

DIOCESE OF HURON PARISH PROFILE

Parish of: **TRINITY ANGLICAN CHURCH**
City of: **SARNIA, Ontario**
Date Updated: **November 2022**

PROFILE INDEX

Vision, Mission, Welcome Statement, Summary	2
Church Buildings	3
Church Staff	7
Worship & Liturgical Patterns	8
▪ Sunday Services	8
▪ Sunday Attendance	10
▪ Additional Services	11
▪ Lay Participation	11
▪ Children's Participation	12
Ecumenical Involvement	13
Congregation Groups and Ministries	15
▪ Executive; Council; Mission Teams	15
▪ Life Groups; Pastoral Care; Chancel	17
▪ Prayer Groups	18
▪ Children's Ministries	19
▪ Youth Ministry	20
▪ Music Ministry	21
▪ Sound Ministry	21
▪ Live Stream, Projection, On-Line Video	22
Nurture – New members	23
Parish Finances	24
Parish Trends and Statistics	25
Parish and Congregational Life and Ministry	28
Proclaiming	30
Congregational Faith Growth	31
Serving - Outreach	31
Changes, Discovery, and Learning	34

NOTE:

We invite you to visit our church website <http://www.trinitysarnia.org> and to review the following documents, which are referenced in this profile.

- Trinity weekly service bulletins
- Trinity Vestry and Financial Reports 2022, 2021, 2020 (contact us for password)
- Trinity's Safe Environment Policy (STAR – Safety, Trust, Accountability, Respect)
- Link to YouTube recordings of 10AM services and Bible studies

The following document is attached to this profile:

- *Rector - Role and Responsibilities*

Diocese of Huron Parish Profile

TRINITY ANGLICAN CHURCH

1194 MURPHY ROAD
SARNIA, ON N7S 2Y2
www.trinitysarnia.org

OUR VISION: *“To be a Community of Hope; Reaching in and Reaching out, to Bring Christ’s Healing to a Hurting World.”*

OUR MISSION is to be a welcoming community, focused on making mature disciples of Jesus Christ, who are committed to bringing Christ’s healing to a hurting world.

INVITATION TO THE COMMUNITY:

To all who need friendship - To all who are lonely and need companionship - To all who want sheltering love - To all who sin and need a Saviour - To all who would serve a living God - this church opens wide its doors and in the name of Jesus says, “Welcome!”



Wall display in Trinity's Fellowship Hall

SUMMARY:

- Trinity Church, is a parish of the *Anglican Diocese of Huron* in the *Anglican Church of Canada*. We have served the people of Sarnia (and the surrounding area) since 1907 when Trinity Church was planted on what was then, the edge of Sarnia. The city has grown around us and we are now at Sarnia’s geographical centre.
- Our congregation is drawn from all over the region and has long understood herself to be an expression of the evangelical Anglican tradition. We are thus very active in ministries of Gospel proclamation and ministries of loving service of God’s people. Trinity Church understands that the God who has revealed himself in Jesus Christ is “*all about mission.*” We celebrate the privilege of being part of God’s mission in the world seeking ways to make Christ known in word and deed.
- We are asking God to send us a faithful Priest to be our next Rector. We seek a person of integrity who loves God’s Word, enjoys preaching and teaching the faith, has a pastor’s heart for the hurting, and has a demonstrated ability to effectively lead others in Christ-centred ministry.
- Trinity Church has been reduced in size by the pandemic. Our attendance, while showing signs of recovery, is still only half of what it was before Covid. Our children and youth ministries have been profoundly affected. Because God blesses churches that are passionate for the Gospel and for God’s people, we know that we will recover. We also know that our future requires a faithful, gifted, wise and energetic pastor. Trinity’s staff, leadership team, and members look forward to supporting, encouraging, and sharing in the adventure our next Rector embarks on.

