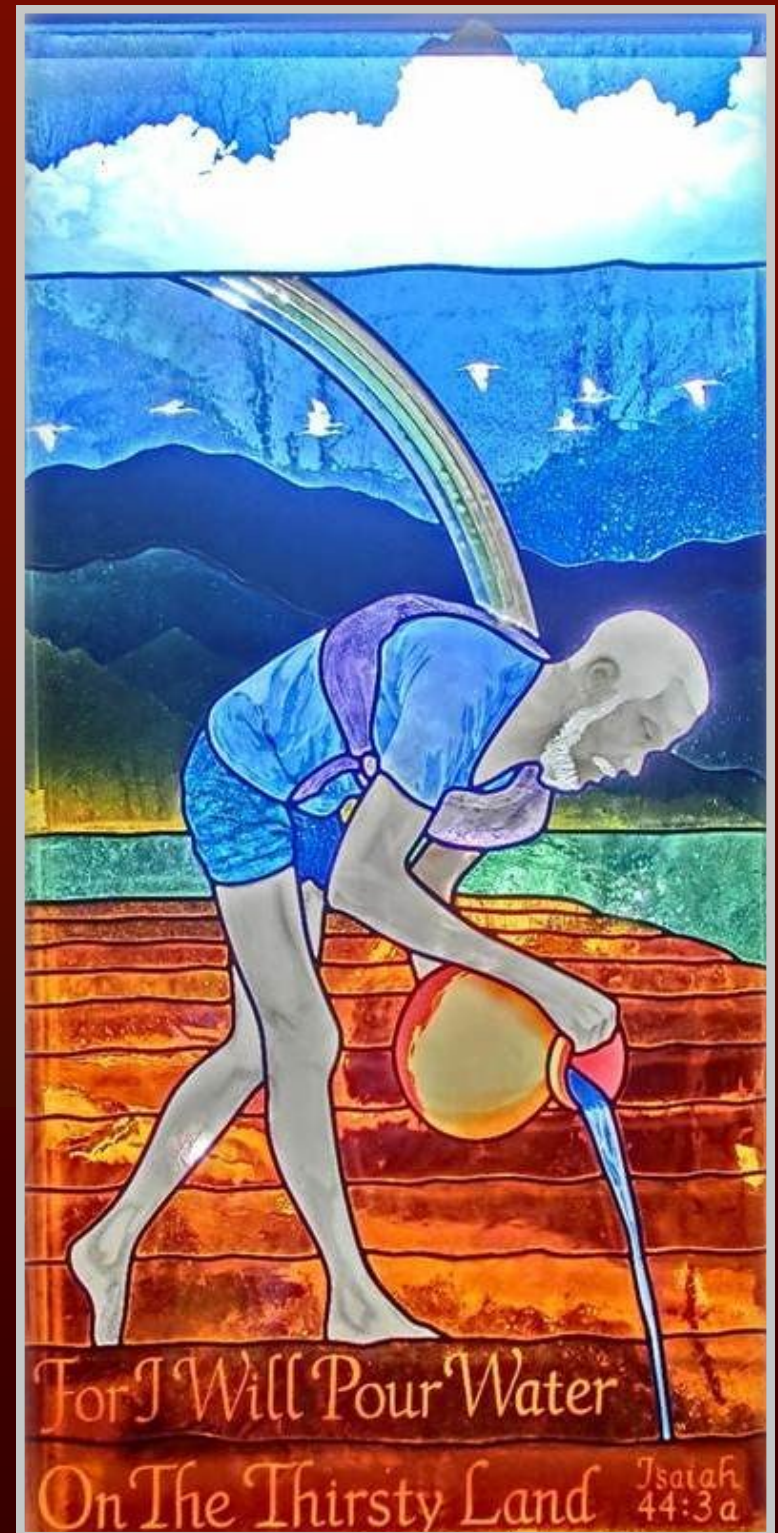
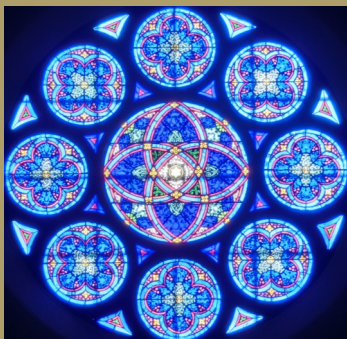


# Holy Trinity Church

Parish Profile  
2013





Holy Trinity Church  
 Parish Profile  
 2013  
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Each heading of our table of contents is a hyperlink to that section of our profile. Simply click on the text to activate the hyperlink. Throughout the document, on every odd number page, you will see a cross in the lower, left hand corner. By clicking on this cross, you will be able to return to the Table of Contents.

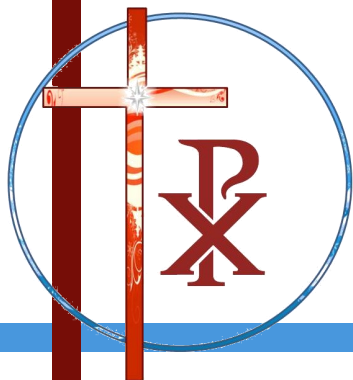
Photographs by Ellen Lincourt, Susan Howland and the archives of Holy Trinity Church. We give thanks for Trinity Church of Lenox, MA for their Parish Profile which provided us with inspiration.

## HOLY TRINITY IS CALLED TO RECOGNIZE, CELEBRATE, AND COMMUNICATE GOD'S PRESENCE WITHIN, AMONG, AND AROUND US.

**W**e pray that the priest who answers the call to Holy Trinity will be centered in God, be a disciple of Jesus, be prayerful, be discerning, and be open to the Holy Spirit. Flowing from that, our leader will:

- Strive to model servant leadership
- Crack open the Gospel in sermons that are relevant to our daily lives
- Balance traditional worship with needs of today's families
- Embrace our many gifts, talents and strong lay leadership
- Understand parish ministry
- Actively engage in mutual ministry
- Work collaboratively with the vestry
- Foster the parish's devotion to God through the ministry of music
- Accept our commitment to welcome everyone, without exception, to worship with us
- Uphold Holy Trinity's missional challenge to build bridges in our community
- Encourage all ministry and outreach groups to center their work in prayer and scripture
- Work to continue the practice of year-round stewardship
- Support our involvement with the local Ecumenical Fellowship Community
- Inspire the congregation to participate in adult formation classes, such as what it means to be an Episcopalian and an Adult Reconfirmation Program
- Help us to continue our efforts to engage with the Hispanic community and youth in Southbridge

**T**o be most beneficial to Holy Trinity as we work to be the face, hands and feet of Jesus on Hamilton Street, a priest might be characterized as: welcoming, accepting, compassionate, flexible, inclusive, creative, patient, a good listener, a clear communicator, loving, comfortable delegating and setting good boundaries, able to facilitate and lead change with all that it entails, having confidence, commitment and vision.





# WELCOME TO HOLY TRINITY CHURCH OF SOUTHBRIDGE, MASSACHUSETTS.

**W**e thank you for reading our profile, and we hope that it will help you to better understand who we are and where, with God's grace, we plan to be in the future.

**F**ollowing the retirement of our priest in October 2012, we began our search process with individual and parish-wide self-reflection. This profile is the result of our prayerful discernment.

**H**oly Trinity is a small congregation of individuals committed to serving The Lord through multiple ministries. Having begun as a mission in 1905, Holy Trinity is a regional church, with the majority of our members residing in five towns. Holy Trinity has an open heart and mind and welcomes change while still honoring our Anglican heritage and rich Episcopal tradition.

**H**oly Trinity Church was one of eight churches in the diocese to participate in the Partnership for Missional Church. The goal of the three-year journey was to discern God's preferred and

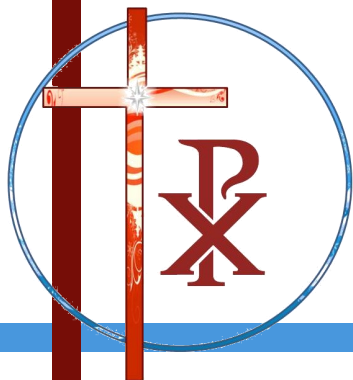




promised future for our local church. Sponsored by the diocese and led by Church Innovations, the Partnership for Missional Church has taught us how to be missional rather than just do mission. Through the PMC process, we discerned our new mission statement and Vision for Embodiment, which resulted in the idea that we are called to be the face (hands and feet) of Jesus on Hamilton Street in Southbridge, Massachusetts. The PMC process has become a part of the fabric of our congregation; we are listening to God's call through prayer, dwelling in the word, reflecting, and willing to have excellent failures if new ministries don't work out. We are open to exploring collaboration with other local churches, particularly in the areas of ministry and outreach.

