONTINUING to change us? The stories of the resurrected Jesus and his appearances to the disciples all share one common trait – initially nobody knew who he was. They talked with him and they saw him, but it was not until he ate with them, showed them his wounds, said a familiar word to them that they knew it was Him. While I was a student at Sewanee, there was a play written and performed by some of the seminary students one Easter season whose title I can’t remember but whose essential point was, “What if the resurrection happened in today’s world?” One of the funniest lines was Peter looking at Jesus over a meal, stopping mid-bite and saying, “I know what’s different about you – you parted your hair on the other side, didn’t you?”

To this day, I still meet a lot of former Trinity members (and some current ones!) who lament that Trinity is no longer the church they remember. There’s a great deal of sadness in this statement, but I’ve also come to realize that this is not a criticism of where we are now. In fact, 9 times out of 10, these folks will go to great pains to say that they hear and see such wonderful things happening in and through our church community. I have asked many of the former members, “So why don’t you come back?”, to which I get the response of shuffling feet, looking away in the air, or “Roll Tide”. While it’s frustrating that those folks – especially those who no longer go to church, period – hardly give any consideration to coming back, I get it. It’s a different place, from the makeup and demographics of the congregation to the very physical appearance of our buildings. For those of you who are still here, you don’t know how much I appreciate your steadfastness, your faith, and your presence through the myriad of transitions Trinity has gone through.

For some time now, but particularly in the last year, your Vestry has been wrestling with this reality of who we are. We are no longer a cardinal parish in

Mobile, let alone in the diocese – and we haven't been for a really long time. We no longer can count on the regular participation of previous generations who went to church nearly every Sunday because "that is what you're supposed to do." There remains a committed core, but we increasingly see a number of people in our younger generations for whom church attendance means something entirely different than what I just mentioned. While Trinity has never been awash in funding in its long history, it has struggled for the better part of the last 15 years or so to handle basic operating expenses, let alone fund mission or new initiatives. What we ARE is a church that has stepped out in faith into the community in new and exciting ways – a revitalized food pantry ministry, Project Homeless Connect, work with McKemie Place, among many other things. What we ARE is a church that has garnered a reputation of being welcoming, friendly, and inclusive in every sense of the word (it's hard for me to believe this because I know so many of you who have been here for a long time and can't imagine you this way, but one of the laments I've frequently heard even from long-time Trinity members and former members who miss the old days is that Trinity had its fair share of clique-ishness once upon a time). We ARE a church that's working hard to find new ways to include, raise up, and empower our children and youth into the life of our parish.

Among all these things, the Vestry and I have realized that we are very much in the season of "Paradigm-Busters". A paradigm is essentially a set of patterns and rituals that often give shape and meaning to something. Well, part of being a resurrected people is learning new patterns that are healthier, energy-giving, and transformative and letting go of ones that are stale, energy-consuming, and lifeless – but yet they bring us comfort because we've always done them that way! Deacon Terry and I have literally spent three days this week at clergy retreat for a program titled "How to View Yourself as a Church Plant". In other words, if you were starting Trinity from scratch, how would you set it up? Literally everything that the Vestry has been talking about over the last year was held up by our retreat leader as part of the process of forging new patterns and new relationships into old and dying systems.

The reason we conducted the recent parish survey – which you will hear about in greater detail shortly – was to understand our patterns and habits. While a lot of this information is something many of us in leadership already knew, some of it is not. Even for what we know, it is extremely useful for us to be able to show you

these findings on paper so that no one can accuse us of making up information for our own agenda.

But before we get to some of the bigger paradigm-shifting discussions we've had as a Vestry, let me bring up a few smaller but equally important transitions that have happened over the past year. First, it was at this meeting last year that we announced the retirement (again!) of our wonderful and faithful parish secretary Cathy Williams. Following the meeting, a certain person came up to us and said, "I'd love to do the job!" It was our own Brother Jacob. After thinking and praying about it, it became quite clear that he was the perfect person for the job. He possessed the knowledge and ability to handle the position, but he also possessed an understanding of this community that has helped immensely in this role. It does not always work out to hire a parishioner in this role (in fact, we're often encouraged as clergy NOT to do this), but it could not have been a better fit. Among his many gifts, Jacob has improved both the aesthetics and the delivery system of our communications. We still continue to have some glitches with e-mail (which I'll say more about!), but through his work, our communication is better in every conceivable way. There is always room to improve, but in order for us to live as resurrected people, we obviously have to be able to express ourselves and reveal God's work among us to the best of our abilities!

Thanks to the work of Anne Gill, Mark McLean, Elizabeth Hill, Deacon Terry, and John Goff, Trinity has engaged in a very deliberate process of revisiting essentially how we do our children and youth ministry. Anne and Mark have written about this in their reports, but essentially the gist of the work we are doing is fundamentally building up our ministries in these areas through the power of relationships – relationships between our kids, relationships between them and their parents, relationships between the kids and mentoring adults, and relationships between our kids and the whole parish. We are seeing new life, new energy, and a wonderful sense of community rising up out of this work. I cannot stress enough that the work of children and youth ministry is a work of the entire parish and not just the designated leaders or the parents of our youth and children. We are always looking for people to provide meals, help at EYC, and support our youth in their activities outside of the parish. While we try to recruit people, it really helps us if you let us know if you'd like to help.