CHURCH BUILDINGS

Congregation Name: TRINITY ANGLICAN CHURCH

Date of Construction:

- Chapel 1947, Hall and Tower: 1956, with later expansion renovations
- Worship Centre/Gym and Office Wing: 2000
- Former Rectory (Current Christian Education Centre): 1957/1958

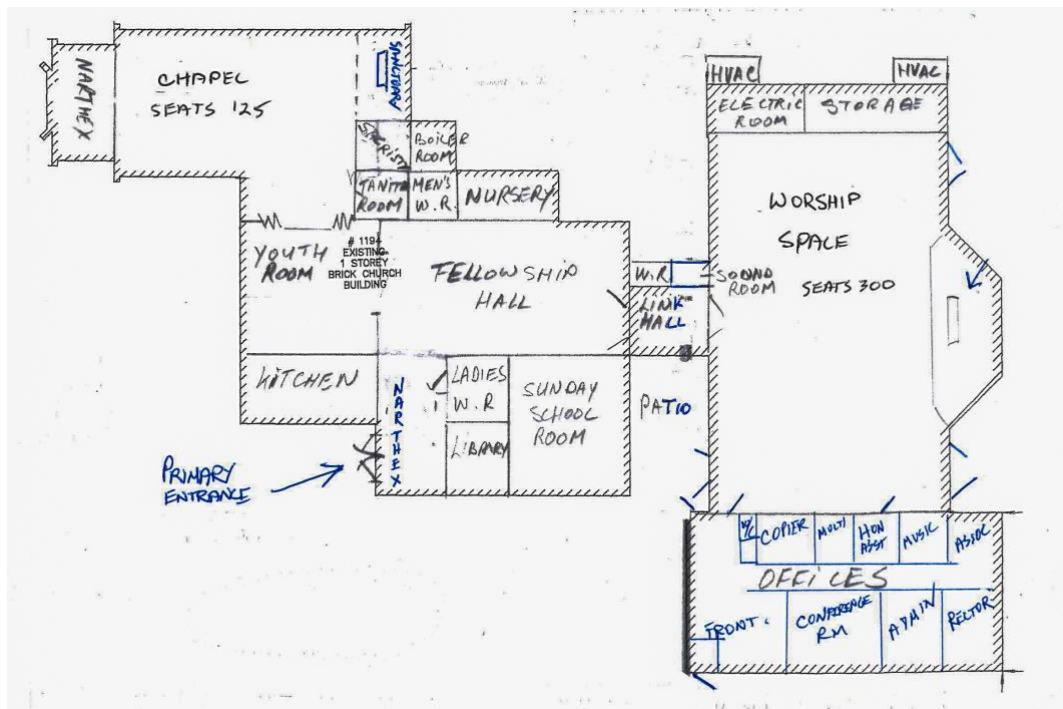
Date of Most Recent Professional Building Inspection:

- A Designated Substance Survey was completed in 2019
- Fire Alarm testing is completed annually
- Fire extinguishers are inspected monthly
- Work is underway to update the smoke and CO detectors.

GENERAL DESCRIPTION OF BUILDINGS:

There are two church buildings on the property: the main church building, and the former rectory, aka "the House", which is currently used as a multi-purpose space for various parish and community outreach programs and activities. The main building is disability accessible; the Current Education Centre/former rectory is not disability accessible.

- The **MAIN CHURCH BUILDING** consists of an **older section**, (brick construction) built in stages (present Chapel – 1947, Hall and Tower -1956, with renovations and additions in later years) and a **new section** (brick and block construction) built in 2000. The oldest section has a simple rectangular plan plus a square tower at the west end, which houses the main entrance to the **Chapel** worship area.



OLDER SECTION OF OUR CHURCH BUILDING

- **The Chapel** has a seating capacity (pews with kneelers) of approximately 125 (including a south transept area). The Lord's Table sits on a raised platform in the chancel. Communion rails are in place between nave and sanctuary.
 - The East wall on the south side of the Lord's table, serves as a projection screen. There is also a flatscreen monitor for those seated in the south transept. Thus the whole congregation can follow the order of service without need of books.
 - Musical instruments include an organ and a keyboard.
 - There is a very small but functional sacristy with piscina accessed from the Chapel.
 - A small upstairs loft room off the Chapel narthex, once used as a choir cloakroom, presently houses soundboard and related A/V equipment.



