



TRINITY EPISCOPAL CHURCH

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Annual
Report

for

2020

Held on January 24, 2021

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Annual Meeting Agenda

Trinity Episcopal Church, Excelsior via Zoom
Sunday, January 24, 2021

Call to Order	Chris Commers
Approval of Minutes from 2020 Annual Meeting	Chris Commers
Treasurer Report and Presentation of the Budget	Laura Capaldini
Questions and Comments	
Elections of Wardens and Vestry	Betty Bright
Thank you/Out-going Vestry Members	Betty Bright
Thank you/Out-going Sr. Warden	Devon Anderson
Thank you/Out-going Jr. Warden and Treasurer	Chris Commers
Thank you to Clergy and Staff	Chris Commers,

Annual Meeting for 2019 Minutes

Trinity Episcopal Church, Excelsior

January 26, 2020, in Chamberlain Hall

Call to Order

Senior Warden Chris Commers called the meeting to order at 11:25 am following a potluck brunch.

Opening Prayer

The Rev. Devon Anderson offered an opening prayer.

Approval of Minutes from 2019 Annual Meeting

Ajit Daniel moved to approve the 2019 Annual Meeting minutes; Denise Reilly seconded; all voted in favor

Senior Warden's Report

(See full details of Chris Commers' written report in the Trinity Episcopal Church Annual Report for 2019, pp. 11-12.) Chris noted 2019 was Trinity's 166th year as faith community. He commented on working to align Trinity's values shown through Listening Links project (consistent with values shown 5 and 9 years ago). Chris said Vestry is blessed to serve one of most richly talented and experienced clergy and staff anywhere. Treasurer Laura Capaldini has done an incredible job, with dedication, tenacity, persistence, judicious use of resources, yielding cost savings, clarity, transparency (with help from Sarah Kimmelman, Finance Committee, and bookkeeper Beth Martin). Stewardship campaign was memorable, with Devon's leadership (now shifting to Vestry), Sarah Kimmelman's support, and terrific response of parish to "second ask". Chris thanked Julie Rohr for leadership as Junior Warden, and all Vestry members for their service. He noted changes ahead in how we practice faith in ECMN, Trinity, Christendom, but we look to future with optimism, confidence, and humility. Chris also expressed remembrance of Trinity lives lost in 2019: Judy Echols, Woody Jewett, Carol Laybourn, Paula Pendleton, Dottie and Harry Webster. He encouraged parishioners to not hesitate to speak to him or any Vestry member as we work together and live in community.

Treasurer's Report

(See full details of Laura Capaldini's written report in the Trinity Episcopal Church Annual Report for 2019, pp.13-15.) Laura noted it was a very lucky year, for many reasons. We ended up with a small budget surplus, due to generous giving of many members of congregation, some very hard work, and developing some cost savings in facility issues. We managed to continue to take care of employees; all eligible have pensions, life insurance, health insurance. We financed major improvements, including a new Center Street door, rekeying all locks, major improvements to columbarium. Vestry just approved setting up a Capital Improvement Fund; it is possible to contribute if so moved. We are paying down Trinity's mortgage. Improving transparency and accountability of financial processes. Laura is planning to develop a financial policies manual. Grateful for hard work of Sarah Kimmelman and bookkeeper Beth Martin.

2020 Budget Presentation

Laura presented the 2020 budget (see Annual Report p. 16), which Vestry approved at the January meeting. So happy to tell parish we have a balanced budget for 2020. Thanks to everyone who stepped up and helped after the “second ask” letter came out in early January. Budget includes cost of living increases of 3% for staff, 2% for clergy, well deserved, plus maintaining programs. Did have a very good year, made a lot of progress, very clean set of financial statements, Laura is very pleased.

Laura also asked parishioners to look at the directory and let Sarah know of changes in phone numbers, photos. She welcomed everyone to today’s party and noted it had been a lot of fun organizing the breakfast, and she is very grateful for the help.

Visioning Committee

Monica Wiant introduced the Visioning team: Devon, Dale Anderson, Betty Bright, Nate Castens, Rev. Chip Whitacre, Monica. She shared highlights and outcomes and a sense of where we are going through a PowerPoint presentation.

The committee’s goal is to discern a vision that: illuminates a direction for Trinity’s future; guides our strategic, long-term decision making; authentically reflects the values of our congregation; rises to the needs of the church and the world; and inspires us.

The process began with listening. 110 conversations with Listening Links, follow-up email survey. Monica gave Christy Stang a big shout-out for compiling results. Now the process is in “synthesis” phase; there is a first draft which committee will hand to Vestry. Vestry will dig into that at their retreat in February, as part of the “refine” phase, and then present at all parish meeting in May. Following that will be the “operationalize” phase, including communicating and creating.

A first look at what committee has learned: who we are, what we value, what we want, where are we going.

Who we are: Episcopalians in Excelsior, Disciples of Christ, Seekers, Loving neighbors

What We Value: Community, Worship, Learning. There is a center here; even in times of change three central values remain. Community: sense of belonging and being known, value being with each other across generations. Worship: weekly celebration, Book of Common Prayer, Episcopal liturgy, also new liturgy, music. Learning: engage both head and heart, linking tradition and scripture with current lives, faith formation specific to phases of life and across generations.

What we want: More. People, music, opportunities to connect

How do we get there: (Mission statement) Trinity Episcopal Church invites all people into a caring community that seeks a deeper relationship with God in Jesus through worship, learning, and service to each other and our neighbors.

Our path forward is identified by themes:

Cultivating community: We will broaden and strengthen our relational fabric with each other and our surrounding community as a way to embody Jesus’ commandment to “love one another as I have loved you.” We are proud of diversity and capacity to learn from one other. Consider role of Trinity in civic engagement and how to promote thoughtful and respectful communication.

Fostering Hospitality, Welcome, and Connection, both within church and beyond: We will model, teach, and practice the ministry of hospitality and inclusion through a process of inviting, welcoming in and connecting people with the Trinity community. Communication includes social media.

Deepening Worship: We will, together, build consistently meaningful personal and gathered spiritual experiences through the worship of God, drawing on the richness and poetry of Anglican / Episcopal liturgy.

Intensifying Learning and Christian Practice: We will grow together as a vibrant Christian community of disciples in head and heart through lifelong study and faith practices. The committee is excited about upcoming pilgrimage, significant and powerful work happening.

Realigning Infrastructure: We will restructure parish systems and infrastructure to help the congregation fully live into our vision and hope for the future.

What's Next: Vestry to refine the vision at their February retreat, then all-parish meeting May 3, 2020.

Today's presentation is just a peek into the work the committee has been doing.

Questions/feedback: Joyce McFarland congratulated the committee and said they've done an amazing job, and it is overwhelming how they have been able to put it all together. Jan Gray asked if it would be possible to circulate Monica's PowerPoint. Monica will share a link with Sarah to put in Thursday update. Jan Gray asked if it is possible to consider expanding Trinity's relationship with local community churches as well. Monica thanked Jan for this idea.

Chris expressed thanks to Monica and the Visioning Committee.

Election of Wardens & Vestry

Senior Warden Chris Commers introduced the slate of nominees for incoming Vestry: Chris Commers as Senior Warden, Betty Bright as Junior Warden, Margaret DiMarco and Steve Roman for 3-year terms, Julie Campanelli for 1-year term. Sam Wiant moved that we accept the slate as presented; Sarah Allcock seconded; all voted in favor.

Information item regarding Vestry nomination process for 2021: Betty Bright (chair), Chris Williams, and Ajit Daniel are developing a nomination committee, looking for 2-3 more members.

Recognitions

Devon recognized three outgoing Vestry members, plus Junior Warden Julie Rohr who was not present. Devon will toast Julie at an 8:00 service.

Betty Bright has completed 3-year term and has signed up for one-year term as Junior Warden. Devon is recognizing Betty several times today as she has served on so many committees. Betty has been certifying as a yoga instructor; Devon gave her a gift of army men doing yoga poses.

Kari Donnelly served remainder of Cindy Chen Derkacz's term when Cindy moved. As Kari has recently lived through a lot of life transitions, metamorphosis, claiming her life, Devon gave her the book *Enneagram Made Easy*.

Emily Boote is cycling off and was not present. As she is very interested in worship and Devon noted she might have a vocation as a prayer writer, Devon gave her a book on prayer.

The Visioning team (Monica, Dale, Chip, Betty, Nate) will be getting presents. They worked extremely hard all year and will receive their reward both from Devon, next week, and in heaven.

Devon recognized the Evangelism team for all their hard work this year. Margaret DiMarco, Julie Rohr, Sarah Allcock, and Betty Bright were given backpacks with slogan “Episcopal evangelism is not an oxymoron” and filled with bling.

Devon expressed that she feels blessed with incredible leadership and engagement; she thanked Vestry, Visioning team, Evangelism team, Stewardship committee, all did huge jobs last year and she is every grateful.