We introduced two new services in the past year which, on the surface, didn't seem to make much of an impact based on the attendance. But in both cases, our Blue Christmas service and the Feast of Lights celebration of Epiphany last week reflected in each both a longing need for what these services provided as well as a confirmation that the building up of community is truly at the center of every paradigm we are looking to establish. Last Sunday our youth knocked it out of the park with their leadership, confirming the good work which has begun in this group of kids. Our Blue Christmas service touched people on a deep level who had experienced pain and loss and, from the feedback I received, helped people to be honest with what they felt and yet still feel capable of receiving the gift of the Christ child over the Christmas season. We hope to build on both of these in the upcoming year.

As many of you know, beginning in May, we opened our doors to this parish hall on Sunday nights to a church plant (hey, there's that phrase again!) called Christ Redeemer Church. The origin of this was that they are an offshoot of Grace Community Church in West Mobile, a PCA Presbyterian denomination, that was looking to establish a ministry presence in Midtown. This is not the first time I've been approached in my time here about renting space to a fledgling young church. The only other time I seriously considered it, it became clear to me that the church requesting space was not inclined to follow certain protocol both on use of the building and in respecting the doctrine and theology of our church on certain matters. So we let it go. This time however, the Christ Redeemer pastors called and visited, called and visited, to the point where I gave them an audience. Something clicked in one of these conversations – these people can teach us a lot about how we need to do ministry in the greater community. Now, to make a long story short, the proposal to welcome them here was not universally accepted within the Vestry. Concerns about times, but more importantly, concerns about their doctrine and theology – particularly on the role of women and inclusion of LGBT people – were a major sticking point. We could not allow a group within our space to actively preach a message against the positions of our parish and the wider Episcopal Church. There was also the belief that they would be competing with us for members in our neighborhood. And yet a number of Vestry members, as well as Deacon Terry and I, saw in this an opportunity to welcome a group looking for a home, on fire and passionate for God, and, directly relevant to us, desiring to work with us on how we can have the same ministry presence in the greater community that they do. In fact, I will be meeting with them this week to

set up some meetings between a group of their elders and a group of our Vestry to learn from each other: What are the strengths we see in the other church? What are the things we feel we can share with each other? I have learned with them that they are not our competition. I feel like other Episcopal churches are much more of a competition to us; they are simply tapping into areas of the community that we have not. And they are very much willing and able to share with us ways in which we can do the same. Now of course they pay rent, which immediately is going into our HVAC account! But this relationship has already become much more than a tenant renting from us, and we hope that we can continue to see in what they do new ways – new paradigms – for us to be the resurrected people in the city of Mobile.

Part II

Now that you've heard the results from the survey, let me tell you a few other paradigms that the Vestry has been discussing. First, newcomer recruitment and how we go out into the community looking to share ourselves. I said a lot about this in my reference to Christ Redeemer, the plant church. But we also have two critical pieces that we can build on. One is internal, our Invite Welcome Connect ministry. You remember all those name tags out in the narthex? A couple of years ago, Deacon Terry introduced this wonderful ministry to the Vestry that gave us some structure as to how to identify, welcome, and include new members into the life of our church. The name tags were one of the key pieces, a way to encourage people to interact, be friendly, and not worry about forgetting someone's name! For a variety of reasons, the program didn't take off, and many people have stopped wearing your name tags. Start. You may not like it, but I can show you a boatload of statistics that show that, in congregations where name tags are worn by parishioners, they can expect a higher retention of newcomers who walk through their doors. The second piece of this is the CMT, the Celebrate Midtown Festival. Debbie Amsbaugh and Bill James have worked HARD on putting this together the last two years. It is on its way to becoming like Bayou Bash is for All Saints. But I want to make clear to each of you that its purpose is not to throw a party for the neighborhood. Its main purpose is two-fold: to open our doors and let people see what WE do here, but also for us to see what is going on in the community and how/where we can help. As we prepare for our third festival in the fall, I want us to be very intentional in this process of sharing ourselves but also listening to the needs around us so that we can reflect

the mission we've tried to gradually grow into – a true parish church serving Midtown and the greater community of Mobile.

Second, I do think we can look to the past on recapturing a sense of how we can interact together. Once upon a time there used to be a Parish Life Council whose job was to create opportunities for regular fellowship and camaraderie among Trinity members. Here in recent years, we have had an Activities Committee that has put on some wonderful events – most of which were not well attended. Our survey results indicate a strong desire for fellowship among our older members while not quite as strong for our younger members. And yet, in conversations I have with our younger members, I know that there is a deep desire for something more in terms of building community within Trinity. Our recent models have not worked, and yet I'm reminded of a program we did a couple of years ago called the Sharing our Faith dinners. Trinity hosted 4 of these events, one of which was a group solely of children. Every age and demographic within our parish was represented in this event, and we realized in these dinners that what people crave is not just another social event but rather an opportunity to break bread and to have a non-threatening forum to talk about what it means to live as a person of faith in the world and where God speaks to them each day. While I'm still working out the details, our Wednesday Lenten programs will be modeled after this approach. And I've got a few of you in mind to help! Please let me know if you are interested. Bottom line, a church cannot grow if its members don't spend time together. What are the meaningful ways that you will spend time with each other? What are the things you will MAKE time for? We will be asking you for greater feedback on this as we move forward.