The congregation at Holy Trinity Church recognizes that the church of the future—nationally, regionally and for us—will look very different from our past and present. A healthy, mission-focused church will foster community as it connects parishioners in all life stages, who may come from a variety of church and cultural traditions. Holy Trinity understands that families with young children are part of the future and that those families may be non-traditional. We are an all-inclusive worshiping community where all are welcome without

“Our openness to embrace and welcome at God's Table all who join us for worship.”





exception. Our parishioners are willing to reach out to the local community and to incorporate new styles of worship with our Episcopal liturgy.

**W**e understand that a vestry knowledgeable of its role and working together with strong lay leadership can creatively tackle tough challenges. A proven example of this is the newly formed Finance Committee, who looked realistically at the financial health of the parish, listened carefully, and communicated honestly with the congregation.

**T**hrough careful reflection of our past and future, we trust in God to help us find a leader whose philosophy and personality will guide us as we answer the call of Christ in our own lives, our church, our community, and the world.

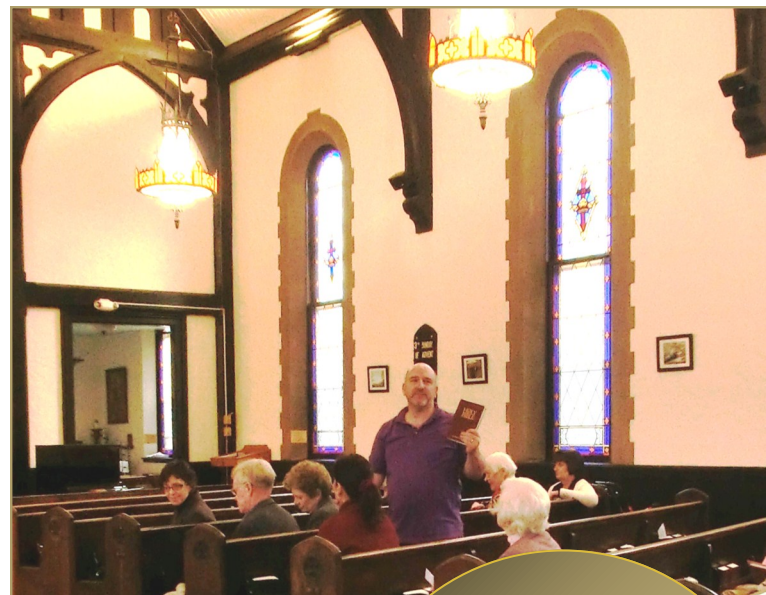




# WORSHIP

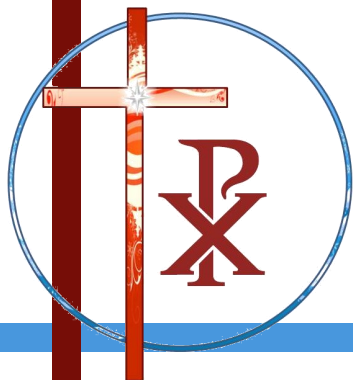
Worship at Holy Trinity is traditional, using Rite II for both of our Sunday morning services. The first service is spoken with no music. Healing services have been offered separately and, at times, have been incorporated into our general worship model. We joyously celebrate all of the church seasons and embrace the rich traditions of our Episcopal heritage.

While most of our service is conventional, the Peace at Holy Trinity is a time of great love, with parishioners leaving their pews and warmly greeting one another. Several parishioners have characterized the Peace as a fulfilling moment in our worship. We celebrate 'God Moments' during the service by sharing how God is working in our lives and by witnessing to our individual growth in our relationship with God. A good description of our worship style was recently summed up by one of our parishioners as, "Down to earth, High and Holy. High masses whether singing or not. Down to earth because the real church (the people) are super down to earth. Very welcoming."



A parishioner shares a God Moment.

"...God Moments witness to the fact that ministry occurs in the everyday life of the parish members..."





The parishioners of Holy Trinity value the sermon as a time to relate the Bible to our daily lives. We listen for a personal connection between the acts of the Apostles and the devotion of Christ. While we seek a leader in many facets, we also seek a role model who is able to provide theologically sound educational sermons that are real and relative to our lives.

Music is an important part of our worship. In the past, we have had a small but vibrant choir. The parish is blessed with many gifted and accomplished vocalists and instrumentalists. Any priest choosing to serve at Holy Trinity would find a congregation interested in reviving a music program and even trying contemporary worship music.

A significant aspect of worship at Holy Trinity has been experiments in lay-led services. After five years, we recently discontinued the ecumenical Taizé service while we discern its relevance to us. This past Christmas we introduced a highly successful Lessons and Carols service. We are now developing a Family Worship program that doubles as part of our Youth Christian Formation. Family Worship takes place during the 10:15 service on the second and fourth Sundays of each month and for a while was offered on the first and third Tuesdays coinciding with our evening Gathering on Hamilton Street open house.

Parishioners recognize that the world is changing, and that we need to change along with it. While most people have said that they are comfortable with our worship style, there is interest in

incorporating more contemporary forms or elements of worship as well as in experimenting with times and days. However, there is a repeated refrain that any change should not come at the cost of losing the warm, loving community that is Holy Trinity Church. We are a church that enjoys tradition but is flexible enough to experiment with other styles.

A rector answering the call to Holy Trinity will find an open, willing, and loving congregation who appreciates sermons that crack open the Gospel in ways that are relevant to our daily lives; supports a balance between traditional worship and the needs of today's families; enthusiastically welcomes everyone, without exception, to worship with us; passionately shares God's peace; and witnesses to the presence of God in daily life.



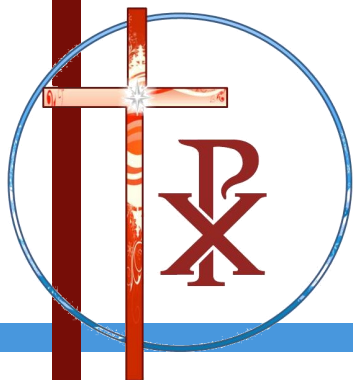
# CHRISTIAN FORMATION

"I enjoy the new 'Family Worship' model. I enjoy worshipping in a child friendly environment with my daughter.

Although she is currently too young to fully grasp what we are doing, I think it is most important for her to see not only her parents worshipping, but other children and families. It is my belief that in a few short years, she will be confident in her own faith as a result of the lessons taught, both through observation and through hands-on activities at Family Worship."

**H**oly Trinity Church approaches Christian Formation both formally and informally. We recognize that learning about Christ's love, the church, and the world beyond is a life-long process. Whether our parishioners attend a weekly Bible study or meet in geographical neighborhood groups, we are centered in prayer and scripture. Every ministry group is considered Christian Formation as members and newcomers teach each other and strengthen each other's knowledge about a Christ-centered life.

**O**ur largest formal Christian Formation groups are our Family Worship service and Vacation Bible School. As a result of the needs of families with young children, a team was assembled in the spring of 2012 to discern and adopt a model to replace the usual weekly Sunday School classes. When Family Worship is celebrated, children begin worship in the church with the congregation for the traditional start to the service and then move to the parish hall for Family Worship. There, families worship together in a kid-friendly way with lots of participation, movement, and





“As the mother of two small children, everyone at HTC just ‘gets’ what that is like and makes sure that I am physically not exhausting myself!”

singing while using a contemporary approach to teach the Gospel. Children are engaged as they learn, yet can get their “wiggles” out during their own service. The service is modeled after the commonly used format of “children’s chapel,” but in our service families participate and lead the service themselves. They hear contemporary music (perhaps a Vacation Bible School song) or a traditional hymn, listen to the Gospel story, play a game or make a craft, and say prayers, the Nicene Creed, and the Confession of Sins. Families stay together; to us, nothing seems more important. Later, the

families rejoin the congregation for the Peace and to receive communion.

For the last two years, Holy Trinity has held Vacation Bible School for our children and for children in our neighborhood and beyond. This successful weeklong summer program has brought together young children ages four to ten, tween and teen volunteers, and adult coordinators and teachers. The message of God’s love and promises to all those involved has made an impact that will continue to grow.

What about the tweens and teens? At this time, Holy Trinity has few members in this age group, but we continue to seek ways to shepherd our adolescents through their teen years. Some of our young adults serve as acolytes, while others volunteer to be service leaders for Vacation Bible School and Family Worship.