The Rev. Dr. Anne Miner-Pearson highlighted and recognized the work of Jan Gray, who has developed and formally organized Trinity’s funeral hospitality ministry. She has been a reassuring presence and has great attention to details and reliable follow-through. The ministry always provides just what families need. Hospitality and care point to God’s love and healing. Anne gave Jan a gift and expressed that Jan has been a blessing in this ministry with her leadership and committed presence. Jan responded that this is an example purely of teamwork, with a group of women, and that it is a privilege to serve families in their time of need when you are asked to serve.

Chris Commers called out Trinity’s incredible staff leadership: Laura Brubaker, Devon, Anne, Chip. He is so grateful for the support they give him and all of us. Round of applause.

Closing Prayer

The Rev. Chip Whitacre led the congregation in a closing prayer.

Adjournment

The meeting was adjourned at 12:20 pm.

Submitted by Cathy Stang, Vestry Clerk

Rector's Report

Submitted by Rev. Devon Anderson

So let us pick up the stones over which we stumble, friends, and build altars.

Padraig O'Tuama, from "Daily Prayer with the Corrymeela Community"

The year 2020 was one for the books. COVID-19 closed the world down. George Floyd's murder by a police officer in Minneapolis was followed by local and worldwide demonstrations and riots. Our city burned. We endured a presidential election season, the election itself, ballot counting and recounting and run-offs, court challenges, unprecedented political division, and uprising. And shouting. There was lots of shouting.

As a parish community, as Christians, we stumbled repeatedly and got back up.

Stumbled and got back up.

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Stumbled and got back up.

In March we had to figure out – in the span of about six days – how to move our worship on-line. We endured a few clunky months of mastering the “mute” feature on Zoom and learning how to make communal prayer and singing and sacraments and preaching meaningful without being together physically. We had to face the fragmentation of our parish community. No weekly in-person gatherings removed the major avenue by which we cultivate a sense of belonging and build relationships. Some households who were, before, hanging by a string cut the string entirely, or simply faded away. Others, for reasons of distrust or compromised hearing or “too much screen time already,” declined to participate in worship on Zoom. We had to reckon with a constricted financial reality, the result of no passed plate on Sunday mornings or in-person program that often serve as a reminder of the centrality and importance of spiritual community in our lives and inspire the urgency to give. And all around us, the wider community suffered, too – food insecurity, isolation, mental illness, grief over loss or death, time no one would never get back.

In 2020, we fell over every single one of these stones, and still, time and again, we got back up. And then from that over which we fell, we began to build our altars.

I think I might be most proud of Trinity's **faith formation** ministry, whose goal morphed into helping the faithful create meaning out of this fraught year, to seize the opportunity of the world's unthinkable circumstances to build an even sturdier, renewed relationship with God in Jesus. We spent Eastertide and the summer months focused on the “five hard truths of liminal space” through preaching and worship and program. Together we began to come to terms with the spiritual truths that we are not in control, that we all will one day die, and that it's just not about us. Trinity was not afraid to stare into these hard truths, and to claim this time of pandemic and civic unrest as a deeply spiritual, dynamic, rich liminal time – from which we trust we will emerge stronger, wiser, and closer, standing on a firmer foundation of God's grace. I believe Trinity to be distinct among other Episcopal churches in Minnesota in being willing to “go there” – into the hard truths early and hard -- and claim a narrative about ourselves as spiritually courageous when it mattered the most.

I am also proud of our **worship** – how we (literally) built a new altar on a screen and never missed a single Sunday. I am in love with our decision to sacrifice a little elegance for relationship. Unlike other congregations, we chose not to pre-record services – a few masked presiders officiating six feet

apart in an empty sanctuary – and post it for parishioners to view on Facebook whenever it suits. Trinity chose, intentionally, the clunkier option – Zoom Sunday services live from our living room couches and home offices, downloaded bulletins, and praying together like the people at the Tower of Babel – all jumbled up. But still, we hear each other praying. Our prayers may not be in unison, but we pray in real time and together. We get to see each other in our homes and catch-up at announcements and virtual coffee hour. Worship is, in its essence, a relational act. We are relating to each other and to God. Worship is never -- or should never be -- a spectator sport. Together we built this awkward, imperfect, beautiful altar with those values in mind – choosing reality over polish, relationship over performance, reverberation over perfection, all to the glory of God.

Trinity did more than survive. Together we had the strength to care for both our own and the community and then go *beyond* survival, venturing into new expressions of faithfulness.

After the George Floyd killing and subsequent demonstrations, Trinitarians got serious about **racial reconciliation** work, guided by our Presiding Bishop who called all Episcopalians to regular a diet of: “learn, pray, and act.” We began walking this long road with learning. Our junior warden, Betty Bright, led a “Sacred Ground” women’s group, exploring both the contours of racism in America and our own hearts and experiences. Book groups studied the work of James Baldwin and Eddie Glaude, Jr. We led summer pilgrimage outings to the George Floyd Memorial.

And then, inspired to urgency, we began to act. Locally we engaged with the work of the Minnetonka Coalition for Equitable Education (MCEE), a Minnetonka Schools student-, alumnus- and parent-led organization advocating for more equitable education for all Minnetonka students through the district's adoption of MCEE's 11 Imperatives. And we officially began an internal process of increasing our cultural competency through the Intercultural Development Inventory (IDI), hiring a consultant to lead us through the process of becoming a more welcoming, open, attuned congregation, better equipped for the ministry of racial healing and understanding.

The 2020 **Vestry** kicked it into high gear, leading many of the congregation’s “beyond survival” initiatives. Several Vestry members and our Treasurer developed **Trinity’s Re-Entry Plan**, a comprehensive road map that guides the parish through phases of re-entry back to in-person program, worship, and pastoral care. The Vestry took sole responsibility for the **2021 Stewardship Campaign**, with a relational approach that focused on connectivity and personal engagement, exploring the difference between “transactional” (I’m paying for a service) and “transformational” (I give for the glory of God) giving. After a series of work sessions and some hard thinking, our Vestry voted itself the first religious community to officially endorse **MCEE**, sending a letter to the congregation to that effect, and presenting the letter twice before the Minnetonka School Board.

In early 2020, after a fruitful two-day retreat, the Vestry adopted a process for a “new way of being,” namely, a commitment to broaden the Vestry’s gaze and scope, taking responsibility for both the “micro” aspects of parish life (finances, physical plant) but also for the spiritual, “big picture” pieces – the discernment of where the parish is heading, and how we can remain attentive and faithful to where God is calling us. The Vestry restructured its monthly meetings to include some silence, prayer, and spiritual reflection to create space in which to hear the whispers of God’s will and call. You will notice on this year’s **Vestry slate** individuals who have committed themselves, through demonstrated engagement in program and worship, to their own faith formation. Now more than ever before, spiritual practice and engagement is the norm for those we invite into parish leadership.

And finally, Trinity's **Children and Youth**. The 2019 Listening Links campaign (about which we were ready to call the congregation together to submit a final report when pandemic hit) revealed two absolute top priorities for the parish: community and ministry with children and youth. With that value firmly and clearly pronounced, we hired Amy McGrew as Interim Director for Children, Youth, and Families. Amy comes from InterServe, an interim service for church communities, that deploys seasoned, experienced church professionals into congregations to not only sustain the ministry but to go deeper into assisting the congregation to hire the right person for that ministry in a permanent position. Amy hit the ground running, forming a "Transition Team" to dig deep into Trinity's stated values over time about children's and youth ministry, its staffing history, and then to reflect that learning back to the congregation. Finally, the team will construct a job description and required aptitudes list for a permanent position and launch a Search Committee.

*And now we welcome the New Year
full of things
that have never been. (Rilke)*

Come what may in 2021, the Trinity Church community is strong, weathered, grounded, and determined. Come what may in 2021, we will survive, and then go courageously beyond survival -- because that is what we do, and that is who we are, Christ's beloved, siblings in the faith, rooted together in the never-ending, shocking, terribly creative grace of God.

Respectfully submitted,
The Rev. Devon Anderson
January 13, 2021

Senior Warden's Report for 2020

Submitted by Chris Commers

Amidst the uncertainties, tragedies and joys of the past year I'm extremely grateful for our Trinity community. We've laughed, celebrated, mourned, questioned, disagreed, and wondered together. While we're not perfect, we collectively pursue fulfilling spiritual lives that nurture us, our Trinity community and significantly impact the broader community.

We began 2020 committed to continuing our work of living into all we have learned about ourselves and each other through one on one conversations and continuing faith formation. Strengthening and sustaining our youth ministry, supporting a vibrant music program, and deepening our spiritual and relational roots all remain goals at Trinity. The pandemic, social unrest and political instability haven't changed these goals but they have changed the processes of attaining them.