Our next paradigm is handicap accessibility. This is not a new problem. But it is now becoming a crisis. The survey results confirm this. It was very striking to a number of us at Joyful Night this year to see a child from Christ Redeemer – who, by the way, participated with us in our pageant this year – having to be physically carried into the church with his motorized wheelchair behind him. That night, the elevator outside was not working properly, as it is becoming more apt to do these days. What is amazing is that this same child is physically carried up the stairs in the parish house building to where their youth meet on the second floor EVERY SINGLE SUNDAY they are here. They don't and won't complain, but the image is striking. For Trinity, we are at a point where I know of three active parishioners who have reduced their attendance greatly because they physically can't come up

the stairs – and they are somewhat nervous about riding the elevator lift. The Long-Range Planning Committee has looked at a couple of proposals, but they (along with the Vestry) have heard complaints that any effort to make the church accessible will have a negative effect on the church's aesthetics. I don't relish being blunt, but this is a duh! statement if I've ever heard one. Our facilities were built in a time where this was not a consideration. Any attempts to upgrade our facilities in this manner are going to require a fairly drastic change in appearance. As with any beautiful, historic church, we want to preserve the beauty of our space. But how can we preserve it for generations to come when we are inadvertently turning away a number of faithful people who cannot access it? How can we truly grow as a parish when neither of our main buildings are truly inclusive to the aged, infirm, and those with disabilities? Our beauty is important, but it can – and to some extent, has – become a sacred cow at the expense of the mission of the church. Your Vestry and your Planning Committee will continue to look at this.

Speaking of sacred cows, last but not least, we have our service times. Now I have not heard all of Ruth's report on the survey in this regard, but I saw enough data from my glancing at the reports which clearly stated 1) we need more members; and 2) we need to bring everyone together more often. I'll cut to the quick – Trinity has had two services for a long time. It used to have three. Why do we maintain two services? Is it because of Rite I and Rite II? Is it the times themselves? Is it because some like music and others don't? I'm not trying to answer these questions without more data, but I do ask you to consider why we do this. On most Sundays, the church feels empty at each service and feels low on energy. For most of us, it probably doesn't really bother us, especially because it fills our needs. But is it filling the needs of others? Is it filling the needs of our whole community? Think of yourself one Sunday as a newcomer when you walk in. You'll probably be greeted, you'll probably love the service, but you look around and wonder, "Why is there no one here?" You may wonder if there is something wrong under the surface, or you may think there are no kids in this church, or you may become a little too self-conscious since you're sitting off in a whole section by yourself. Amazingly we have grown and retained a number of new people. But I can tell you four examples of newcomers that I followed up with who liked us (in fact, loved us) but said point blank: "It feels like you have nothing going on here." This is a problem. Now I know a number of you who ADORE the particular service you go to. Some of you have said to me you came to

Trinity because we had an 8 or a 10:30. Some of you have directly said to me, “If we move the 8 o’clock service permanently, I will leave.” That is certainly your prerogative. But my job, and the job of the Vestry, is to determine what is in the best interests for the future of Trinity church. And trust me, this conversation on service times has come up frequently in groups and in individual conversations I’ve had. Right now we can’t tell you what’s going to happen. We also have the little matter of determining how we would adjust Christian formation if we were to combine into one service. And then what time would the service be? Could we have one in the morning and perhaps one on Sunday evening centered more around food, fellowship, and formation? Right now we don’t have the answers to that – but we are hard in prayer and discernment on it. And I ask you to keep an open mind as well. I also ask you to reflect on the times where we do combine services, like this morning. Was there more energy? Was there more engagement with people you did not know? Did we feel a stronger place for being together? Let me emphasize particularly after comments made by a predecessor of mine – We do NOT want to lose anyone. Ever. I can’t state this any more clearly. However, I ask each of you to look at this from beyond your own needs and perspectives. What would be the best solution for Trinity here and now? Would combining services help us grow? I also remind you that my job is not to keep everyone happy. That ain’t happening! My job is to grow the ministry of Trinity, discerning and following the will of God in making that happen. And this is your job too.

Above all else, how can we make Trinity a place where the resurrection, the new life and healing found in God through Christ Jesus, is felt and experienced on a regular basis? The good news is that I think we already are living out this calling. Each week I find through you an example of God’s life at work in loving the wounded, helping the afflicted, comforting the sick, and being together through good times and bad. The irony of being the resurrected people is that we may not recognize who we used to be. That is okay because the church is a place where we are called to live in the present and in a hopeful future, not in a glorified and idolized past. We cannot be complacent in this calling, as though it’s already happened in our rebuilding from the storm and now we are simply along for the ride. I close by reminding you of something that was shared by one of our clergy at our retreat this week: “We must move from being recipients of the gospel to putting ourselves out there as the gospel, ready to be received – or possibly rejected – by others”. We are the gospel because we carry the new life

of Jesus within us. Do not take this life for granted. Live it. Love it. Share it. Be the light you are called to be. In this way, Trinity will indeed never die, but it will take a new form and bring a new light to all the people around us who, like us, are desperately seeking to find a place to belong and feel loved. And by God's grace and courage, we will be that place for years to come.

DEACON'S REPORT

Prayer for the Parish: Almighty and everliving God, ruler of all things in heaven and earth, hear our prayers for this parish family. Strengthen the faithful, arouse the careless, and restore the penitent. Grant us all things necessary for our common life, and bring us all to be of one heart and mind within your holy Church; through Jesus Christ our Lord. Amen.

It may interest you to know that during the past two years your Vestry members and clergy have prayed daily for each individual member of our Trinity family. These prayers are offered to God so your lives may be enriched, blessed and comforted in times of distress and to rejoice with you in time of happiness. Prayer is powerful and brings about change in one's life.

Prayer can take many forms and that is what I would to address in my report this year. During 2018 your Vestry and members of this congregation engaged in work to improve the financial health of Trinity as well as open up the church to the community through fund raising efforts and local outreach events. In January, members stood in the freezing cold passing out water and Gatorade to runners at the annual First Light Marathon and walked in Peaceful Unity that same afternoon with other faith leaders and members of Mobile churches and organizations. At the end of January we participated in Project Homeless Connect engaging with people left homeless through various circumstances and gifted them with clothes, hugs and conversation. They blessed us with so much more. During Lent programs and dinner were offered each Wednesday night then we celebrated this great season with services each night of Holy Week ending with Maundy Thursday and Holy Friday. We celebrated the resurrection of our Lord with the Great Easter Vigil on Saturday at dusk then again on Easter Sunday!