Teens and adults who are ready to make the Episcopal Church their

Parents and children serve together as acolytes.



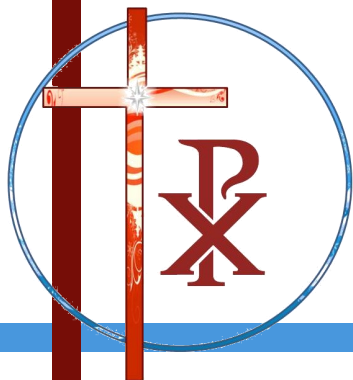
“Strive to find compelling programs for youth while nurturing the expectations of the elderly.”



forever home participate in an Inquirer's Class. Many in the class acquaint themselves with the Episcopal Church as they prepare for baptism, confirmation, or reception.

**H**oly Trinity recognizes the needs of adults and offers two Bible study groups a week. These groups are currently lay led, and the participants choose their own study guides. Anyone can join at any time. We offer materials for each church season for take-home study. Through Holy Trinity's involvement in the Ecumenical Fellowship Community, many more adult programs are available, such as a longstanding Lenten program called "Living Faith" offered at least one Sunday during the season.

**A**nswering the call to Holy Trinity means working with an open and willing group of parishioners who are eager for new kinds of Christian Formation. We would like the opportunity to balance our traditional worship with the needs of today's families, start more adult formation classes, and encourage all ministry groups to base their work in prayer and scripture.



# MUSIC

“Traditional  
Episcopal  
liturgy rich in  
traditional  
music”

Holy Trinity Church comprises a very musical congregation. From the pews, parishioners sing His praises through traditional hymns at the 10:15 A.M. service. We do not currently have an organized choir or a director, but, in this interim period, parishioners still donate their time and musical talents through their voices and various instruments.

Holy Trinity's beautiful pipe organ was built in 1940 by William W. Laws of Beverly, Massachusetts, after a fire devastated parts of the church, including the organ. While we are presently without a staff organist, we are fortunate to have the talented support of parishioners as supply organists. At Holy Trinity, music joyfully welcomes both parishioners and community members into the church to worship and rejoice together.



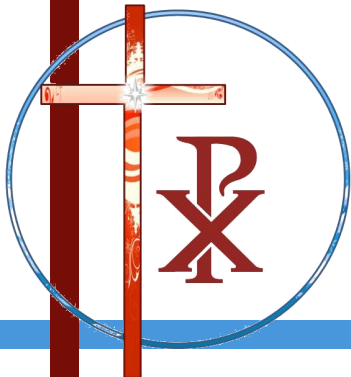
We are in route to our next destination for the music program. Parishioners appreciate and value music as an asset of our church community. Our music program is funded in part by a permanent, restricted endowment fund. While we prepare for the future, we examine where we have been in the past, with a large and joyous choir, children's choir and many gifted musicians. Although the talent is present, there no longer exists an organized group. Holy Trinity, however, has not been silenced by this interim period. Our parishioners continue to make a joyful noise unto the Lord from the pews.



We recognize music as an intricate part of the Episcopal liturgy. We seek a leader who will foster the parish's devotion to God through the ministry of music and whose collaboration with our future organist will create services enhanced by the beauty of both traditional and more contemporary pieces.



"We would always like to see wonderful music at Holy Trinity Church. It enhances every worship experience."





# PARISH LIFE

**Holy Trinity is called to recognize, celebrate and communicate God's presence within, among and around us.**

**Ministry – Building Bridges that connect us to God and each other.**

**W**e are all ministers in the church, and as such we are called to provide music for our services, prepare the altar for communion services, become Lay Eucharistic Ministers, brighten the sanctuary and the homes of ailing parishioners with flowers, accommodate nursery needs of young parents, and participate in the various other ministries of Holy Trinity. Either individually or in groups, 85 percent of our congregation is actively involved in one or more ministries. Parishioners say that they feel welcomed and included from their very first visit because they are invited to share their gifts and talents.

“It’s a very organic process at Holy Trinity with one person talking to another.... “

**W**hile we might go quietly about our ministries, Holy Trinity is joyously exuberant about food. We willingly share our hospitality gifts and talents at the Sunday hospitality hour, receptions to honor guests or celebrate achievements, community suppers, the local food pantry with meals in a bag, or by supporting Food Share.

“Parishioners are encouraged to participate in those ministries for which they have gifts.”



# Outreach - Building Bridges to our community and beyond.

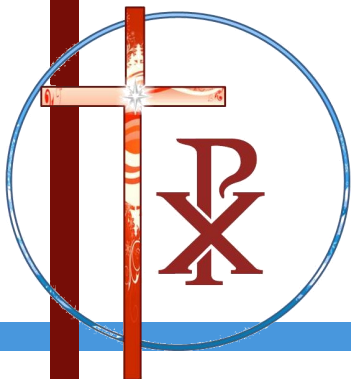
Our involvement with the Partnership for Missional Church has empowered us, through prayer, discernment, and listening to the Holy Spirit, to realize that through mission we are, indeed, called to be the face, hands and feet of Jesus on Hamilton Street in Southbridge. Outreach for Holy Trinity involves building bridges: to our neighbors, to our neighborhood community, to the town of Southbridge, to the towns in which parishioners reside, to our country, and to the world, all with the intention of spreading the good news of God's love for all of us.

## NEIGHBORHOOD OUTREACH

To our neighbors, the church opens for Gathering on Hamilton Street on the first and third Tuesday evenings of every month. Soup and conversation are available for all who come through the door. Most attendees are parishioners, but, when we least expect it or when we think we should stop, a neighbor in need enters. For the past two years the Shrove Tuesday pancakes and sausage supper was opened to our neighbors who live on Hamilton Street, to those who use our building, and to friends of parishioners; the hall was packed. We hosted our first Fourth of July cookout in 2012, and the sidewalk was bustling. Later in the year a harvest supper brought

"Two families were invited guests to the Harvest supper. They were truly welcomed and engaged in making connections; they stayed until the end."

"The parish and neighborhood cookout...We have talked for a long time about reaching out to our neighbors on Hamilton St. At this event, I believe we saw the potential to achieve this goal."



together parishioners and neighbors, AA friends, and some Zumba attendees. An important part of the success of outreach is to get the word out, to make sure information is available to the parish and the wider community, and to engage others in conversation. We invite family, friends and strangers to share their gifts and talents and to become involved with and participate in outreach from Holy Trinity.

## LOCAL OUTREACH

Seeking to be the face, hands and feet of Christ on Hamilton Street, Holy Trinity's local outreach is twofold. Ecumenically, we house, support, and staff the Winter Coat Closet, which is spearheaded by a Tri-Community Ecumenical Fellowship Community.

Parishioners donate nonperishable food which is bagged into meals and distributed by the Roman Catholic parish in Southbridge. As a congregation, we share our building with smaller churches in need of a hall or worship space. Once a week we host a well-attended Zumba class (Latin-inspired fitness program) for a free-will donation. We are home to

"Holy Trinity seeks to strengthen our ties to the local community through the use of our Hamilton Street building... An inclusive, welcoming and loving environment is woven through our outreach ministries as we seek to lift each other up through food, fellowship, and the love of God. This is the foundation of the bridge that we strive to build from our doorstep into the world."



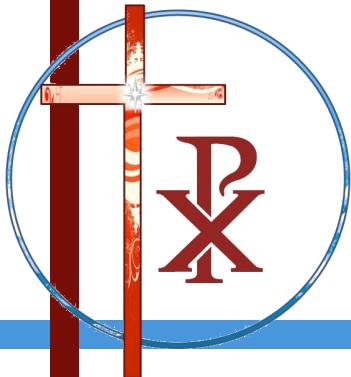


three AA groups: the Sunday Night Original Meeting (one of the longest running AA meeting groups in the state), Tuesday night, and the Friday Night Flick group.

## WORLD OUTREACH

Each Sunday parishioners have the opportunity to donate to the mission plate. Most recently those funds have supported the purchase of Bibles for churches in Haiti and the purchase of livestock through World Vision for families in need of a sustainable source of income. Individual parishioners sponsor children from many different countries around the world. The parish sponsors Nicholas Onyango Okondo from Kenya, through Plan USA.

The priest answering the call to serve at Holy Trinity will be motivated to build bridges within the parish and with our local community, model servant leadership, engage parishioners in a warm and embracing way, involve people in ministry in a variety of inclusive and accepting ways, and accept our many gifts, talents, and strong lay leadership. The priest will actively lift up, engage, support, and join those who are engaged in ministry and mission-focused outreach to increase Holy Trinity's visibility within our neighborhood and community, and help us to continue our efforts to connect with the Hispanic community and youth in Southbridge.