Chapel Exterior



Chapel Interior



Front lawn sign

- In addition to the Chapel, the older section of the church building houses:
 - **Youth Room**
 - **Fellowship Hall** (with communication boards, a television monitor and projection screen)
 - **Janitor's closet**
 - **Two bathrooms**
 - **Kitchen**
 - **Nursery**
 - **Sunday School Classroom** (set up for children aged 3 – 5 years)
 - **Library,**
 - **Narthex or main entrance** from our parking lot (134 car capacity) has double glass doors – with push pad access. The narthex houses members' mailboxes.



Sunday School Classroom



Nursery

A link hallway with washroom joins the older section of our building to the new section.

THE NEW PART OF THE CHURCH BUILDING consists of:

- **Worship Centre/Gym/Multi-Purpose Room**, with seating capacity (chairs) for approximately 300. There are three double exterior doors, one set having push pad opener for the disabled.
 - On the East side of the Worship Centre/Gym there is an apse shaped **chancel area with communion table, lectern and worship band equipment.**
 - There are two large **projection screens** on either side of the sanctuary for congregational use and a third screen on the west wall for use by those in the apse. Projectors hang from the ceiling.
 - A **sound room** at the back is well equipped with A/V equipment.
- A two-level **storage room** and an **electrical room** are accessed from the Worship Centre/Gym.
- Two doors connect the Worship Centre to the **Office Wing.**



**Worship Centre
Showing Apse**



**Worship Centre
During a Sunday service**

The Office Wing includes a front **reception and general office area and offices.**

- **At the front is a small washroom, a Photocopier/Supply room** (with commercial photocopier/scanner, a small fridge, coffee maker and microwave) along with telephone & internet routers and other equipment.
- Along the corridor are found: a small **conference room** and **six offices:**
 - **Office Manager**
 - **Rector**
 - **Associate Priest**
 - **Music Director**
 - **Honorary Assistant**
 - **Christian Education Supplies**
- All office doors include a large glass panel in accordance with our STAR/Safe Church protocols.

An exterior door from the Office leads to the parking lot with space for 134 cars. Outside the entrance to the Office Wing is a cornerstone that reads: *“Building a living faith with Jesus as our cornerstone.”* This speaks to the fact that Trinity is about ministry, not bricks and mortar.



**Office Wing & Multi-Purpose Room
Expansion 2000**



**Back view of Multi-purpose Room
Worship Centre/Gym**

The second building on our property is the former **Rectory**, (brick construction, built in the late 1950's) which is now informally called the "**House**". It is across the parking lot from the main church building. The house, a tri-level building, no longer meets rectory standards for the Diocese, and was converted to a multi-use Christian Education Centre in 1990. The main floor has one meeting space, with a fridge, freezer, sink, TV, VCR, and Keyboard. The upper floor has four rooms (currently being used by a community group, Harmony, which provides music and education/fellowship), plus one bathroom. The basement has two rooms, primarily used for storage, and one bathroom. The house is used by Trinity and by community groups as a gathering place for various programs, studies and activities. This building is not disability accessible.

There is a **fenced-in playground** next to the House. This area is used during our Vacation Bible School, and occasionally by our Sunday School children.



**Christian Education Centre,
commonly known as the " House"
(Former Rectory)**

Building Maintenance: The "House" and the Main Church Building, like all such facilities, require regular ongoing maintenance and repair. Generally, at Trinity Church we are proactive about repairs and maintenance with work done systematically and major repairs accomplished as needed. Both of the Worship Centre's HVAC units were replaced in 2022 at a cost of about \$35,000. The parking lot was repaired and lines re-painted in 2020. The Worship Centre roof was replaced in 2017 with a long-life metal roof.