This was just the beginning of the year. Throughout the children were beginning to attend EYC gatherings on Sunday afternoons, go to Camp Beckwith for summer

camp, return to Beckwith for “Worship on the Water” with other youth before the start of school and become accustomed to sharing a life together in the church community. They also presented programs to adults during their Sunday school time and just recently at a special Epiphany service—Festival of Lights.

Yes, there was a lot this year; yard sales, community gatherings, funds being paid down, participation at our food bank, a grand haunted house in October, clergy and vestry members attending workshops, behind the scenes work and much more to make our church the home it is for our family.

I would like you to think for a moment how nice it is when we are all gathered together on Easter morning or for a Christmas service; our house is full, the songs are rich, the responses loud and there is much energy and joy during these services. I believe part of the reason these services are so joyful is because we are truly joined together in a great prayer. We can feel the presence of the Holy Spirit. We have come together to celebrate our faith, our Lord and each other; all differences are put aside and we truly enjoy each other during these celebrations.

In 2019, I invite you to come and rejoice as in celebration and prayer to all events, workshops, children’s invitations, workdays, conferences, etc. Come, so we may always be surrounded the energy and joy of a great gathering, a prayer, let the presence of the Holy Spirit be felt by the joy of her people gathered together in unity and love.

Look deep within your hearts and plan to join your Trinity family and friends as we pray together and increase our numbers and commitment at Diocesan events, parish events and activities and support of your Vestry.

Breathe into me, Holy Spirit, that my thoughts may all be holy. Move in me, Holy Spirit, that my work, too, may be holy. Attract my heart, Holy Spirit, that I may love only what is holy. Strengthen me, Holy Spirit that I may defend all that is holy. Protect me, Holy Spirit, that I may always be holy. Amen.

Respectfully submitted,

Rev. Deacon Terry L. Goff

ALTAR GUILD

The Ladies and Gentlemen of Altar Guild continue to set up and clean up the before and after Sunday services for Holy Communion. We didn't do much past this for the year other than the occasional tidying of Church by teams while setting for services. This year Patti and Erin are passing the torch on to Martha Jones as the new Chairperson for Altar Guild. If you are interested in joining please contact Martha at martielou0906@hotmail.com.

Erin English and Patti O'Rourke, co-chairs

CHILDREN'S MINISTRY

In 2018, Trinity Episcopal Church began seeking more opportunities to reach children and their families in times outside of the traditional Sunday school hour. In April, Mark McLean and I traveled to Gulf Breeze to meet with other smaller churches in our diocese to be mentored by a representative from Ministry Architects, a leading consulting firm dealing with children and youth formation in churches around the country. This meeting (and another like it a few months later) led to the formation of a team of parishioners, including Mark McLean, Elizabeth Hill, Rev. Bailey Norman, Rev. Terry Goff, John Goff, and myself, devoted to increasing our children's and youth opportunities. We have had several brainstorming sessions to deepen intentional ministry to this portion of our congregation. Our work is ongoing but we are excited with the progress and hopeful for an even more active 2019!

One of the mainstays of our children's ministry is our formation program, Catechesis of the Good Shepherd (CGS). In 2018, around 20 children participated in Trinity's Catechesis of the Good Shepherd atria. We have two atria: Level I for ages 3-Kindergarten and Level II for 1st-4th grade. Our Level I atrium is led by catechists Cathy Clothier and Elizabeth Hill. Our Level II atrium is led by Anne Gill. We are grateful for Carol Evans who has consistently served as an assistant this past year. Each week our children and catechists faithfully gather to hear and

ponder scripture, learn more about the liturgy of our church, and to be in community learning about Jesus and the Kingdom of God. We celebrate the seasons of the church, learn more about the Eucharist meal that they partake in each week, and wonder about the parables Jesus taught. Together our faith grows.

Thanks to a financial gift from St. Anne's, we are hoping to host CGS Level I training beginning this summer. A couple of members have committed, but we need a few more to make the discussion lively! If you are interested in learning what training entails, please see Elizabeth Hill, Cathy Clothier, Terry Goff, or myself. We would love to have you join us and know that participating in training does not mean you must be a weekly catechist.

In addition to CGS, we had several other opportunities for fellowship with our children. One spring morning, our children gathered with Mike Cadden in the vegetable garden for a quick lesson on growing and harvesting plants. We hosted two Parents' Night Out evenings that were well attended by church members and neighborhood folks as well. Perhaps the most joyous occasion was our annual Joyful Night. With over 20 Trinity children and several from Christ Redeemer joining us, we listened to our children proclaim the birth of the Messiah. It was the perfect ending to a blessed year!

We are always looking for more participation from our children and adults. Please see Father Bailey or me if you'd like to be more involved in children's ministry!

Faithfully submitted,
Anne Gill

EYC (EPISCOPAL YOUTH COMMUNITY)

The words to describe Trinity's youth program in 2018 would have to be innovation, stability, and coalescence. The remnants of the established EYC program were dismantled and selectively reconstructed in order to focus on the "core" of the youth. By doing this, we no longer have a lack of participation or a wide age gap. Rain or shine, the youth met every two weeks, and each gathering comprised elements of self identity and team building. They explored their

creativity with arts and crafts, played games, and learned about historical aspects of the liturgy, trying to understand why we do some of the things we do in the church. Each night was concluded with evening prayer and dinner provided by some of Trinity's gracious volunteers.