As we struggled collectively to understand calls for racial justice, our Presiding Bishop Michael Curry urged us to "learn, pray and act" in pursuit of answers. The Right Reverend Craig Loya, has modeled all three throughout MN, as has our clergy, The Reverend Devon Anderson, The Reverend Dr. Anne Miner-Pearson and The Reverend Chip Whitacre. And Trinitarians are learning, praying and acting. Our baptismal covenant: "care for each other", is being fulfilled as we learn more about our world as it is, pray for clarity, guidance and understanding and act in ways that move us closer to realizing the beloved community. We've conducted food drives to ICA, supported racial justice reforms in our local schools, prayed in George Floyd Square, prepared and served meals at First Nations Kitchen, shared Christmas gifts with St. Nicholas Church in Richfield and many other acts that reflect our engagement with and love for others. Our Vestry, clergy and staff have taken the Intercultural Development Inventory (IDI) training and look forward to expanding opportunities for all interested Trinitarians to participate. The inventory offers greater awareness, frames difficult conversations and offers structure and direction for our collective efforts. This work is transformative and invites us to grow as we "deepen our roots" with each other and the larger community.

We've seen Laura Brubaker's terrific work with youth ministry continue strongly through the efforts of Interim Youth Minister Amy McGrew and she's facilitating the search committee tasked with the development of permanent leadership for this essential work.

With what we expect to become a grant from the Paycheck Protection Program we've been able to meet our obligations to our incredible clergy and staff. With Laura Capaldini's research, many Vestry conversations we reached a final decision to request funding as we gained understanding of the economic impacts of the pandemic. This has allowed us to sustain clergy and staff in 2020 and preserve our clergy and staff positions going forward in 2021.

Our stewardship campaign went very well! With Betty Bright leading the effort Trinity's Vestry did a wonderful job of stepping up and doing the work throughout the campaign. We could not have done it without Betty's terrific leadership, Sarah Kimmelman's unflagging administrative support and Devon's dedication, leadership and success in running down remaining pledges in the final days of our work. We narrowly missed our financial target in this challenging year. We ought to celebrate our strength as this was a wonderful stewardship campaign considering our circumstances.

Our virtual connections have been invaluable in various forms including a virtual town hall, Compline, Advent events, Faith Formation and of course our 10:15 Sunday services. In all of these examples we've "shown up" as best we can to participate, share, listen and acknowledge each other and reaffirm our desire to be in community despite the constraints the pandemic has imposed. The results have been inspiring, heart-warming and courage building.

Not enough can be said about our Clergy and Staff in 2020. With Devon's leadership we shifted from an in person parish to a community sustaining connections and a shared spiritual life from a distance. Devon, Anne, Chip and Fred Nairn challenged, encouraged and reminded us of our humanity in our relationships with each other and with God. Sharing the grief and the joy of this uncertain year with such gifted preachers has truly been a gift. And our staff has been amazing. Sarah Kimmelman has kept the wheels moving, always supporting, always holding the office together (remotely and in person) and always navigating the next challenge with grace and humor. Gary has creatively and faithfully been caring for Trinity (the building)! The savings he's found in energy costs while we've been away have been incredible. Eric has mastered communal music making online! It's been terrific to see Trinitarians of all ages, all ability levels, and in all manner of configurations sharing the joy of music in these challenging times. Amy has been a wonderful addition bringing experience and expertise to leading a program while building the capacity and assets our youth ministry needs going forward.

We owe a great debt of gratitude to our Vestry, Treasurer and Clerk! Betty Bright has done phenomenal work in organizing, managing, encouraging, worrying and flag waiving as our Junior Warden this year. Sarah Allcock, Julie Campanelli, Ajit Daniel, Margaret DiMarco, Matt Frerichs, Steve Roman, Chris Williams, and Adam Young. Laura Capaldini is wrapping up three years as Trinity's Treasurer. We can't imagine a non-profit of our size with better support and fiscal management. Cathy Stang amasses the details, clarifies the sentiments and gets it all recorded as Trinity's Clerk. This is an amazing group of people sincerely dedicated to Trinitarians.

-Chris Commers, Senior Warden

Treasurer's Report

Submitted by Laura Capaldini

This has been an exceptional year in many respects for all of us. With the church building closed starting in March, we were concerned about the loss of plate (Sunday) income as well as the risk of losing pledges. We are very grateful to all who were able to maintain or exceed their commitments which allowed us to retain staff and continue with our mission. We continue to be supported by the faithful work of the Finance Committee, our bookkeepers (Beth and Katie), and Sarah Kimmelman's detailed knowledge of Realm and her roll as Pledge Secretary. With their support, we have a firm grasp on our income and expenses and continue to strengthen the financial health of the parish. Detailed financial statements are available any time from the Treasurer, upon request.

2020 Trinity Financials (Summarized)

Income:	2020 Actual	2020 Budget
Pledged Gifts	\$ 513,258	\$ 496,992
Non-Pledged Gifts	\$ 2,166	\$ 10,000
Endowment Income	\$ 16,500	\$ 16,500
Christmas/Easter Offering	\$ 6,003	\$ 10,000
Interest Income	\$ 792	\$ 1,500
Misc., Rental, Other*	\$ 5,311	\$ 750
Altar Flowers	\$ 985	\$ 3,000
Total Non-Dedicated Income	\$ 545,015	\$ 538,742
Expenses:		
Administration***	\$ 84,463	\$ 91,769
Ministry Branch		
Diocesan Apportionment	\$ 68,110	\$ 68,058
All Other Ministry	\$ 13,420	\$ 17,700
Formation Branch	\$ 7,689	\$ 16,745
Salaries and Benefits	\$ 347,439**	\$ 332,702
Total Non-Dedicated Exp.	\$ 521,121	\$ 526,974
Mortgage Principal Payments	\$ 19,968	\$ 20,000
Total Expenses:	\$ 541, 890	\$ 546,974
Net Income	\$ 3,926	\$ (8,232)

* Misc. Income is mostly offset by Misc. Expense

** Salaries and Benefits are high due to an early closing of payroll on 12/31 resulting in an extra pay period in the year.

***Note: not shown here is \$ 74,724 in depreciation which is a non-cash expense

Summary of Dedicated Funds as of Dec 31, 2020

Instrument Fund	\$ 1,491
Columbarium	\$ 9,234
Memorial Fund	\$ 26,348
Outreach	\$ 370
Concert Fund	\$ 5,458
Mental Health Initiative	\$ 16,993
ICA Food Shelf	\$ 505
Capital Improvement Fund	\$ 28,237
Dedicated Youth Fund	\$ 18,743
Pilgrimage	\$ 106
White Earth Mission	\$ 7,828
Dedicated Music	\$ 5,041
Episcopal Relief and Development	\$ 100
Endowment Fund-Dedicated	\$ 332,497
Missional Innovative Partnership	\$ 56
Total Dedicated Funds	\$ 443,007

Account Values as of 12/31/20:

Old National Bank Operating Fund	\$ 215,127 (includes prepaid 2021 pledges)
Alerus Bank Money Market Savings	\$ 115,095
Endowment – Pooled Income Fund	\$ 322,497

Mortgage Balance

As of 12/31/19	\$ 169,936
As of 12/31/20	\$ 149,969

PPP Loan Balance \$ 63,100 (cash in Operating Fund)

Notes on the Financial Year:

1. We decided mid-year to apply for a Paycheck Protection Plan loan of federal money. The loan of \$63,100 was received in June and has allowed us to weather the uncertainty of the year. We are currently filing for forgiveness which we expect to receive in 2021. We anticipate that loan proceeds will help us balance the budget through the coming year.
2. With the building closed we were able to save money on building costs (heat, electricity, etc), fellowship, formation, and some continuing education/convention expenses, however we had increased costs for areas like communications, postage and supplies.
3. Our investment in a new phone system at the beginning of the year and new computers in 2019 were invaluable as Trinity went on-line. Staff had resources to work effectively and Trinity phones could be answered remotely by staff working at home.
4. Our Mission & Ministry Apportionment to the Diocese was held steady in 2020 by the Vestry at \$68,110. This is a continuation of our contribution level set in 2019.

2021 Balanced Budget
Approved by the Vestry December 15, 2020

2021 Budget

Anticipated Income

Pledge Income*	\$ 470,998
Non-Pledge Income (all other sources)	\$ 35,950
Total Income Anticipated	<u>\$ 506,948</u>

Expenses:

Administration**	\$ 81,674
Includes Music Specialists, Insurance, Postage, supplies, Realm, water/sewer/heat/elec. Minor repairs, grounds maintenance, bookkeeping, Mortgage interest, Excelsior assessments, Workmen's comp., Payroll service	

Ministry Branch

Diocesan Apportionment	\$ 68,058
All Other:	\$ 17,700
Advertising/website, Fellowship, Welcome, Care team, Altar flowers, Gifts, Rector's Professional Expense	

Formation Branch

Children's and Youth programs, Nursery, Adult Ed, Cont. Education, Guest speakers, Supply organist, Sacristans, Music program, Instrument maintenance, Convention expenses	\$ 16,075
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Salary and Benefits***	\$ 343,916
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Total Expenses	\$ 527,423
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Mortgage Principal Payments	\$ 21,000
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Total Expenses + Mortgage	<u>\$ 548,423</u>
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Difference- Funded by PPP Loan	\$ (41,475)
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*Discounted by 2% for historical attrition

** Assumes building re-opens some time mid-year 2021

*** No COLA; includes continuing funds for Youth Director

Warden and Vestry Member Election

Slate of Nominees:

For Warden (1 year term):	Senior Warden, Sam Wiant Junior Warden, Julie Campanelli
For Vestry (3 year term):	Laura Brubaker, Heidi Groven, Sally Hockinson, Craig Schmidt

Who Can Vote?