# STEWARDSHIP

“The concept of Stewardship has been changing from one of pledging money yearly to Holy Trinity to one of gratitude for the blessings God has given us and then how we can become a blessing to others through our time, talent and pledges.”

Two years ago Holy Trinity put into place a Stewardship Prayer Team, which has worked to make stewardship part of our daily routine throughout the year. Recently we interviewed our most senior parishioners, posted those interviews and their pictures in the church, and held a tea to honor the lives of those parishioners. The tea was very well attended by young and old alike. The Stewardship Prayer Team hosted a couple of workshops through Thrivent, which dealt with making financial plans at different life stages. We are becoming better stewards of our planet as well. Holy Trinity no longer routinely uses disposable cups, plates or utensils, and we have placed recycling receptacles throughout our building. Parishioners now recognize that stewardship is more than just the fall pledge drive.



Holy Trinity Church parishioners meet to discuss the budget.



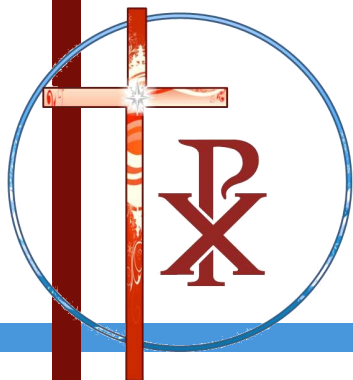
For 2013, the Finance Committee and the Stewardship Prayer Team collaborated on developing a few preliminary budget scenarios prior to the commitment campaign. The budgets were then presented to the parish in an effort to be transparent and realistic, striving to be a healthy, mission-focused parish. Over the past eight years, we have seen a significant increase in average pledge and total amount pledged even though the number of pledges has remained about the same. Eighty-five percent of our operating budget is funded from pledges.

Interest from restricted endowment funds helps support our budget. Endowment funds are invested with the Trustees for the Diocese of Western Massachusetts. A newly adopted Endowment Fund Policy has been put into place to guide us in being good stewards of these and future contributions.

Without a functioning Building and Grounds Committee to start 2013, the vestry will be prioritizing the repairs to and maintenance of our buildings. We seek to be good stewards of our property as we develop a plan for the future of our historic buildings, always working to stay within our budget.

We continue to explore fundraising possibilities that tie in with our mission statement.

A priest who answers the call to Holy Trinity will support the concept of year-round stewardship, not just of our treasures but of our time and talents as well. He or she will work with us in discerning our role in God's preferred and promised future.



# ADMINISTRATION

**H**oly Trinity Church has come to understand that a vestry versed in its role along with strong lay leadership can creatively tackle tough challenges. One such action encouraged by the vestry and supported by the congregation is the need to be good stewards of our funds, including endowments, and to operate within a balanced budget. The newly-formed Finance Committee has realistically examined the financial health of the parish; it is for this reason that Holy Trinity has decided to seek a half-time priest who will be afforded a housing allowance and prorated benefits.

**W**e are blessed to have the guidance and insight of a retired Deacon within our congregation. We staff an organist's position, although it is currently unfilled. While our music program is at a crossroads, on many Sundays our parishioners provide accompaniment to the music selections.

**D**uring this period of transition, the leadership has encouraged discernment among the congregation in accepting the responsibilities of vestry membership; for this reason Holy Trinity Church has



"...forming a healthy, thoughtful, insightful, proactive and hard-working leadership team who would...help the congregation be the face of Jesus on Hamilton St."



The Holy Trinity Church Vestry meets for a social luncheon.

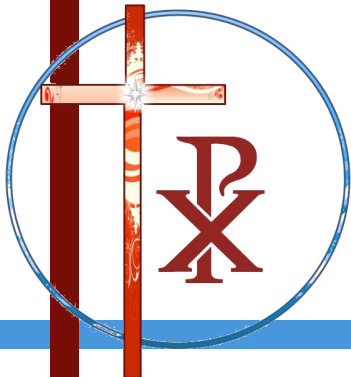


filled seven of the ten vestry positions for 2013. The Senior and Junior Wardens, the Treasurer and the Clerk compose our Executive Committee. Vestry members and parishioners serve together on our Stewardship Prayer Group, the Finance Committee, the Parrettie Committee (endowment fund for parishioners with a specific financial need), and the Endowment Committee.

Our church office is staffed by a Parish Administrative Secretary, who works nine hours a week. Her duties have recently been expanded to include some bookkeeping.

Housekeeping of our building is capably handled by our sexton, who works ten hours a week.

Because Holy Trinity Church serves many small communities in South Central Massachusetts and Northwest Connecticut, we recognize the importance of communications. Our recently redesigned website provides detailed updates of parish activities; our monthly newsletter, in addition to being posted on the website, is printed for those who prefer. We also communicate through weekly bulletins, email, and Facebook.





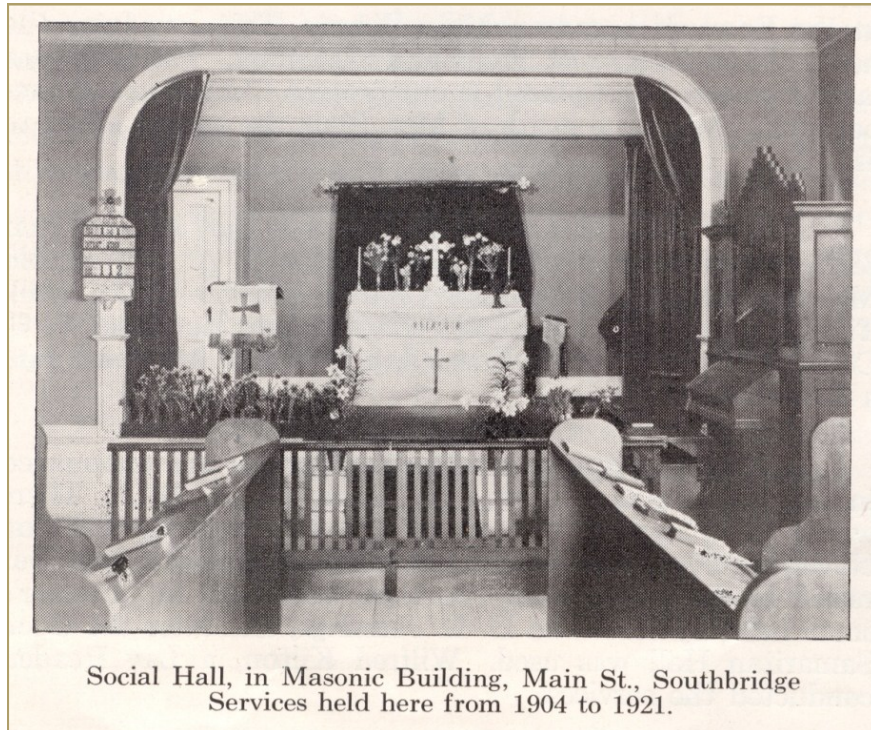
Anyone answering a call to Holy Trinity will strive to model servant leadership and will work collaboratively with the vestry in all responsibilities, including seeking solutions for our aging buildings, being transparent in financial matters, and attending to our fiduciary administrative duties.



Silent Night is sung during our First Lessons and Carols Service, December 2012



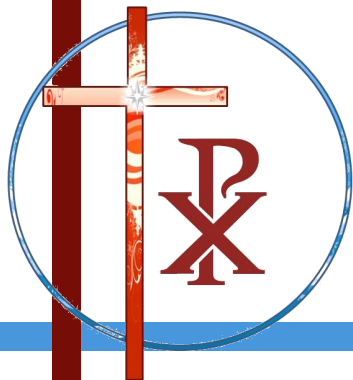
# HISTORY OF HOLY TRINITY CHURCH



There was no Episcopal church in Southbridge in 1901 when the Right Rev. A. H. Vinton became the first Bishop of the Diocese of Western Massachusetts. One of his first acts was to investigate establishing a mission in Southbridge, and, with the report being favorable, services were held in Social Hall of the Masonic Building on January 27, 1905. On May 14, 1905, twenty persons were confirmed and organized as the "Holy Trinity Mission Church." Social Hall was leased and became home for Holy Trinity for sixteen years; the women of the Church Aid Society paid the rent. A committee of the Senior Warden, the Treasurer, and the Clerk spent their Saturday evenings transforming Social Hall into a sanctuary, and the women had the honor of baking the communion bread. The church attracted families from Southbridge manufacturing companies such as the American Optical Company and the Hamilton Woolen Mill and others from Southbridge and surrounding communities.