The momentum generated will lead the youth to greater heights and so 2019 will see much of the same immersive curriculum. However, a few initiatives will try to be implemented in the coming year. One of the more intense undertakings will be to convert the Youth Room (High School Sunday School room) from a cold dingy expanse into a more captivating and inviting space. This will be accomplished by the youth and hopefully be done before the fall semester. Your support will be welcomed and greatly appreciated.

So what can you do to help in this thriving ministry? The answer is simple: make them an integral part of the congregation. This can be done by volunteering time to spend with the youth by providing dinners after our meetings or sharing some talents or skills you may have to invoke creativity and learning. Let them know that they are welcomed. Let them know you are interested and invested in them. They are the future of Trinity, the future of our community, and the future of our society. Allow them into your world, our world as a congregation.

Mark McLean, EYC Leader

LONG-RANGE PLANNING COMMITTEE

Members:

The committee was chosen with the following demographics in mind: length of membership at Trinity, age group, expertise in certain areas and willingness to serve.

David Arnett

Bro. Jacob Taylor

ExOfficio: Rev. Bailey Norman

Laurent Cadden

Pat Rodgers, Chair

Cindy Nicholason, Senior Warden

Ruth Carlson

Elizabeth Hill

Background and Charge:

The committee is a creation of and an advisor to the Vestry. The Committee will make recommendations to the Vestry and the Vestry will be responsible for making any decisions, projects, or changes based on the recommendations.

During 2018 the Committee had much discussion on various property issues: sale of the lot across the street, the parking area/lot next to the sanctuary, the Children's Center Building, the Scout Hut, and handicapped access to the sanctuary and the Parish Hall building.

The Committee felt that input from the congregation is needed to make any final recommendations. Therefore a congregation-wide survey was conducted in late November/early December and the results will be presented at the annual parish meeting in January 2019.

The goal for 2019 is to provide the Vestry with a final report with the committee's recommendations.

Respectfully submitted,
Patricia M. Rodgers

MCKEMIE PLACE

Regular volunteers: Bill Evatt, Mark Taylor, Mary Stewart Stephens, Katie Flanagan, & Pat Rodgers

Trinity serves dinner to the ladies at McKemie Place the first Wednesday of every month. We feed between 40 and 50 ladies each evening a set menu of fried chicken, string beans, potato salad, rolls, pound cake, topped with peaches and iced tea. About midway through this year, the group lost its leaders, Nancy and David Doolittle. Thanks to their organization the group has carried on after their departure. Several times during this year we've been joined by some of our youth which delights the ladies and counts as service hours for our young parishioners.

Throughout the year Jane Williamson gathers toiletries and cosmetic bags as gifts for the ladies at Christmas. We handed out approximately 50 bags this Christmas. The ladies were most appreciative of this Christmas remembrance.

We welcome anyone who would like to help.

ACTION for 2019: Find a Coordinator!

Respectfully submitted,

Patricia M. Rodgers

MEN'S COOKING TEAM

In 2018 the Men's Cooking Team had a very successful year. We had a large feast when the bishop visited in the summer: pork tenderloin, green beans, diced potatoes, and rolls. We cooked hot dogs and sausage dogs with chips and a drink for the Mid Town event held at Trinity. The cooking team held its fourth annual Boston Butt Sale and sold 75 butts. I would like to thank Pierce Brothers Construction for the use of their smoker. We currently still have 7 butts left if anyone is interested in purchasing one or has a family member or friend that would like one. I would also like to thank all that have been involved in 2018 with the cooking team and making it a successful year. If you would like to get involved with the Men's Cooking team let one of the chefs know so we can get your info.

Bradley A. English

MUSIC

Music is an integral part of worship in Christianity and at Trinity. We always welcome new members who can give the time commitment to attending weekly practice and worship services. The choir leads the congregation in worship through the singing of hymns & psalm chants, and singing an offertory or communion anthem. Anyone who wishes to join the choir is welcome to attend rehearsal on Wednesday evenings at 7:00 in the choir room.

Instrumental music in addition to the organ is always a great asset to our worship. Anyone who plays a musical instrument, especially any of the youth who are in their school band, is encouraged to contact Jeremy Adcock (music@trinitychurchmobile.org) to find a piece of music and a date to help in

leading worship. Many of the anthems the choir sings have brass, wind instrument, or string settings, so anyone who is an instrumentalist could have an active choir life beyond the choral experience.

We are always excited and grateful when the Wysongs return to Mobile for the winter. Terry adds so much to our Alto section. This year we added 4 new choir members, the whole Truetel family! Since I've been at Trinity, we have been using Mark Hayes out of Birmingham for service calls on the organ. He is approved by Goulding & Wood for service work so there is no issue for voiding warranty. Mark had tuned for me in Starkville and Columbus. He is a good friend and I'm able to fix many issues that come up with tuning and mechanics through a FaceTime call to him. This helps minimize expenses to the church.

Trinity choir is a great group with which to work. A small group of very talented singers and faithful as well. I look forward to the future for Trinity's music ministry and my growth as your parish musician. As always we would welcome new choir members! Please prayerfully consider joining the music ministry of Trinity Church.

Jeremy Adcock, organist/choirmaster

PARISH ADMINISTRATOR

Dear Parish Family,

It is a joy for me to write my first annual report. I accepted this position with great joy nearly a year ago. Having been a parishioner for nearly fifteen years at Trinity, I have a unique perspective to bring to the position of your parish administrator. I also have skills that I have been able to utilize in this position that I believe to be an asset. I hope you feel the same.