From the Canon 501.4: Elections. Each member who is an Adult Communicant in Good Standing is entitled to vote.

- No person is entitled to more than one vote or to vote by proxy or by absentee ballot.
- In electing members of the Vestry, all voting must be by ballot.
- If the number of candidates for election is equal to the number of vacancies to be filled, the secretary may be directed by the Presiding officer to cast a unanimous ballot for the slate of nominees.

Sam Wiant for Senior Warden



I am honored to have been asked to once again serve as Trinity's Senior Warden, having previously served in 2014.

I grew up in St. Cloud, where my family attended St. John's Episcopal Church. I met my wife Monica while we were at Carleton College in Northfield, MN. After graduation, we moved west, first to the tiny town of Winnemucca, Nevada, and then to the Biggest Little City of Reno. While in Reno, we attended (another) Trinity Episcopal Church, where I spent several years as a Youth leader, served on a Discernment Team during a Rector search, and on the Vestry. It was while in Reno that Monica and I got married and our daughter Evie (now 13) was born.

We moved back to Minnesota in 2009 and to Chanhassen in 2010 when we joined Trinity Excelsior and our son Felix (now 10) was born. Since moving to Minnesota, I've worked for U.S. Bank, currently in Corporate Compliance.

Julie Campanelli for Junior Warden



Raised as a Roman Catholic, I joined the Episcopal Church 8 years ago, ultimately finding my church family at Trinity in the fall of 2018. My ministry interests include social justice and community outreach.

My husband, Steve, and I live in Eden Prairie and our daughter, Katie, attends Duke University in Durham, North Carolina. I currently work at District 196 as a school social worker. I enjoy tennis and training our dog, Eleanor, to be a therapy dog. I look forward to serving Trinity as your jr. warden.

Laura Brubaker for Three Year Vestry Term



I am a cradle Episcopalian from Ohio but never truly appreciated the gift of a church community until coming to Trinity on a whim on Epiphany Sunday of 2016. Anne Miner-Pearson immediately drew me in, and Trinity's been home ever since. In my time here, I've participated in many wonderful ministries, most notably Children's and Middle School Youth, which I oversaw as a staff member for two and a half years. Before having kids, I taught 7th grade math in Massachusetts. I adore middle schoolers.

I live in Eden Prairie with my husband, Ben, and three children: Willa (10), Beatrice (8), and Leo (5). My kids enjoy participating in Middle School Youth Group, Trinity Play, Trinity Play Choir, and the Prayer Buddy Program. They really miss celebratory Sundays at church when there were huge buffets.

I'm excited to join Trinity's vestry and look forward to serving God and this fine congregation in a new capacity.

Heidi Groven for Three Year Vestry Term



It is a pleasure to be nominated for a vestry position. I have been a member of Trinity for three years and found the community to be very welcoming and accepting to new members. Participating in the women's service has been very rewarding where one could share a life experience with all listening in a supportive way. Ministries I am involved with are those which connect others: zoom vacation Bible school, Inter-generational Prayer Buddies and Las Posadas.

Both my husband and I are from North Dakota where our son Jay was born and we first attended the Episcopal church. We moved to Richfield in 1988 and joined St. Alban's Episcopal church after we moved to Edina. After moving to Chanhassen about 6 years ago, we found Trinity. Originally I was raised in the Methodist church, but found the values and traditions of the Anglican church appealed more to me. I first worked as a registered nurse and then turned to environmental education teaching children. I have been involved in teaching children about nature, down hill skiing and through the Boy Scouts of America for over 20 years. I serve on the BSA conservation committee and am a member of the Riley, Purgatory, Bluff Creek Watershed citizen advisory committee.

Sally Hockinson for Three Year Vestry Term



I am Sally Hockinson! My husband Jake and I live in Waconia and both work for the school district. I am a Kindergarten Teacher and Jake is an Instructional Coach. We have 3 children, Gavin (9), Graham (5), and Gemma (2). I was raised as a member of the Reformed Church in America (RCA), but after high school I spent a gap year working at an Anglican Church in England. We started visiting Trinity about 6 years ago and became members a couple years later. I have been involved with the Trinity Play Ministry, the Summer ECAD camp, and most recently I am serving on the Transition Task Force to find new leadership for Children, Youth & Family Programming at Trinity. When I was invited to join the Vestry, I expressed a desire to stay engaged and focused in the process for continued development of vision and implementation of Children's Ministry at Trinity. I am humbled by the opportunity to join this team and be able to play a part in the story of this remarkable community of faith.

Craig Schmidt for Three Year Vestry Term



This will be my second time to serve on the Trinity vestry. I was raised Lutheran and became an Episcopalian when I married Nancy at St. Luke's Episcopal church in Minneapolis. We were married 40 years when she passed away in 2018. We joined Trinity in 1995 for the wonderful youth program for our children Tiffany and Erik. Nancy and I joined the choir within a year, then the bell choir and Nancy helped with the dance program. Our children were both married here at Trinity. I continue to enjoy singing with the choir, have joined the Tuesday morning Men's Bible Study and I help with the Trinity play choir. I have served on a couple of search committees over the years here at Trinity.

I graduated from the University of Minnesota with an Agriculture Education degree. I taught Adult Farm Management for a few years, owned and operated a dairy farm with my parents and worked as a research technologist for General Mills. I am currently retired and enjoy spending time with my children and grandchildren, fishing, camping, gardening and sporting events.

Outgoing Vestry Members

Chris Commers, Senior Warden

Betty Bright, Junior Warden

Matt Frerichs

Christopher Williams

Laura Capaldini, Treasurer

Returning Vestry Members

Term Expires in 2022: Sarah Allcock, Julie Campanelli, Ajit Daniel

Term Expires in 2023: Margaret DiMarco, Steve Roman

Clerk of the Vestry: Cathy Stang

Priest Associate's Report

Submitted by Rev. Dr. Anne Miner-Pearson

As other reports in this Annual Report booklet, my report is colored by the quarantine changes due to Covid. Immediately after in-person gatherings were not possible, presiding and preaching on zoom entailed learning new technical and presentational skills. It took intention and time to discover how to make Adult Forum gatherings as formational and inter-active as possible without being in the same physical space.

As the time of changes in daily life lengthened, I became aware of the spiritual, physical and emotions shifts necessary for members and for us on staff. I couldn't rely on the Sunday morning casual exchanges over a coffee between the services or the impromptu conversation during a greeting to be updated on members' lives. I realized how much I depended on the non-verbal signals to create and nurture the bonds of Trinity's community. Finding ways to develop a relationship with a newer member or a visitor required imagination and, frankly, felt stilted and forced. Our attempt to have a Welcome Litany on zoom in the spring was a disappointment and led to the decision to cancel the planned one in the fall.

Nailing down the details of the upcoming Adult Forum seemed folly, given all the uncertainties. This is the first year of overseeing that program in which all the sessions weren't planned when the fall sessions opened. Imagining what faith formation topics would speak to us by the time the Easter Season came around was impossible to do.

Overall, I personally weathered this last year well and feel a great sense of gratitude. However, I admit some days it was hard to find the energy and focus to manage the tasks needing my attention. I am so thankful for the understanding and support of lay members and staff - and for my family. As I have written in each year's annual report since I joined the staff in August, 2014, I am privileged and honored to serve at Trinity as Associate Priest. Thank you

Interim Minister for Children, Youth and Families Report

Submitted by Amy McGrew, InterServe Associate

Since mid-September, I have meeting on staff at Trinity as an interim through InterServe Ministries. As an InterServe Ministries' Associate, my role is to serve alongside congregations as they experience times of transition and change in their children's and youth ministry leadership staff. I am working with leadership and a Transition Task Force to help Trinity work through current needs and changes, discover possibilities and goals for their children's and youth ministry, and come alongside students, volunteers and the congregation to dream, create and implement a viable, Christ-centered children's and youth ministry built from the congregation up.

The Transition Task Force (TTF) meets monthly with me and Cory Jones from InterServe. The TTF members are Wilson Acevedo, Charlotte Frerichs, Heidi Groven, Sally Hockinson, Steve Roman, and Laura Williams. They have addressed vision, values and goals for children's, youth and family ministry; and created an historical timeline within the context of the larger history of Trinity. In January 2021 they are creating a congregational survey and youth survey as well as hosting congregational learning and listening events. Later this Spring a Search Team will be formed using their data, analysis and research to finalize a job description based on core competencies, skills needed, and shared ministry values.

During this leadership transition as well as a global pandemic, the ministries continue to experiment with alternative ways to do ministry while holding to the same core ministry values and goals: Nursery has been on hiatus since March while the church meets online.