Money was set aside in a building fund, but in 1921 the Evangelical Free Church and adjoining rectory (no longer existing) on Hamilton Street became available and were purchased. Interior renovations were made to meet the needs of an Episcopal Church, and on June 8, 1921, the Mission incorporated as Holy Trinity Church. However, the parish was not self-sustaining until 1937.

Holy Trinity Church did not go without hard times. 1930 and 1940 brought devastating fires, but each time the parish leaders worked to restore the church with help not only by gifts from other parishes in the diocese but by the generosity of the other churches in Southbridge. When in the 1950's it became clear



that the parish was outgrowing its facilities, the leaders moved ahead in faith with plans for a parish hall and Sunday school classrooms, which were completed in 1959; in 1985 a handicap access ramp was added. Capital campaigns were conducted over the years to maintain the church, which was built in 1868 and is now on the National Historic Register. From the first service in Social Hall until the present, the history of Holy Trinity Church has been marked by the hard work of its clergy and lay leaders and their faithful reliance on God's grace.

The same combination of divine grace and human effort has been responsible for the pioneering efforts of the parish in ecumenical relations and community involvement. Holy Trinity Church became a leader in the ecumenical movement in the community, forming the

Southbridge Council of Churches, the University of Life, and the Tri-Community Ecumenical Fellowship. In 1971, Holy Trinity Church and Notre Dame Roman Catholic Church formed a covenant, said to be the first of its kind in the world. The relationship was a "grass-roots" movement of parishioners and lay people, and, while the goal of Eucharistic sharing was not reached, the covenant has been a model for the whole Christian world as it strives toward reconciliation.

Other community outreach includes starting Food Share (a tri-community food pantry), supporting New Hope battered women's shelter, participating in chaplaincies at the local hospital and jails, and providing a home for Alcoholics Anonymous and AlAnon, Quinebaug Valley Singers, Christian Medical Services, and the Southbridge Interfaith Hospitality Network for homeless families.



No place but the Rectory for these young people. "Got an extra chair?"



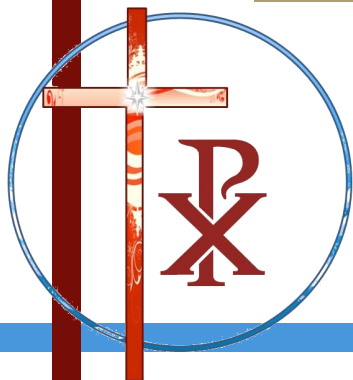


A strong music program has been a part of Holy Trinity's history. An organ and choir have been present from the earliest mission days. After the 1940 fire, the parish commissioned William W. Laws, of Beverly, Massachusetts, to build the current pipe organ. The parish's music program is supported in part by a permanent endowment fund.

Guided by the Holy Spirit, mission and ministry flows in and from Holy Trinity Church. The names and faces have changed, women have taken their place in the governance of the church, the manufacturing industry has moved overseas, and the Southbridge community is now home to a large Hispanic community. However, the spirit and dedication of the "Body of Christ" at Holy Trinity Church to be the face of Jesus on Hamilton Street and to equip its members to do God's work in the community and the world continue to this day.



No other place but the kitchen for Class 2.



# PARISH FOOTPRINT

**H**oly Trinity is located in Southbridge, a town of 17,000 in the Quinebaug Valley of South Central Massachusetts. The congregation consists primarily of residents of Southbridge, Sturbridge, Charlton, Brimfield, and Woodstock, Connecticut, representing a total population base of 50,500. The congregation welcomes all visitors to our church with open arms.

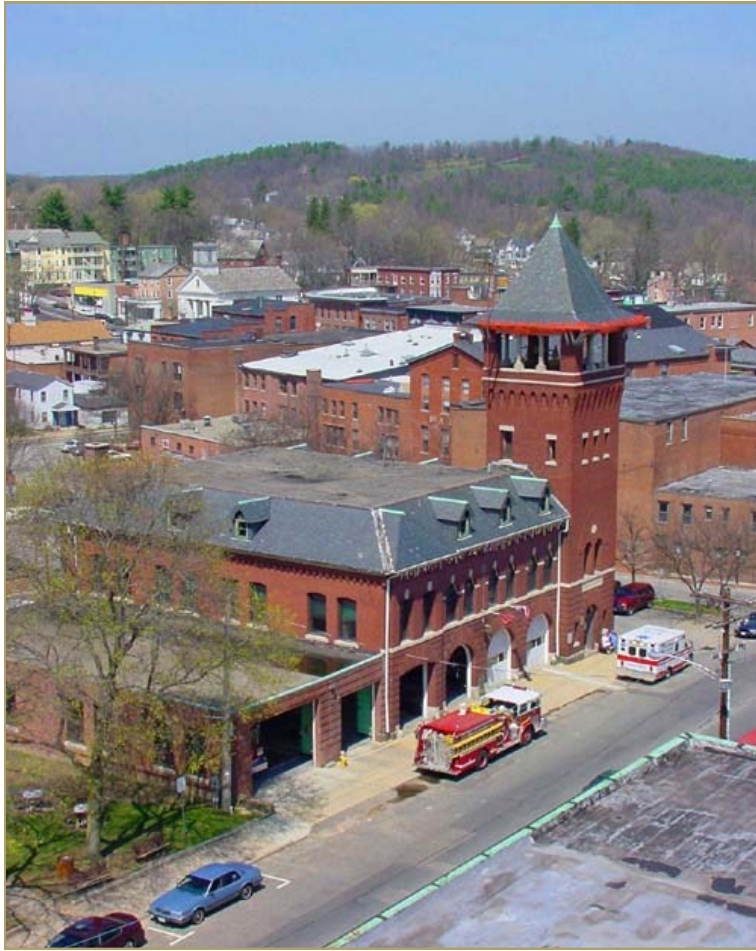
**T**here are three Episcopal churches within a ten-mile radius of Holy Trinity. The communities we serve are home to Roman Catholic, Congregational, Orthodox, Pentecostal, Baptist, Lutheran, and Methodist churches, among others.

**N**estled in the rolling hills of Central New England, the Quinebaug Valley is characterized by its bustling town streets, a variety of unique shops, general stores and artist studios, and a lower cost of living compared to Eastern Massachusetts. Residents enjoy four distinct seasons, with warm summers and chilly winters balanced by comfortable springs and the beautiful





Ariel view of Southbridge from the Town Hall.



foliage of autumn. Residents and visitors alike partake in a variety of seasonal activities, including enjoying a summer evening on the town common listening to a musical performance, sampling the fall harvest at one of the local apple orchards, and ice skating or ice fishing in the winter. A network of state forests and parks, hiking trails, rivers, and lakes provides a variety of outdoor recreational opportunities.

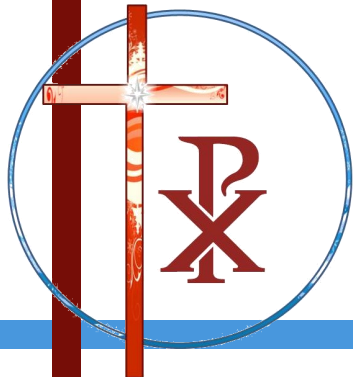
Southbridge, decidedly blue collar, is home to a diverse range of skilled professionals and tradesmen possessing both a Calvinist work ethic and Yankee ingenuity. Over the past several years, the Hispanic and Puerto Rican population has increased. The local economy is led by a variety of manufacturing and human service industries. The area is a regional center for optical manufacturing, fiber optic cable and wire manufacturing, and precision machining.

Located near the intersection of the Massachusetts Turnpike and Interstate 84, Sturbridge, Charlton and Brimfield are bedroom communities to Boston, Providence, Hartford, and Worcester, all

within an hour's drive or less. These two major highways promote regional tourism, bringing travelers from across the country to the Old Sturbridge Village living history museum and to the thrice yearly week-long Brimfield Antiques Show. In addition to Harrington Hospital, a 114-bed facility in Southbridge with its expanding capabilities



Old Sturbridge Village





and satellite services in Charlton and Webster, we have access to academic medical centers and a number of this country's most skilled doctors in Boston, Providence, Springfield, and Worcester. Truly, we are at the heart of the Commonwealth.