In the last eleven months since I took this position, I have tried to maintain an open eye for improvements to the structure of my position. The duties I have taken on are varied and wide. My responsibilities include: the creation and printing of service leaflets, assuring proper working order of office equipment, assisting the clergy and other staff in any way I am asked; maintaining the parish prayer list, emailing parish announcements each week, keeping the parish

calendar (physical and electronic) and coordinating the office volunteers. Also, I maintain the parish database which houses each person's contact information. I also took on the role as editor and designer of the Trinity Parish Visitor newsletter which include some new features (spotlighting ministries around the parish and a "Catechism Corner" among other aspects).

We have made some changes to help streamline productivity and communications from the parish office. In particular, the parish mass email delivery system has been transitioned from MS Outlook to the online platform MailChimp. With MailChimp, I maintain the church's address book and each week launch e-announcements and any message that needs to be sent to the entire parish simultaneously. As with any new platform integration, there are challenges and I am working to meet them as they present themselves. It is impossible to know all the issues at once. If anyone is not receiving emails, you are first encouraged to check spam and junk folders to see if messages are being re-directed before contacting the office. If those messages are being re-directed, you will have to add us to your "safe sender list." I also co-maintain the parish Facebook and Instagram accounts. At times, I also update the church's website with pertinent information.

I would like to take this opportunity to express my personal gratitude to our invaluable office volunteers: Pat Rogers, Nettie Robertson, Martha Jones, Martha Fuller, Lois Adams, Doris Benson, Laurent Cadden, Cindy Nicholason, Bob Peck, and Bill Howell. Their contribution to the efficiency of the office is invaluable. Thank you all so much! I would also like to express my thanks to Father Bailey, Deacon Terry, Amos Kidd, Kathie Wall and to the parish community for trusting me in the position. I love Trinity with all my heart.

The Peace of the Lord be with you always!

Brother Jacob Luke

PARISH NURSE

2018 has been a very busy year. I continue to practice as your Parish Nurse according to the scope and standards as defined by the American Nurses Association. I continue to visit parishioners in the hospital and those who are ill at

home. My ministry includes taking home Communion to our members who are hospitalized and those who are unable to attend services. I contribute a health related article monthly to the Visitor. I am available for personal consultation to parishioners with questions and concerns on issues related to their health issues.

Please let me know if you have upcoming surgeries or other health issues so that I can be there for you and your family. If you are admitted to the hospital, please make sure that the person doing your admittance paperwork adds Trinity as your religion.

It is an honor to serve as your Parish nurse and you can contact me day or night if you have an emergency. My contact number: 583-3301.

Kay Cruthirds, RN, MSN, FCN

PARISH SURVEY

This summarizes the November/December, 2018, Trinity Church Habits and Practices Survey results.

Background: After substantial thought the Long Range Planning Committee decided to field a Habits and Practices Survey to better evaluate the most important projects to the Congregation. 304 surveys were distributed with an excellent response rate of 91 participants, 30%. Findings are based on a "Top Box" analysis (% of respondents with a Very important or High Priority selection for the individual question).

Key Findings:

1. Respondents were: 62% female; 70% over 57 years old; and 64% with more than 10 years attending Trinity.
2. Older respondents were willing to travel farther to attend Trinity (67% 3+ miles), more likely to sign a pledge card (84% of 57+) and identified worship services and pastoral care as the key reasons to continue.
3. Younger respondents lived closer (82% within 0-3 miles) and found pastoral care, worship services and outreach programs as key reasons to continue with Trinity.
4. Both age groups agreed that the highest priority project for Trinity was handicap access to the church (74% overall) and that projects related to children (nursery improvements, playground and equipment, 5d/wk child care and a

children's choir were all in the next group of high priority projects. The elevator to the second floor was also in the second group of projects.

5. Among voluntary comments, the most often cited reason for continuing to attend was that the church was home/family. The most often item cited for needing improvement was building the size of the congregation.

6. The most frequently used form of church financial support (not money contributed, but, rather, type of support) was a formal pledge followed by gifts at special services, fellowship activities, urgent requests and the offering plate.

Next Steps: The complete report will be submitted to the Vestry for their consideration. You are welcome to ask me questions at ruthcarlson303@gmail.com.

Ruth Carlson

ST. ANNE'S GUILD

St. Anne's Guild is a ladies guild within Trinity Episcopal Church, active members approximately 15. Over the past year we have supported or made donations to several organizations (Mission Trip to Dominican Republic, Literacy Coalition, Trinity Church Webpage and Youth educational program at Trinity. We had one fund raiser this year our annual Sweet and Savory Sale and participation in Trinity's Community Fair. This event continues to be a success, thanks to all that participated. We feel this event brings not only St. Anne's members together but, the congregation participates as well. We have supported Trinity in many church needs and projects.

In 2019 we would like for more ladies of all ages to join our guild. Not only would you enjoy the fellowship, you would meet other members of Trinity Episcopal Church.

Martha Fuller

WEDDING GUILD

During the 2018 year we held 6 weddings in the main church. One of these weddings also held their reception in Irving Hall. The wedding guild is comprised

of the following volunteers: Paige Gates, Laurent Cadden, Mary Stewart Stephens and Martha Fuller.

We welcome anyone interested in becoming part of our ministry, as the average wedding we have has at least 5-7 wedding party attendants. We have had a wedding that had 11 wedding party attendants and that didn't include the flower girls or ring bearer!

Paige Gates

STEWARDSHIP

The Stewardship Committee members are Father Bailey, Cindy Nicholson, Shae Street, and Mary Stewart Stephens.