Trinity Play 1 & 2 has moved to meet on Zoom each Sunday during the school year. Trinity Play 1 for ages 3-K meets 9:00 – 9:15 a.m. and Trinity Play 2 for grades 1-4 meets 9:30 -9:55 a.m. We check-in with each other before telling the Bible Story and discussing the wonder questions in the Shine Curriculum. Trinity Play 1 has five children regularly participating, and we are so grateful for Sally Hockinson's teaching, creativity and passion for this age group. Trinity Play 2 has eight children participating, and we thank Laura Brubaker, Megan Emery and Anne Morrill for their continued presence in establishing relationships with this age group as well as preparing the Bible story in video, storytelling, and theatrical forms.

Middle School Youth Ministry (MSYM) for grades 5-8 meets on Zoom 6:00 – 6:45 p.m. on Sundays. We check-in, play a game together and use the Rite 13 curriculum for teaching, discussion, and closing prayer. We have seven students regularly participating, and we thank Chris Commers, Kathy Ericson and Mark Glodoski for engaging students in continued relationships with each other and in discussion on living out our faith. In October, MSYM served at the outdoor Blessing of the Animals as ushers and greeters.

Senior High Youth Ministry (SHYM) for grades 9-12 meets on Zoom 7:00 – 8:00 p.m. on Sundays. We check-in and rotate each week between learning, serving and playing together. Our learning has been centered around discussions of connecting faith to daily life and what's happening due to

pandemic, national voting, black lives matter and other current news. We have five students regularly participating, and we thank Sarah Allcock, Dave Counts, and Sam Wiant for their continued investment in forming relationships with these students, participating in complex spiritual dialogues and providing this online space for students to be together. Because of the pandemic, the pilgrimage trip to Camino de Santiago, Spain has been put on hold.

In November, three high school students served at First Nations Kitchen with their produce give-away. This fall SHYM hosted a collection drive leading up to the outdoor Blessing of the Animals for the Golden Valley Humane Society. During December, SHYM hosted a collection drive of outdoor clothing and toiletries for St. Nicholas Church. Thanks to the generosity of Trinitarians, both drives collected immense amounts to support and help these two organizations and those they serve. Thank you to Linden Rude for making announcements during Zoom worship for both of these drives and to Tess and Shannon Roman and their parents for being out in the cold on Christmas Eve as items were dropped off.

Over the summer, Laura Brubaker and Heidi Grove adapted Vacation Bible School to meet online over several weeks. Four families regularly participated. Thank you, Heidi, for the organization through Google Documents.

For Advent, I wrote Family Devotions and Activities for the Advent Wreath that went into the Advent Booklet mailed to the congregation.

Partnering with Anne Miner-Pearson we hosted two Inter-Generational Zoom Events to launch and close Advent around the theme of Sabbath. Combining Trinity Play and Adult Forum we introduced the concept of Sabbath and invited participants to consider what energizes them physically, emotionally, intellectually, socially and spiritually. To end Advent, we invited participants of all ages to choose one of the breakout room options for rest – rest for their body doing chair yoga with Betty Bright, rest for their heart doing vision divina with art with Megan Emery, and rest for their mind doing mindful play with me. We had great interactions and participation across generations for both of these.

Also during Advent, I partnered with Heidi Groven to host a Zoom for Prayer Buddies to play a Scavenger Hunt game together before using breakout rooms for adult and youth buddies to meet “face-to-face” and talk together for the first time this year.

Instead of a Christmas Pageant, Sally Hockinson and I delivered bags to all the Trinity Play, MSYG and SHYG families, as part of the larger church adaptation of Christmas Eve Worship. The bags included headbands and electric candles to participate in Zoom Christmas Eve worship. To ensure we engaged children during the service, Anne Miner-Pearson read the gospel narrative from the Godly Play curriculum inviting families to imagine the story from the perspective their headband represented.

Outreach and Community Engagement Ministry

Submitted by Sally Browne, Committee Chair

At the start of 2020, our ministry team of 6 – 8 Trinitarians determined that our emphasis would be on housing and food security. Little did we know then that the COVID-19 pandemic would bring these inequities into sharp focus and deepen our awareness how these issues affect our neighbors near and far. Highlights from the year include:

West Interfaith Community Engagement is the product of a partnership formed in February 2020 between Trinity & Excelsior United Methodist Church with a focus on housing security. In response to the impact of the COVID-19 pandemic on housing and food security in the West Metro, West Interfaith has expanded participation to include social service agencies such as ICA, WeCAN, His House Foundation, South Shore Meals on Wheels, Family Friends, Resource West, Relate Counseling, and a host of local faith communities. Trinity participates in bi-weekly West Interfaith meetings and to convey outreach and engagement opportunities to our congregation.

Emergency Rental Assistance Workshops - Trinity provided refreshments for these free workshops organized by Mt. Calvary Lutheran and Excelsior United Methodist Church in collaboration with His House Foundation to assist community members in applying for CARES and CHAP funds. Services were provided in both English and Spanish.

Trinity Mask Ministry - Sewed and distributed over 600 facemasks to Trinitarians and through partners such as First Nations Kitchen, Meals on Wheels, Resource West, Brooklyn Park/central Park/Osseo Schools, health care clinics, and more. Special thanks to Laura Capaldini and Emily Boote.

ICA Foodshelf

- Housing Security Event in February featuring Peg Keenen, then Executive Director of ICA
- Cash contributions
- Monthly Stuff-the-Truck collection events for Twin Cities communities most affected by this summer's unrest.
- Annual Thanksgiving Turkey Dinner donation drive

WeCAN (Western Carver Action Network) - Promoted a Food & Housing Security fundraising event via Trinity's Thursday Update. The fundraiser was a collaboration of WeCAN, ICA & His House Foundation and provided Trinitarians in the far west metro the opportunity to donate to an agency serving their neighborhoods.

Meals on Wheels South Shore - Trinity continued our tradition of making direct cash donations and also provided facemasks and holiday greeting cards to clients. Special thanks to Laura Williams, Meal Coordinator.

Sojourner Project - In addition to a cleaning supply drive by Trinity High School Youth, Trinity made a direct cash donation in support of this domestic violence shelter program.

Family Friends - Trinity has traditionally provided cash to this organization which serves Minnetonka Schools students and families in need of resources and support. In light of the fact that Heart Week, a major financial fundraiser held during Valentine's week at Minnetonka High School, may be curtailed, Trinity made a more substantial cash donation to Family Friends at the end of 2020.

Resource West - Trinity made cash donations for the annual winter clothing drive.

Loaves & Fishes - Trinity continued hosting a monthly meal until the pandemic curtailed volunteer services to a skeleton crew that prepared and packaged meals that were distributed outdoors to neighbors in the Little Earth housing community. Special thanks to Mike Patty & Mike Feeney.

First Nations Kitchen - Trinity Youth volunteers distributed meals for pick-up by clients. Trinity also made in-kind donations of kitchen, meal distribution, and office supplies as well as a cash donation. They also organized a hygiene and winter clothing donation drive for the Latino families served by **St. Nicholas Episcopal Church** in Richfield.

CAP Adopt-a-Family - Trinity's traditional adopt-a-family contributions continued in 2020 but modified to a collection of gift cards only. The congregation's response exceeded the ask. Special thanks to Mary Hanson.

The Outreach and Community Engagement Ministry team meets on the third Monday of each month at 5:00 p.m. via Zoom. We seek ideas and inspiration from the congregation and eagerly welcome new members!

Joyfully submitted,

Sally Browne

Music Ministry

Submitted by Eric Bigalke

2020 has been the year that we experienced “Covidtide,”—the pandemic of COVID-19. Virtually all in-person worship and meetings were suspended from the middle of March, 2020, right after the First Sunday in Lent. Music ministry shifted online along with the rest of the church. Participation in the church ensembles declined, as there were some otherwise regular participants who prefer to eschew virtual rehearsals and music-making. Nevertheless, those who remain engaged in our virtual efforts have been utterly steadfast, and I feel that our groups have grown together in a relational way through the pandemic.

In 2020, regular members of the virtual Trinity Choir include Robin Alexander-Staggs, Emily Boote, Sally Browne, Mark Capaldini, Gene Motsick, Fred Nairn, Mary Jo Nairn, Dan Nulsen, Craig Schmidt, and Laura Williams. Towards the end of the year, we made the call for “Sometimes Singers” to join us for Advent and Christmas. Tiffany Goedjen, Lauren Harder, and Sally Hockinson joined us then. They are all mothers with young children, and have since indicated that while our usual in-person rehearsal is difficult for them to attend, they strongly desire to serve as regular members of the choir while it is virtual. This regular cadre has become highly proficient in creating virtual choir projects using the app Acapella. We have created one choir piece a week throughout the pandemic, not even taking off the summer as usual. Rehearsals are on Zoom, where we warm up, sing parts, and work through the logistics of our work. We’ve maintained rehearsal at our traditional time of Wednesdays at 7:15pm.