The Colleges of the Worcester Consortium comprises eleven public and private colleges, including The College of the Holy Cross, Worcester Polytechnic Institute, Clark University, Nichols College, and Worcester State University. Also within a short driving distance is the Five College Consortium of Western Massachusetts. A satellite campus of



Boynton Hall and Washburn Shops at Worcester Polytechnic Institute



UMass Medical School Lazare Research Building

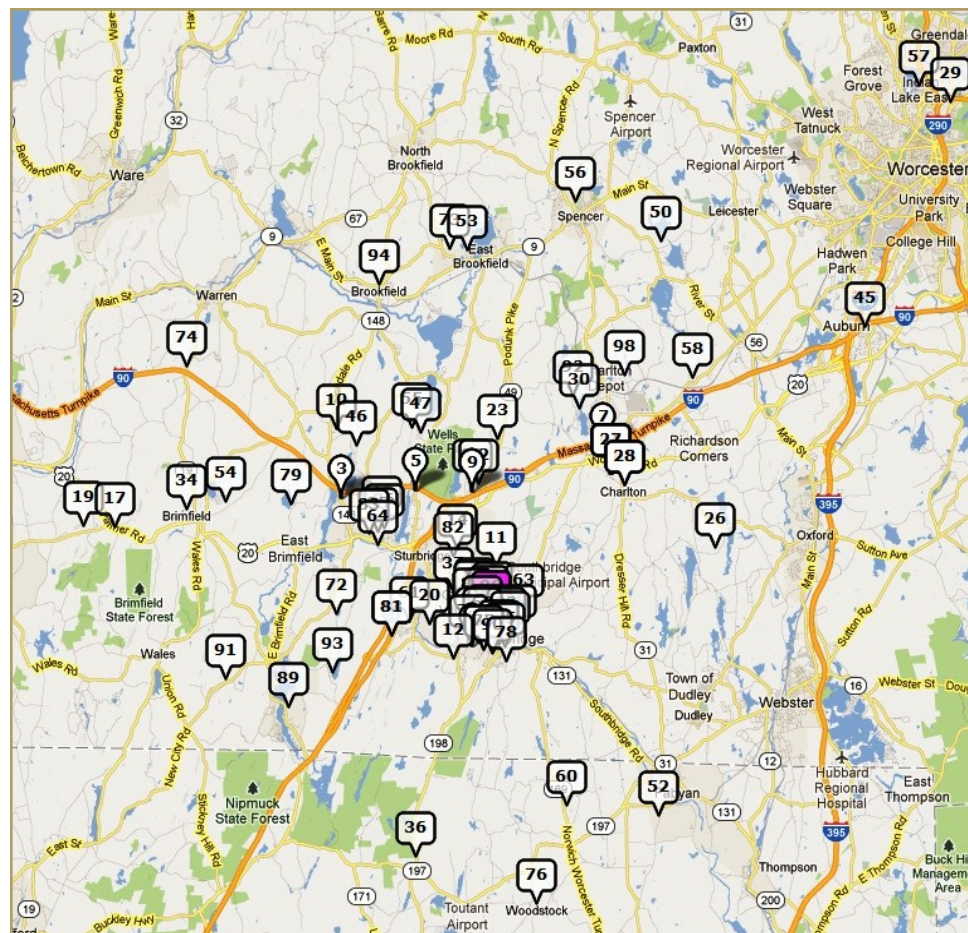


College of the Holy Cross Campus

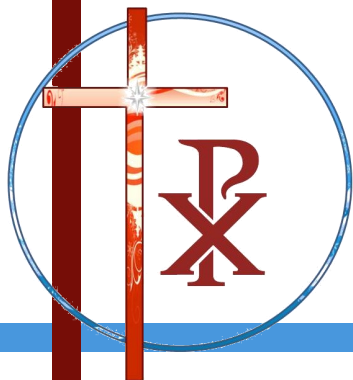


Quinsigamond Community College is located in Southbridge, and Bay Path College offers courses to working professionals in a one-day-a-week format at its satellite campus in Sturbridge.

Massachusetts is known for high standards and quality in public schooling. In its 2012 state-by-state rankings, *Education Week* placed the Massachusetts public education system second only to Maryland, and noted that children enrolled in Massachusetts public schools have the greatest “chance for success” in the country. The Southbridge School system is experiencing a turnaround from troubled times and a renewal following the construction of a middle/senior high school, which opened in the fall of 2012. Dedicated staff and technology improvements are bringing students back to the system, and the administration is working to improve test scores. Charlton, Sturbridge and Brimfield are part of regional school districts: Charlton partners with the neighboring town of Dudley to form the Dudley-Charlton Regional School District, while Sturbridge and Brimfield are part of the five-town Tantasqua/Union 61 Regional School District. Southbridge is home to Trinity Catholic Academy, a K-8 primary school affiliated with the neighboring Blessed John Paul II Parish. The educational opportunities for K-12 students are augmented by two vocational/technical high schools serving the region’s communities.



Our parishioners homes





# APPENDICES



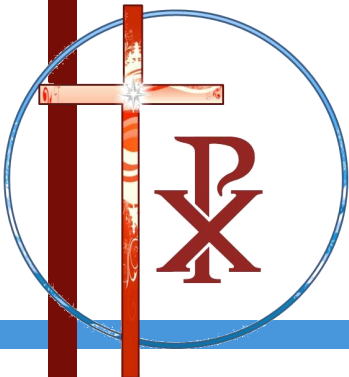
## CLERGY COMPENSATION

Holy Trinity has 103 active baptized members with an average Sunday attendance of 61. This, combined with our 2013 operating budget income of \$123,792, places us as a church in salary range I. (We have been in salary range II because our income figures were supplemented with endowment principal.)

Our 2013 budget is for half-time clergy with a housing allowance and prorated benefits. Using one-half of the mid-range suggested compensation and one-half of the benefits required by the diocese, we are looking at a figure of \$38,799 as a total “package.” The individual components can be changed to meet a specific need.

\$22,286	Cash Salary, which includes housing allowance (1/2 of the full-time midpoint of \$44,569)
1,705	Parish contributed FICA for Clergy (7.65% of cash salary)
4,318	Clergy Pension (as per the Church Pension Fund formula)
8,244	Medical/Dental insurance (½ of Clergy plus 1; family coverage negotiable.)
446	Clergy Tax Sheltered Annuity (2% of salary matched)
500	Clergy Continuing Education (\$250/yr plus \$250/yr set aside for a 6-wk sabbatical after 6 years)
1,300	Rectors Expenses – Reimbursable
<b>\$38,799</b>	<b>Total</b>

In addition to the cash compensation and benefits, there would be time off for vacation, holidays, continuing education, sick leave and a 6-week paid sabbatical after 6 years. The diocese sets aside funds to supplement the parish sabbatical stipend.



## HOLY TRINITY'S FINANCIAL STEWARDSHIP STORY

Holy Trinity Church has 55 pledging families who pledged \$108,968 in 2013. This is an average of nearly \$2,000 per family and is well above both the Diocesan and Province 1 average.

Our 2013 operating budget is balanced with \$123, 972 projected income and \$123, 972 projected expense. Approximately 88% of the operating budget will come from pledges. The balance of our operating budget comes from plate offerings, rental income, fundraising, and endowment income, the majority of which is restricted to operating expense.

Holy Trinity's non-operating funds come from designated giving and restricted endowment income. While we do not budget this income, last year \$5,330 was sent to other organizations for local, regional, and international outreach, and \$8,365 was used for congregational outreach & mission programs. This is in addition to our diocesan assessment, which for 2013 is \$14,530 and is included in the operating budget.

The Saints of Holy Trinity Church's past continue to support us through the Holy Trinity Endowment Fund. At the close of 2012, our endowment portfolio was valued at \$366,833. The majority of the portfolio is donor restricted to both income and principal with the largest portion comprising two large funds: the Wells Funds for the music program of Holy Trinity Church, and the Parrettie Fund for "the benefit of the poor in the church." This Parrettie Fund restriction has been broadly understood and canonically defined to allow funds to benefit the needs of persons who are of the church's mission who find themselves caught in situations of poverty, famine or disaster.

It must be noted that over the last eight years \$160,000 of endowment principal was used to underwrite the operating budget, significantly reducing our endowment and presenting a financial picture that was not sustainable. This profile reflects the reality that at this time, despite an increase in individual giving, we cannot budget for full-time clergy. We say this knowing that, as we live in hope, God is with us in this reality and will show us His preferred and promised future.