The Stewardship Kickoff dinner and skit was held on Saturday, September 15th with a Halloween theme.

The Stewardship Committee would like to extend appreciation to the following speakers for sharing what God means to them: Father Bailey, Brother Jacob Luke Taylor, OSB, Cindy Nicholson, Scott Amsbaugh, Bob Howard, Anna Lisa Tessier, Kay Cruthirds, and Mary Stewart Stephens.

As of January 9, 2019:

Total Units	92
Total Amount Pledged	\$310,984.76

Thank you for your generous contributions of your time, talents, and monetary gifts to continue God's work at Trinity Episcopal Church and the community of Mobile.

May God bless each of you and give you a year of peace and joy!

Mary Stewart Stephens
Stewardship Chairman

TREASURER'S REPORT

1 TIMOTHY CHAPTER 6

17 Command those who are rich in this present world not to be arrogant nor to put their hope in wealth, which is so uncertain, but to put their hope in God, who richly provides us with everything for our enjoyment.

18 Command them to do good, to be rich in good deeds, and to be generous and willing to share.

What a wonderful time to be at Trinity. Numbers are up, and we're getting things done.

I began my tenure as Treasurer in April of this year, succeeding Bob Howard who served diligently through good times and bad. First, I would like to thank Bob and Kathie Wall, who have educated me in the workings of the finances of Trinity.

Initially, as I met with the Rector, the Senior Warden and various vestry members and communicants, I was asked to keep everyone informed. The Treasurer's primary function is reporting. I committed to be a good steward of your generous donations and to report to you as information became available.

In addition, I committed to asking for your input and heeding your advice. Thanks to all of you who have shared your expectations and didn't hesitate to give me your opinions.

In 2018, our budget was written with a deficit. We ended up the year with a net total in the black in the amount of \$13,968. As good as this sounds, the overage was due to a transfer from the Endowment Fund and the proceeds from sale of the lot across the street, not spent on HVAC equipment.

Our new budget was also initially written with a deficit. When this happens, we usually strive to cut expenses. This year we have increased the income line for Special Gifts. It is our hope that the deficit can be made up by me and you in extra donations. What you are paying for is primarily building maintenance, deferred building maintenance, for which we have increased the budget from \$12,000 to \$18,000. This is not a capital campaign, but a request to help David Arnett and Amos Kidd preserve our buildings.

Per family unit this request would amount to about \$150. Please mark your checks Special Gifts.

I have made my contribution today.

Blessings,

Martha Jones

**TRINITY EPISCOPAL CHURCH
2019 OPERATING BUDGET**

INCOME	ACCT NUMBER	DESCRIPTION	2019	2018 BUDGET	2018 ACTUAL
CONTRIBUTIONS					
			\$	\$	
	4001	PLEDGE PAYMENTS	311,000.00	299,344.00	\$ 296,061.37
			\$	\$	
	4002	PRIOR YEAR PLEDGES	3,000.00	1,500.00	\$ 5,402.00
			\$	\$	
	4003	PLATE OFFERINGS	26,000.00	27,500.00	\$ 28,400.75
			\$	\$	
	4004	HOLIDAY OFFERINGS	1,000.00	2,500.00	\$ 2,137.00
			\$	\$	
	4005	PREPAID PLEDGES	-	6,000.00	\$ 6,000.00
			\$	\$	
		TOTAL	<u>341,000.00</u>	<u>336,844.00</u>	<u>\$ 338,001.12</u>
OTHER INCOME					
					\$ -
			\$	\$	
	4201	ALTAR FLOWERS	3,500.00	4,500.00	\$ 4,297.50
			\$	\$	
	4203	BEQUESTS	-	2,000.00	\$ -
			\$	\$	
	4204	INVESTMENT INCOME	-	-	\$ -
			\$	\$	
	4205	MISC INCOME	4,200.00	3,500.00	\$ 5,580.75
			\$	\$	
	4206	SPECIAL GIFTS	17,318.00	2,500.00	\$ 11,405.81
			\$	\$	
	4207	OUTREACH GIFTS	2,000.00	2,000.00	\$ 3,076.38
			\$	\$	
	4208	INITIAL OFFERINGS/ENVEL	100.00	100.00	\$ 222.00
			\$	\$	
	4209	SALE OF 1861 LOT	-	-	\$ 70,292.50
			\$	\$	
	4210	CAPITAL IMPR INCOME	60,000.00	-	\$ 29,274.33
			\$	\$	
	4213	ENDOWMENT TRANSF	10,000.00	15,000.00	\$ 8,200.00
			\$	\$	
		TOTAL	<u>97,118.00</u>	<u>29,600.00</u>	<u>\$ 132,349.27</u>
			\$	\$	
		TOTAL REVENUES	<u>438,118.00</u>	<u>366,444.00</u>	<u>\$ 470,350.39</u>
EXPENSES					
					\$ -