Trinity Handbells has also continued throughout the pandemic. It is much more difficult for us to create virtual handbell music than it is virtual choir music, since the rehearsal and performance demands are quite different between these two groups. Nevertheless, the ensemble has met every week on Zoom since March at our regular time of Tuesdays at 7:00pm. When there is no musical work to complete, we still use the full hour to check in on each other, and maintain our bonds of fellowship. The bells have also completed a number of virtual projects on Acapella, including accompaniment for psalms, and the “O Come, O Come Emmanuel” introit for Advent. Covidtide regulars have been Kathy Ericson, Jenny Grabner, and Katie Humason, and Lynn Eggers, Randi Shapiro, and Cathy Stang have joined periodically as well.

The Trinity Play Choir has been remarkably steadfast throughout Covidtide. We have been meeting regularly on Zoom after the Sunday worship service, and have completed a variety of Acapella projects throughout the year. Members of the choir have frequently offered their talents to the church individually as well, helping with the chanting of the psalm, and creating musical offerings. Every single member offered a piece of their own music for the Musical Advent Calendar in December. Throughout 2020, regular members have included Beatrice Btubaker, Willa Brubaker, Calvin Goedjen, Katherine Goedjen, Gavin Hockinson, Graham Hockinson, and Alice Williams. Over the summer we experimented with an “intergenerational” aspect to this choir, and it has been found helpful to continue with this throughout the pandemic. Tiffany Goedjen, Sally Hockinson, and Craig Schmidt are adults of the parish who regularly appear and contribute with this choir as well. The parents of all of these children have been dedicated in helping them to complete their virtual collaborations on Acapella.

Many members of the parish came together to offer their music for our Musical Advent Calendar in December. Matthew Humason, Becky Jasper, and Shannon and Tess Roman have been regular musical contributors throughout the year.

I was on family leave for three weeks in the Fall, for the birth of my second child. I had hoped to utilize my generous professional development funds to attend the American Guild of Organists National Convention in Atlanta this past summer, but it was canceled due to the pandemic.

The instruments of the church are in good repair. None of the pianos have been used since March, so I have not paid to keep them in perfect tune while they are not being played. I do not anticipate any issues in returning them to service in due time. Similarly, I was advised by our regular organ maintenance firm Grandall and Engen that while the organ is not being used, it is not necessary to keep it in tune. I thus skipped one regular servicing in 2020. However, when I began playing the organ again regularly in November, I found it was needing a tune, which Grandall and Engen completed in December.

There has been some investment in equipment to facilitate our migration to online worship, including tripods, microphones, lighting, and software.

Buildings and Grounds

Submitted by Gary Veazie

This work is to maintain Trinity in a clean and safe way to support all ministries.

2020 Buildings and Grounds Activities:

- All required inspections and corrections completed: fire sprinkler system and remote monitoring, kitchen hood fire suppression, fire extinguishers, and emergency lights, elevator emergency phone.
- Spring and fall window cleaning completed.
- Annual Chapel Spa Day cleaning cancelled due to Covid, but periodic cleaning is ongoing.
- Trash removal company service reduced to one or two pickups per quarter.
- Snow removal of sidewalks and stairways done per church and city requirements.

2020 Expenses for Unforeseen Projects:

- None!

2021 Buildings and Grounds Projects:

- Fire code inspection will be scheduled for late January or February with the Fire Marshall.
- Continue funding the purchase of mulch for the 2021 growing season.
- Continue aggressive conservation of fuel, water, electricity, and supplies.
- Continue to bid out for best pricing and value for contracted services.

Parish Administration

Submitted by Sarah Kimmelman

The past year, my 6th at Trinity, has been like no other. I am grateful for the community of Trinity for the grace, support, and faith that I am blessed to be a part of.

One of my deep pleasures is when members of Trinity drop by the office during the week. This was lost as we moved to remote operations. I have greatly missed seeing parishioners in the office but I have had greater opportunity to practice worship with you all through our online opportunities. Some of those opportunities have been the Compline worship, the Election Novena morning and evening worship, and being able to see everyone when I log on to Zoom on Sunday mornings.

Early in 2020, before the word “pandemic” became familiar, Trinity was able to utilize our new internet service to overhaul our aged telephone system. We moved to a VOIP (voice over internet provider.) We have new phones in the building and, the best part, this system can be used remotely. I have been able to answer the phone from home, as if I was sitting in the office.

Shifting the work of Trinity’s office to be done remotely was, at times, a steep learning curve. I feel the team has accomplished this nicely. In utilizing a little more technology and a lot more envelopes we have been successful in trying to keep the community of Trinity informed about our events and, hopefully feeling that they belong to this wonderful parish.

A year ago, I had only used Zoom a few times as a participant. Now, I feel like a Zoom expert as I admin the account for Trinity. Even in the last year, this platform has changed a great deal and I feel that many of us are now quite comfortable seeing each other on our screens. It has been my pleasure to use my “geek” side to help provide a live worship experience.

Trinity’s bookkeeper, Beth Martin, and I now works in the office twice a month to process the mail, bills, and the generous gifts provided by you. I feel that we’ve been able to maintain our accounting precesses and I would like to thank our Treasurer, Laura Capaldini, for leading the finance team with grace and precision.

In 2020. I was offered the chance to join a cohort of learners in a social media class offered by Virginia Theological Seminary. This provided me connections to other communicators and I learned about parish engagement through social media. You may have noticed that Trinity now has a YouTube channel and an Instagram account to go with our Facebook page.

I’ve also had the opportunity to join a cohort of Realm Administrators within the Diocese to share our knowledge and form a framework for networking.

Being the Parish Administrator would be impossible without the team of staff members that I am a part of. I would like to thank Eric, Laura, Amy, Chip, Gary, Anne, and Devon for being there as we plan and execute some pretty crazy ideas. We always have a laugh with each other and I’ve never worked with such a supportive team before. Our weekly Staff Meetings are a wonderful time, even on Zoom.

Ministry Reports

In Alphabetical Order

Adult Faith Formation Team by Margaret DiMarco

This team continues to provide faithful and wise planning, implementation and vision for the Adult Faith Formation program at Trinity. Our short, but packed meetings, serve to clarify our vision to support the identification and growth of adult spirituality for new and long-term members. They are a good sounding board for the topics offered in the Adult Forum Program as well as the occasional events like the Enneagram Workshop. Their leadership and recruiting of others account for the success and richness of each piece of this expanding ministry. Members: Terry Carlson, Ajit Daniel, Margaret DiMarco, Mike Green, Mark Stang, Anne Miner-Pearson (staff), and Sam Wiant.

Adult Forum

The calendar year 2020 began with the continuation of using the model of predominantly having Trinity lay members as presenters with in-person meetings, however the meetings quickly moved to Zoom at the start of the pandemic. Topics shifted to follow the liminal space theme that the entire parish was contemplating through the weekly sermons. Forum provided a space to dive deeper into this topic. Even with the shift to on-line gatherings, attendance has remained steady. Lay leaders provided presentations in the fall and guest speakers were able to facilitate as well.

Stations of The Cross

Trinity engages the community in the Lenten journey by asking parishioners to select a Station of the Cross, and design an artful depiction of what that station means to them on a blank canvas. These beautiful creations are then used for reflection as we walk the way of the cross on Good Friday. In 2020, participants eagerly submitted videos of their station for a beautiful on-line service due to the pandemic. Many thanks to Brian Kirkvold for providing his tech skills to make this happen.

Enneagram Workshop

Due to the popularity of this workshop, Trinity was able to sponsor an Enneagram workshop again in 2020 before the state shut down. The workshop was well attended and led by Monica Wiant with Gaye Pope Carlson and Sarah Kimmelman as administrators. The \$12 cost for the survey tool was covered for members by our budget with other people paying for their own. Under Monica's excellent facilitating skills, the group learned about themselves and each other amid laughter and gratitude.

Adult Forum by Rev. Dr. Anne Miner-Pearson

This fall was the beginning of the second full year using the model of predominantly having Trinity lay members as presenters. Topics came from the highest ranked options on a survey taken by participants last spring. In the same survey, some indicated a leadership interest in certain areas so the numbers of presenters increased as well. Over the last year, attendance has also increased to a consistent 20-30 every Sunday. The increase is partly due to making Adult Forum offerings an additional part of the New Member curriculum, partnering with the 2 separate Newcomer classes already offered. Thus, the forum has become another way for new and current members to get acquainted around their faith in addition to the usual conversations happening around worship and fellowship. Over time, this overlap has the potential to change the number and quality of relationships between members of all ages.

American Red Cross Blood Drives by Mark Capaldini

We had two Red Cross Blood Drives at Trinity in 2020. In January we collected 33 units of blood, about average for our previous 6 drives. In October we collected 54 units, our best result ever. Since 2017 we have had 8 such drives at Trinity and have collected a cumulative 309 units of blood. Since each unit (one pint) can save up to three lives, the impact of our Trinity blood drives is significant.