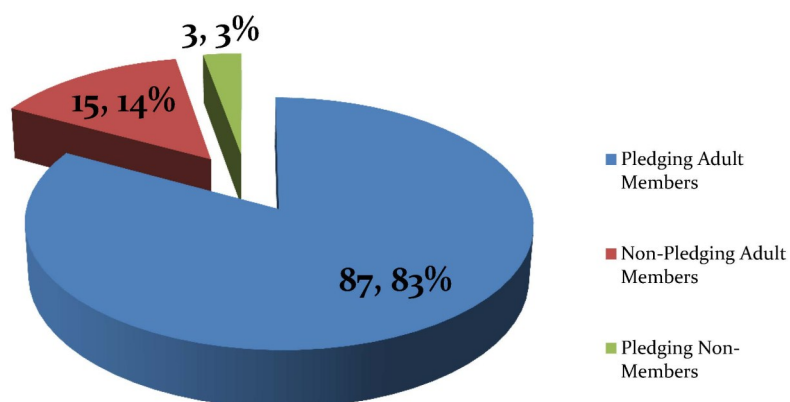


**2010:** \$169,278 total revenue from all sources. \$171,599 total expense. (\$2,321)

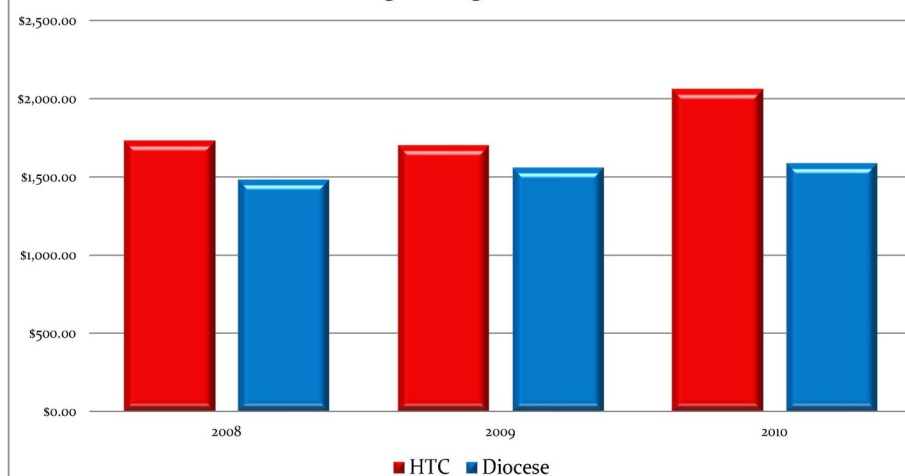
**2011:** \$162,351 total revenue from all sources. \$182,054 total expense. (\$19,703)

**2012:** \$180,570 total revenue from all sources. \$164,282 total expense. \$16,288\*

**Percent of Membership Pledging**

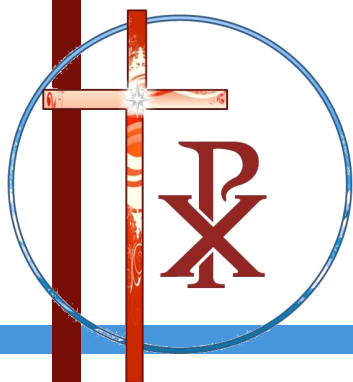


**Average Pledge 2008-2010**

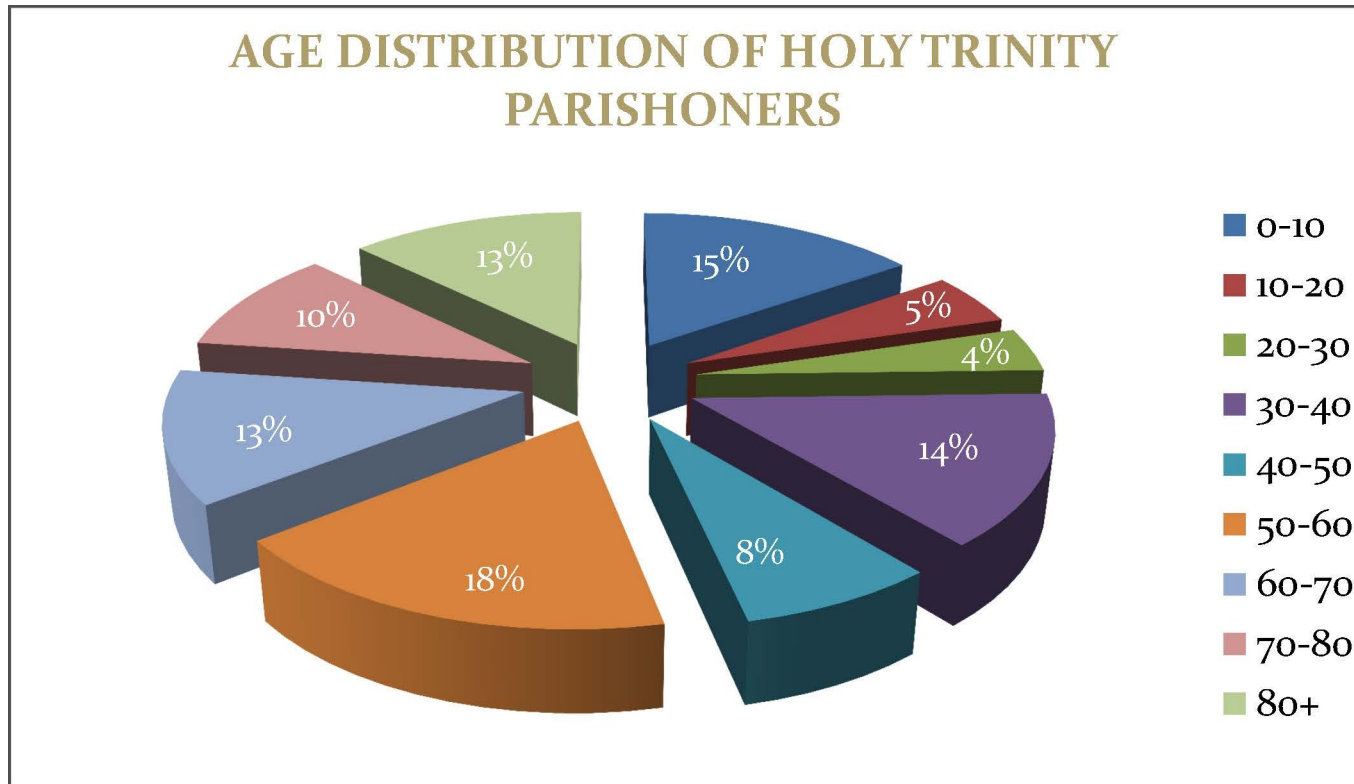


Source: Holy Trinity Annual Reports

\* \$11,000 of the surplus was a bequest that has been set aside by the vestry for future intentional use. The balance of the surplus was due to the retirement of our priest and organist at the end of the third quarter of 2012.