SALARIES AND
BENEFITS

				\$	-
		\$	\$		
5001	CLERGY SALARY/REIMB	89,102.00	75,520.00	\$	78,370.06
		\$	\$		
5002	MUSIC SALARY	25,000.00	25,000.00	\$	25,108.32
		\$	\$		
5003	STAFF SALARIES	65,300.00	71,500.00	\$	66,225.92
		\$	\$		
5004	PAYROLL TAX EXP	6,900.00	7,400.00	\$	7,037.27
		\$	\$		
5005	HEALTH/LIFE INSUR	8,196.00	27,000.00	\$	20,530.24
		\$	\$		
5006	PENSION	17,500.00	16,950.00	\$	17,024.31
		\$	\$		
5007	SUPPLY CLERGY	1,000.00	1,500.00	\$	-
		\$	\$		
	TOTAL	212,998.00	224,870.00	\$	214,296.12
	UTILITIES/PHONE/INTERNET			\$	-
		\$	\$		
5101	ELECTRICITY	38,500.00	35,000.00	\$	36,999.89
		\$	\$		
5103	GAS	3,500.00	3,500.00	\$	4,293.92
		\$	\$		
5105	WATER	2,300.00	2,000.00	\$	2,340.42
		\$	\$		
5107	TELEPHONES	1,400.00	1,500.00	\$	1,433.95
		\$	\$		
5109	INTERNET	2,400.00	2,400.00	\$	2,398.80
		\$	\$		
	TOTAL	48,100.00	44,400.00	\$	47,466.98
	REPAIRS/MAINTENANCE/BLDGS			\$	-
		\$	\$		
5212	CAPITAL IMPROVEMENTS	60,000.00	-	\$	84,195.07
		\$	\$		
5251	REPAIRS AND MTNCE	18,000.00	12,000.00	\$	9,604.69
		\$	\$		
	TOTAL	78,000.00	12,000.00	\$	93,799.76
	PARISH PROGRAMS			\$	-
		\$	\$		
5301	CHRISTIAN EDUC	300.00	500.00	\$	186.25
		\$	\$		
5302	LIBRARY/BOOKS/VIDEOS	-	100.00	\$	55.00
		\$	\$		
5303	ADVENT PROGRAMS	100.00	200.00	\$	45.85
		\$	\$		
5304	LENTEN PROGRAMS	200.00	200.00	\$	141.54

		\$	\$		
5305	INQUIRERS'/CONFIRMATION	-	200.00	\$	-
		\$	\$		
5306	FELLOWSHIP/HOSPITALITY	400.00	500.00	\$	528.04
		\$	\$		
5310	PARISH FUNCTIONS	500.00	500.00	\$	(141.75)
		\$	\$		
5311	HAUNTED HOUSE	-	400.00	\$	(703.26)
		\$	\$		
5312	MIDTOWN FESTIVAL	500.00	500.00	\$	647.35
		\$	\$		
	TOTAL	2,000.00	3,100.00	\$	759.02
MUSIC MINISTRY				\$	-
		\$	\$		
5318	MUSIC MINISTRY	9,500.00	8,800.00	\$	8,210.60
		\$	\$		
	TOTAL	9,500.00	8,800.00	\$	8,210.60
OUTREACH/PASTORAL CARE				\$	-
		\$	\$		
5326	NURSING PROGRAM	200.00	500.00	\$	118.10
		\$	\$		
5327	PASTORAL CARE	750.00	500.00	\$	820.07
		\$	\$		
5328	OUTREACH	1,200.00	1,500.00	\$	2,933.95
		\$	\$		
5328	PANTRY	1,200.00	1,500.00	\$	-
		\$	\$		
5329	MCKEMIE PLACE	720.00	500.00	\$	281.69
		\$	\$		
5330	PROJECT HOMELESS CONN	400.00	200.00	\$	-
		\$	\$		
5331	SCHOOL OF THEOLOGY	750.00	500.00	\$	500.00
		\$	\$		
	TOTAL	5,220.00	5,200.00	\$	4,653.81
WORSHIP/DESCRETION				\$	-
		\$	\$		
5401	ALTAR FLOWERS	1,200.00	3,000.00	\$	2,979.55
		\$	\$		
5402	ALTAR GUILD SUPPLIES	1,200.00	1,500.00	\$	1,137.61
		\$	\$		
5403	STEWARSHIP SUPPLIES	300.00	300.00	\$	1,062.11
		\$	\$		
5404	CONVENTION/TRAINING	1,000.00	1,250.00	\$	2,043.29
		\$	\$		
5405	DIOCESAN PLEDGE	12,000.00	12,000.00	\$	12,000.00
		\$	\$		
5406	DISCRETION/OUTREACH	-	1,800.00	\$	1,800.00

		\$	\$		
5407	DISCRETION/RECTOR	1,800.00	1,800.00	\$	-
		\$	\$		
5408	DISCRETION/DEACON	500.00	500.00	\$	-
		\$	\$		
	TOTAL	18,000.00	22,150.00	\$	21,022.56
OTHER OPERATING/ADMIN				\$	-
		\$	\$		
5410	MISCELLANEOUS	700.00	1,000.00	\$	820.51
		\$	\$		
5412	OFFICE EXPENSE	4,000.00	3,000.00	\$	5,331.27
		\$	\$		
5413	POSTAGE	700.00	1,300.00	\$	655.28
		\$	\$		
5414	COPIER	6,000.00	6,000.00	\$	6,874.05
		\$	\$		
5415	INTEREST EXPENSE	1,000.00	2,000.00	\$	1,176.00
		\$	\$		
5416	PROPERTY/LIAB INSURANCE	47,900.00	46,886.00	\$	46,598.00
		\$	\$		
5418	CONTRACT LABOR	-	1,000.00	\$	-
		\$	\$		
5421	COMMUN/WEBSITE	500.00	1,500.00	\$	1,270.00
		\$	\$		
5422	SOFTWARE	3,500.00	4,000.00	\$	3,447.98
		\$	\$		
	TOTAL	64,300.00	66,686.00	\$	66,173.09
		\$	\$		
	TOTAL EXPENSES	438,118.00	387,206.00	\$	456,381.94
		\$	\$		
	NET TOTAL	-	(20,762.00)	\$	13,968.45