Over half of our donors are not Trinity members, though our most regular donors are Trinity members. The October drive was held on a Saturday, so we will have all our 2021 drives on Saturdays, too. The 2021 dates are already set -- January 30th, May 15th, and October 16th. If you have any questions or would like to schedule a donation, please email mark.capaldini@gmail.com.

Connect Team by Heidi Groven

Early in 2020 Margaret DiMarco, Heidi Groven, Julie Capinelli, Steve Lutz, Biran Kirkvold, Sally Brown and Sarah Allcott were invited to meet to assess how newer members connect with Trinity. This is beyond just meeting members but how to engage in the ministries that connect us within Trinity. It was recognized that although there are many ministries to be part of, there is not a clear way to know about them or to become part of them. From this a need for a connect team was identified. The ministries identified to be part of this included: new member lunch at the annual meeting, Mardi Gras, vacation bible school, prayer buddies, Las Posadas and Emmaus gatherings.

One of the issues identified was that it is unclear how to find information about these ministries, contact info and how to participate. One way to address this is to invite new families to attend 2-3 ministry events/activities with a host family during their first year at Trinity. This role is part of the Welcome Team function but would be a hand off to the connect team. From this it is anticipated new families will become familiar with connect ministries and participate in them. Additional planning stopped due to covid lock down in March 2020.

Emmaus Dinners

This connect ministry hospitality series is offered once a year over a six week period following Epiphany. In 2020 Margaret DiMarco successfully organized this and eight gatherings occurred between January and February. For this event families volunteer to host a gathering at a time and place of their choosing to connect and strengthen relationships with each other. Fellow parishioners are welcomed just as Jesus was welcomed on the road to Emmaus.

Mardi Gras Celebration

2020 was a transition year for the Mardi Gras Sunday celebration. Prior to this year Trinity staff hosted the activity. This year staff planned to transition hosting the event to parishioners, but the handoff was incomplete. However, Megan Emery has volunteered to lead this and plans are in process for Mardi Gras, February 2021.

Vacation Bible School

2020 in-person vacation bible school at the Cathedral was not offered due to covid 19 restrictions. However, when one of our young members listed one of his losses as missing vacation bible school, a plan was developed to offer vacation bible school by zoom! Amazing efforts by Laura Di Marco, in support of getting her Elementary Education major, developed activities and led the weekly Monday zoom sessions. Garden and farm pictures were provided by Emily Boote and music coordinated by Eric Bigalke helped make this successful. Each of the 6 Mondays also included a spiritual gift discussion lead by adult members: Laura Brubaker, Megan Emery, Margaret DiMarco, Julie Camponelli, Sally Hockinson, Heidi Groven. With Anne Miner-Pearson's guidance and Sarah Kimmelman's help, this was a very successful program.

The curriculum, Episcopal Relief & Development Abundant Life Garden Project®, was modified and music choreographed for 5 – 10 year olds. The Abundant Life Garden Project is an interactive, scripture-based children's program developed to share the work of Episcopal Relief & Development with elementary school-aged students. This program invites children to participate by exploring five thematic lessons on Water, Seeds, Soil, Animals and Harvest. The program is shared in the format of Sunday School curriculum which is divided into weekly lessons and Vacation Bible School curriculum which is divided into daily lessons.

Prayer Buddies

2020 saw a transition in the 8th year of the Trinity Prayer Buddy program. This inner generational program is a vital Trinity ministry where children and adults build relationships and hold one another in prayer. Previous years caring adults and children ages 5 through fourth grade and adults of any age met at Trinity in conjunction with Trinity services. This year, meetings were not held due to covid-19. Instead a Prayer Buddy booklet was developed to help build relationships across the generations. Planning and initial design for this included Laura Brubaker, Heidi Groven and was guided by Anne Miner-Pearson. Built on 4 gifts of the Holy Spirit: Thanks, Hope, Love and Joy, messages were sent back and forth sharing how these gifts play out in ones life. Special thanks goes to Ross and Jess Brugginks for final creation and production of the booklet and Sarah Kimmelman for all of the administrative steps to coordinate this.

Las Posadas

This connect activity commemorates the Mary and Joseph's search for a place to stay where Jesus could be born. Traditionally at Trinity families host hand made dolls representing the holy family. They spend time with families and then journey from house to house in a wicker basket . This includes a journal where families record their experiences and the story of Las Posadas. This year a picture book of the Las Posadas dolls was created by Heidi Groven to be mailed between families. This included pictures from the past eight years of families sharing their homes with the Las Posadas dolls. Each family had an individual page and recorded their visit in pictures or words and send on to the next. This effort involved many families and advice from Amy McGrew, Anne Miner Pearson and help from Sarah Kimmelman.

E-Greeter Ministry by Margaret DiMarco

This ministry was created as a response to the need to adjust to on-line service. These greeters reach out to new participants during the announcement portion of the Zoom service. New participants are welcomed and offered the opportunity to connect during virtual coffee hour after service, or with direct contact from a member of staff. Members of this ministry include: Sarah Allcock, Dale Anderson, Margaret DiMarco, Kari Donnelly and Steve Roman.

Columbarium by Julie and Vince Rohr

Trinity's Columbarium offers the opportunity for burial within the church, a respected tradition throughout history. Those inurned in the columbarium will live on as witness of their faith in the community of saints, the living and the dead, and will remain a part of this parish and of the community.

The Trinity Columbarium consists of five units, containing a total of 120 niches. These niches are currently available at a cost of \$1,000 for companion use, or \$850 for individual occupancy, which may be converted to companion use. This price includes bronze Columbarium urn(s) and the engraving of the exterior bronze nameplate with the name(s) of the deceased, as well as the years of birth and death.

There were two inurnments in 2020, James Jenkins and William Swarts. To date, the Columbarium fund has a balance of \$6,863.95.

If you would like more information and/or would like to purchase a niche, please contact Julie Rohr or the church office.

Eucharistic Visitors by Julie Rohr, Chair

As in past years, we retain a small, flexible group of Eucharistic Visitors who are licensed by the Diocese to bring Communion out to those members of the congregation who wish to receive it, but are unable, for whatever reason, to attend church and participate in the weekly worship service. Our team consists of Pat Parker, Vince and Julie Rohr.

We schedule our visits following the Sunday worship service (if possible) when the Communion Kit is blessed and the team is sent out from the congregation to make their visit. Depending on the person's past worship attendance (either 8:00 or 10:15 a.m. service), the Kit is blessed by the priest at the appropriate service. The congregation then is able to take part in the blessing and sending forth their thoughts and prayers to the member being visited. There are instances when our visit is on a day other than Sunday also.

Our service follows the church year and we include the Sunday service Collect and Gospel readings. The liturgy is very similar to our regular Sunday service, but in a shortened version. We also include the Twenty Third Psalm and Lord's Prayer to make the service familiar to our member, who oftentimes is elderly and these words are familiar to them, even when their mind and memory begin to fail.

In 2020 the Eucharistic Visitors did not make any visits to members. The safety and well being of our members is paramount and it was important to adhere to all precautions against the spread of the Covid-19 virus.

In more normal times, when a member requests a visit, we try to visit the member at least once a month or more frequently, depending upon the need. It is always special when family members or friends of the person we are visiting are able to join us in the sharing of the Eucharist.

If there is someone in the congregation who might appreciate a Eucharistic Visit, please contact one of our clergy or the church office.

We are interested in expanding our group of Eucharist Visitors and if you feel this might be a ministry you would like to be a part of, please contact Julie Rohr for more information.

Finance Committee by Laura Capaldini

The Finance Committee provides advice and support to the Treasurer and the Vestry on major financial matters facing Trinity, as well as ongoing review of the monthly financial statements and our budget. This year, our meetings were held virtually and much discussion took place via email. The Committee approved the decision to apply for a PPP loan and helped develop the budget for the coming year. The Committee's advice was critical as we face a financially uncertain time. Members are Matthew Frerichs, Dale Anderson, Tom Hustad, Scott Hultgren, and Laura Capaldini, with the Wardens and Rector serving as ex-officio members. Thank you to all for continuing to serve and provide vital financial and business expertise to the management of the parish.

Funeral Hospitality Ministry by Julie Rohr

The Funeral Hospitality Ministry was honored to provide assistance for 2 funeral services held at Trinity: Troy Eggers and Bruce Nelson, before the Covid-19 precautions were put in place.

Trinity lost 8 members in 2020, Troy Eggers, Bruce Nelson, Becky Barnes, James Jenkins, Twink Robins, Patrick McGovern, Mark Z. Jones and William Swarts. Due to Covid-19 precautions, private services were either held or services will be held at a later date, when the precautions have been lifted.

ICA Foodshelf by Laura Capaldini

Trinity continues to serve as a supporting congregation of ICA Food Shelf, serving residents of Hopkins, Minnetonka, and surrounding communities. In addition to food, ICA provides assistance with jobs, emergency funds, housing resources, and mental health support which are all issues leading to food insecurity.