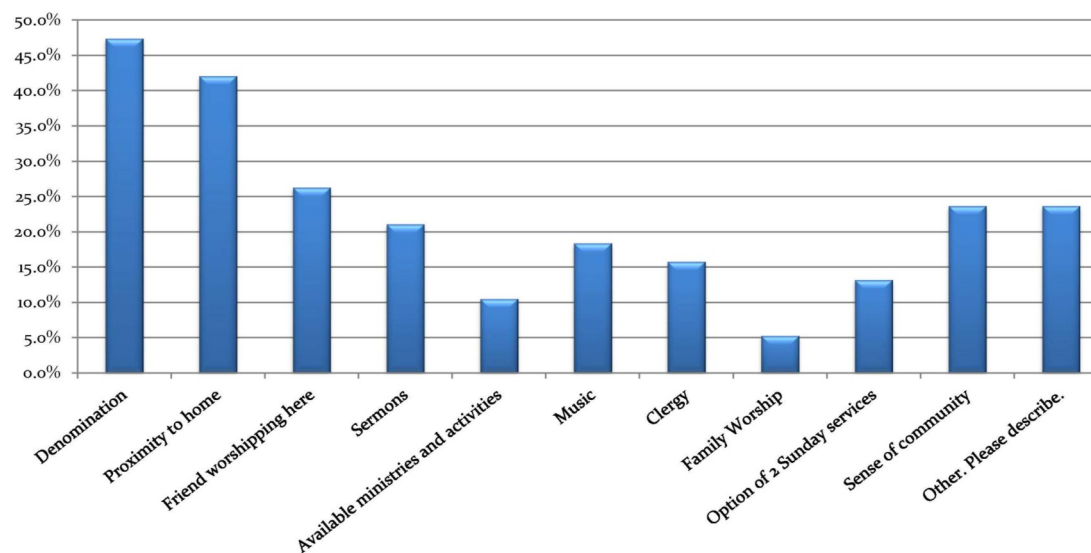
## PARISH SURVEY DATA



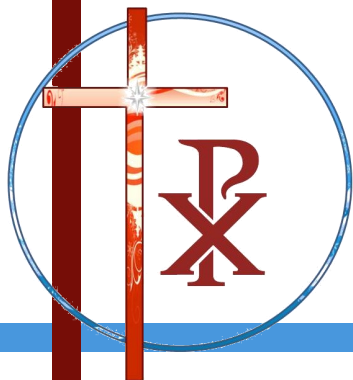
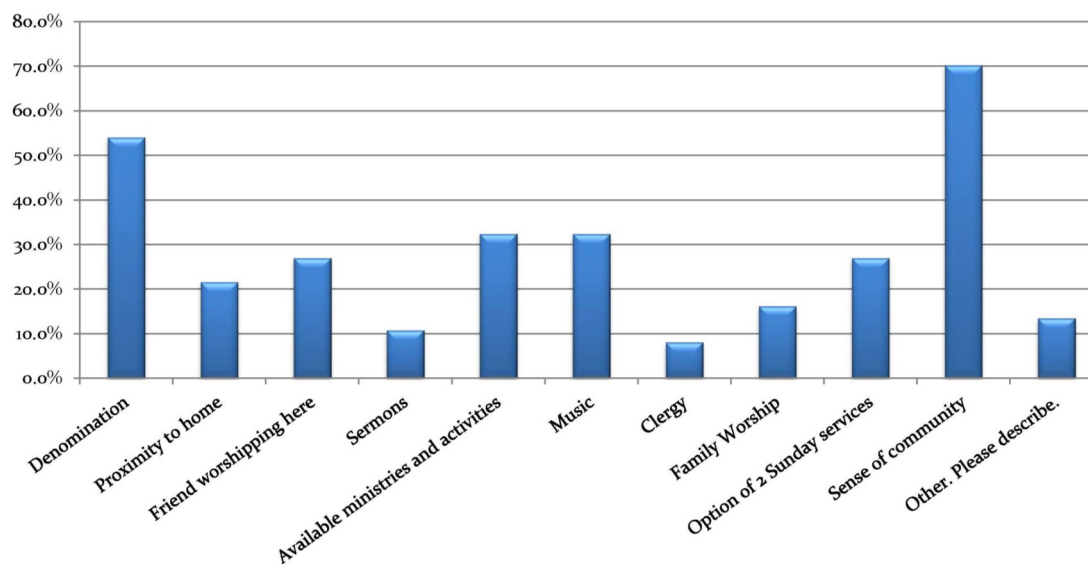
Holy Trinity Church has a total of 103 active, baptized members, of which 16 are under age 16. To the right you can see the age breakdown of our parish. It is notable that fully 18% of our parish family is under age 21. Of the 87 people above age 16, we received 37 responses, approximately a 43% return rate. During this period the members of the Parish Profile Committee also spoke with many members about our process and listened prayerfully to the feedback we were given. Below you will find information gleaned from the statistical responses submitted as part of the survey process.



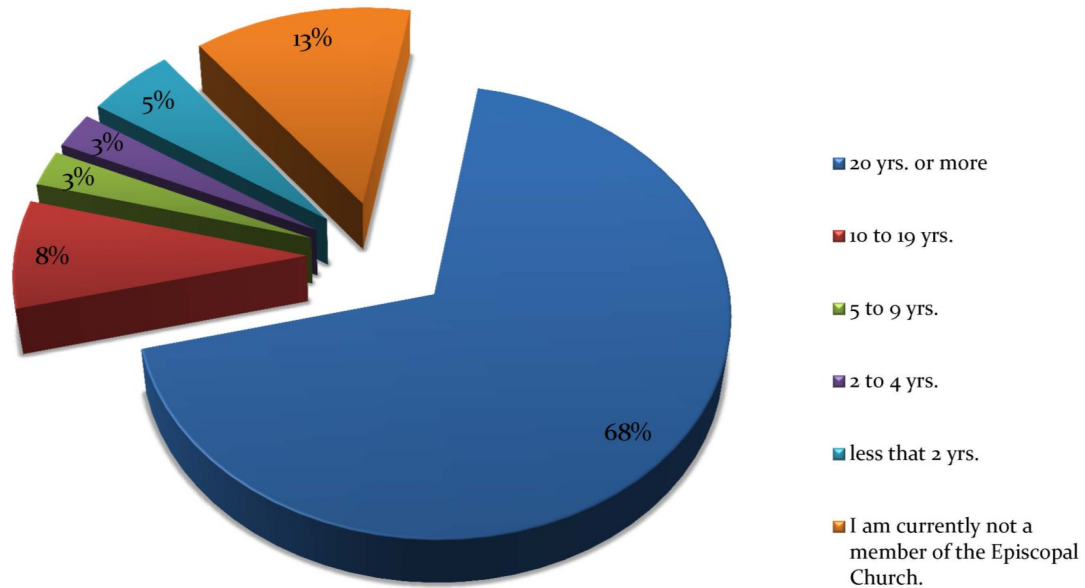
### What first brought you to a service at Holy Trinity Church? Please choose at least one, but no more than three.



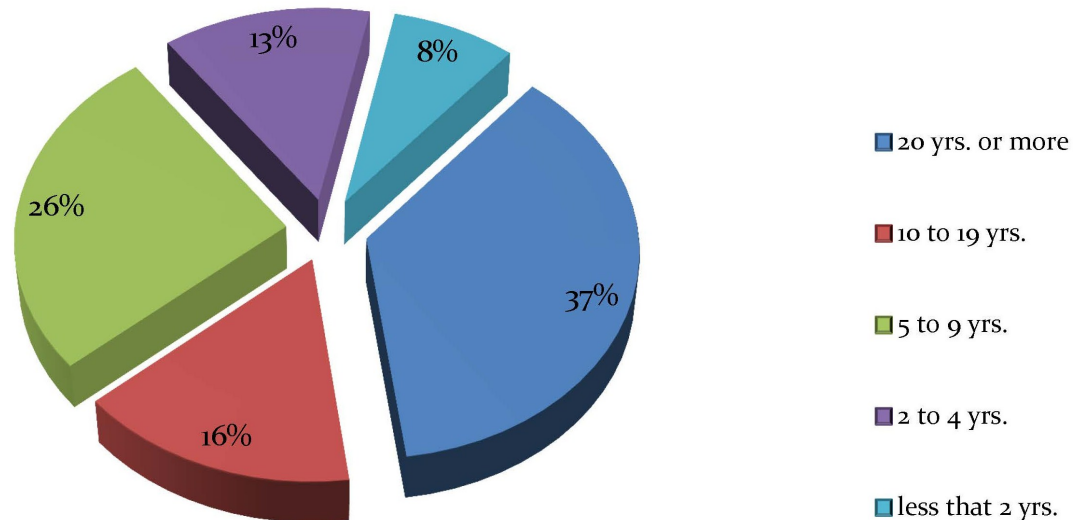
### Why do you continue to worship at Holy Trinity Church? Please choose at least one, but no more than three.



**Please indicate how long you have been an Episcopalian.**



**How long have you attended Holy Trinity Church?**





# HOLY TRINITY CHURCH OF SOUTHBRIDGE, MA

## OFFICERS

Senior Warden

Tamsin Lucey

Junior Warden

Nancy Waugh

Treasurer

Susan Howland

Clerk

Jean Frost

Vestry Class of 2014

Peg Nelson

Vestry Class of 2015

Mick Kalber

Vestry Class of 2016

Ellen Lincourt

## PARISH PROFILE COMMITTEE

Eileen DeMings, Chair

Bridgette Bachand

Heather Bousquet

Francine Bloch

Jean Frost

Susan Howland

Ellen Lincourt

Tamsin Lucey

Peg Nelson

Josh Spooner

Barbara Wilson

## SEARCH COMMITTEE

Lana Pieczynski, Chair

Pat Bair

Sally Baum

Mary Bridget Burns

Pam Graham

Bobby Helbig

Mick Kalber

Bart Krugg

Hope Wilson

To learn more about Holy Trinity Church, please visit our website at [www.holytrinitysouthbridge.org](http://www.holytrinitysouthbridge.org).

To learn more about the Diocese of Western Massachusetts, please [visit www.diocesewma.org](http://www.diocesewma.org).