This year, Trinity's parishioners generously support ICA with donations of cash and needed non-perishable items. In response to the unrest in downtown Minneapolis, Trinity served as a drop-off location once a month for four months for much-needed supplies for those communities being collected by ICA. In December, Trinity held its largest food collection ever for ICA with over 700 pounds of non-perishables collected and several hundred dollars of donations. Throughout the year, Trinitarians contributed almost \$2,000 to ICA and the Outreach Committee added another \$1,000 to

the amount. Thank you all for your generous support! In 2021, we will hold a virtual “March Food Share Month” drive for ICA but hope to resume in-person donations at Trinity once the doors are opened. All contributions are gratefully received by our neighbors in need. Laura Capaldini, ICA Rep.

Loaves and Fishes by Patty and Mike Feeney

We continue to serve at Holy Rosary Church in Minneapolis across the street from the Little Earth community. We serve more children than any other site in Minnesota.

Due to the pandemic, the Loaves and Fishes team was forced to change from the usual cafeteria style service through March with our usual loyal hardworking group. In April and May, 5 team members packaged take-out boxed meals, which became the procedure for the rest of the year. The meals consisted of hamburger macaroni and cheese hot dish, 3 vegetables, bread and fruit. As the need for the number of boxed meals increased, 3 more team members joined us to lend a hand.

We learned even a small group of dedicated team members could overcome the changes in long-established routines. We hope that we can someday return to serving cafeteria style so that we can see all our team members and our guests.

In 2020, we served 1,724 meals for which Trinity was responsible for 1,000 at a cost of \$1,562. If you have any questions or comments are welcome at, 952-380-1452 or feeney.m@mchsi.com.

Memorials and Thanksgivings Committee by Laura Capaldini

The Memorials and Thanksgivings Committee provides advice and recommendations to the Vestry on the use of memorial gifts to Trinity. The Committee met only once this year due to the pandemic. There were generous donations given in memory of several parishioners that were added to the Memorials and Thanksgivings Fund. The Committee will meet in 2021 to discuss and make recommendations on appropriate memorials based on needs identified by Clergy, staff and the Sacristans. Members of the committee include Maren Hustad, Mary Jo Nairn, Sue Webster, and Laura Capaldini. Please feel free to talk with any one of us about this effort.

Mental Health Initiative by Julie Rohr

This past year was an unusual one for the Mental Health Initiative due to the COVID-19 pandemic. With the restrictions put in place, the classes that we usually offer the community, NAMI Family to Family 12-week course, Hope for Recovery workshop, and hosting classes for families whose loved ones experience Borderline Personality Disorder were not able to be offered for 2020.

MHI continues to be a vital part of outreach and of parish ministry. If you have an interest, or curiosity, in the mental health of this parish, please contact the church office or Julie Rohr.

Racial Justice & Reform by Sally Browne

In the aftermath of the killing of George Floyd in Minneapolis, Trinity Excelsior has committed itself anew to the long and enduring ministry of racial justice, freedom, and reconciliation by way of the dismantling of systemic racism entrenched in all aspects of our society and communities.

Among the specific actions taken by the Trinity community were:

June and July - Congregational Listening Sessions

September – Trinity hosted its first Racial Justice Book Discussion featuring “The First Next Time” by James Baldwin led by Devon Anderson and Michael McNally

October – Trinity hosted its second in a series of Racial Justice Book Discussion featuring “Begin Again” by Professor Eddie S. Glaude, Jr. and facilitated by Michael McNally

November – The Trinity Vestry approved a Statement in Support of the Minnetonka Coalition for Equitable Education (MCEE). Sally Browne is a member of the MCEE Core Team serving as adult ally to the student leaders, and other members of our congregation have been actively involved in rallies, marches and communication campaigns sponsored by the MCEE.

December – Trinity’s Statement of Support for MCEE was read aloud by the School Board secretary during the December 17 School Board Study Session which was livestreamed on You Tube.

For more information and to become involved, please visit the Racial Justice & Reform (trinityexcelsior.org) page on Trinity’s website.

Sacred Ground by Betty Bright

Sacred Ground is the Episcopal Church’s film- and readings-based dialogue series on race, grounded in faith. In response to the killing of George Floyd on May 25th, eight Trinity women met over Zoom, following the program’s ten sessions, from July 2nd to December 3rd. Throughout that period Sacred Ground’s program walked us through chapters in America’s history in race and racism, while also guiding us as we wove in our own ancestors’ stories with reflections on economic class and discussions on political and regional identities. It was a challenging and powerful program whose effects will continue to be deeply felt. Its success was in large part due to the group’s shared trust, which manifested in an ability to be vulnerable with one another and to listen in loving support. Each member’s commitment of time and reflection helped us to learn together as Christians in Beloved Community, and to recognize that much remains to be learned each day.

Sacristans by Susan Webster

The weekly duties and responsibilities of the Sacristan teams came to a halt when our in person services stopped. The only duty performed, beginning in Advent, has been to prepare vessels for Eucharist, set them out for the Sunday Zoom service and return later to clean up after the service. Sacristans, also known as the Altar Guild, is the team of women and men that works behind the scenes to assure that our worship services are properly set and ready each week. We prepare the sanctuaries of the Church and Chapel for our weekly services, special feast days, weddings and funerals. The Altar Guild takes care of the communion vessels, linens, hangings, brass and more. We have three teams of 4- 5 people per team. Duty rotates each week so a team may be on once a month and sometimes twice. Some members are Saturday only volunteers, some work only Sundays and others help Saturday and Sunday. Set up is done Saturday morning and clean up is done after the services on Sunday. Volunteer time is very flexible.

Our on going problem has been to recruit more church members for the Sacristans. We need more volunteers so we can maintain the smooth operation of our church services-so more will know what we do for our services. The work we do is rewarding. It is interesting to know what takes place “behind the scenes” of our services. Any team member would be happy to talk with anyone who may be interested when we resume in person services.

The Altar Guild this year was possible thanks to the following volunteers: Cathy Burand, Julie Campanelli, Megan Emery and daughter Alice Williams, Bethany Evink, Jenny Grabner, Meg Gregory, Joanne Hace, Mary Hanson, Katie Humason, Bev Lane (team captain), Steve Lutz, Beth Shearer, Jim Shearer, Susan Webster and Peggy Williams. A thank you also to Denis Burand who lends an occasional helping hand.

I would like to recognized the long standing service of Bev Lane. Bev stepped down as a member of our Altar Guild, in March, after serving for approximately 40+ years. Bev has been an integral part of the Altar Guild. Her hard work, care and loyalty will be deeply missed. Because of the pandemic, we could not give Bev the proper recognition she deserves.

Like everyone, I am looking forward to the time when we are back to having services in the church when it is safe to do so and to reunite with the Sacristans.

Wednesday Women by Joyce White

Wednesday Women met in the Fireside Room from the middle of September to the first Wednesday of May (10:00-11:30 a.m.). The meetings were facilitated by Joyce White with much help and encouragement from all members of the group. We have been studying Women of the Bible and discussing various verses from the Bible and how they relate to our modern lives. We have done field trips to Emily Boote’s home and the Arboretum. We filled personal care bags for the women who come to Sojourners. Due to Covid-19, we stopped meeting in February and decided to not continue until we can meet in person.

Our members are: Doris Anderson, Emily Boote, Janet Bozarth, Betty Bright, Molly Daniel, Christie Fox, Charlotte Frerichs, Arlys Gribovsky, Joanne Hace, Joyce Harris, Maren Hustad, Nancy Jewett, Bev Lane, Holly McDougall, Cec Meister, Nancy Middleton, Rosemary Olerud, Pat Parker, Betty Sebring, Harriet Smith, Junie Ugboajah, Sue Veazie, Sue Webster, Kay Weiss and Joyce White.

Women's Fellowship Circle by Betty Bright and Nancy Jewett

In the first months of the year Trinity women continued to meet bimonthly in the French Fireside Room after the second service, nurturing our sense of belonging and being known in Christian community, as a place of kindness, acceptance and friendship. In response to the pandemic, and following the creative pivoting of Trinity's clergy and staff, in April the Circle moved to a Zoom gathering. We continued to share our hopes and fears, and often discussed the day's sermon as it resonated in our daily lives, deepening our understanding and compassion for finding our way as Christians even as the impacts of COVID-19 multiplied. After George Floyd was killed on May 25th, again the Circle offered a safe space for reflection. We shifted into our once-monthly summer schedule, but by late summer, converging commitments and the realities of Zoom exhaustion led to the Circle going on hiatus.

Once Trinity is again gathering on-site, the Circle may reappear, and any Trinitarian can lead it. I wish to thank the Circle's co-founder and co-leader, Cathy Rude, and also Nancy Jewett, who served as co-leader since October 2018. The Circle met uninterrupted from October 2016 through July 2020, strengthening our community for 3-1/2 years. We are grateful for every participant, whether she attended once or repeatedly, because each member contributed to the Circle's practice of quiet listening and support as we walked our Christian path. Such a simple offering, to listen, and such a rich and meaningful gift we each received.