CHURCH STAFF: We are a multi-staff church with Clergy and Lay staff working together cooperatively as one cohesive team. Current staff include:

CLERGY:

- **RECTOR:** Trinity's ministry as always been led by a Rector whose ministry encompasses all the usual work of the incumbent as set out in the Ordinal, the Canons and other documents of the Diocese and the Anglican Church of Canada. The church expects a Rector who loves God's Word, enjoys preaching and teaching, has a heart for pastoral care, and understands how to lead a team of others in ministry. The Role of Rector is further set out in the "*Rector – Role and Responsibilities*" document attached to this profile.
 - Trinity owns *Logos 10 Platinum* Bible software with a substantial library of commentaries and other resources for the use by our Clergy in the teaching and preaching ministry. We budget about \$1500 each year for updates and additions to keep this resource current. A related program, *Proclaim*, assists us in collaboratively preparing the AV presentations of our worship services (a huge step up from PowerPoint.)
- **ASSOCIATE PRIEST:** The Rev. Canon Vicars Hodge (a former Rector who retired in 2018) is licensed as Associate Priest for about two days a week. His usual role includes leading Bible Study and assisting the Rector with pastoral care, leadership and occasional preaching. During the interim until the new Rector is appointed, Vicars is serving full-time as interim Priest-in-Charge. He says he will be delighted to fall back to a part-time role, as appropriate, once a new Rector is appointed.
- **HONOURARY ASSISTANT:** There is presently one Honorary Assistant, the Rev. David Hewett, who leads worship and/or preaches when needed and coordinates some of the work of our pastoral care team. For the past several months David has been serving as interim priest at a nearby parish and has been unavailable to assist on Sundays.
- **OTHER CLERGY:** Trinity has always seemed to attract a few retired clergy from other denominations. At present we have only one, a retired Baptist pastor, who has preached two or three times a year at the incumbent's request.
- **DEACON:** There are no deacons serving at Trinity.

LAY STAFF:

- **OFFICE MANAGER:** Rachel Phillips has been our office manager for the past eight years and is invaluable in overseeing all activities of the parish office and administrative aspects of our church life and events. Rachel encourages an office atmosphere where everyone knows they are valued and important. She is currently involved in local efforts to support Ukrainian families relocating to the area.
- **MUSIC DIRECTOR:** Wendy Zonneville is our current Music Director and coordinates all aspects of our Music Ministry. She works closely with the Rector to select worship music that blends well with sermon themes and/or Sunday liturgy. She is responsible to direct and support members of the worship band, praise singers, and all other music/drama groups, and to encourage congregational participation in those areas. The Music Director has a significant role in coordinating many of our special seasonal activities and events.

WORSHIP AND LITURGICAL PATTERNS

SUNDAY SERVICES (all year round)

- 8:30 AM (Chapel)
- 10:00 AM (Worship Centre):

The Rector, usually assisted by a Lay Reader and others, conducts the 8:30 AM and 10:00 AM services. A server assists at 8:30 AM and at 10 AM Communion. At 10 AM both lectors and servers participate. Usually, the same preacher presides at both services. Pre-Covid and in times past we sometimes had a different priest presiding at the two services. The Rector, in consultation with church leadership and staff, plans the worship. Trinity Church appreciates biblical preaching and from time to time our clergy plan sermon series that either work through books of the Bible or follow a topic or theme.

8:30 AM SERVICE - Chapel

- A traditional BCP said Holy Communion every week.
- Between 10 and 14 usually attend.
- Service length is usually about 45 minutes.
- The same sermon (somewhat abbreviated) is preached at the 8:30 AM service as at 10 AM.
- Music is not a major part of the 8:30 service, but lately there is often an offertory and closing hymn. YouTube musical resources are usually used. Sometimes we have a vocal leader to assist.

10 AM SERVICE - Worship Centre

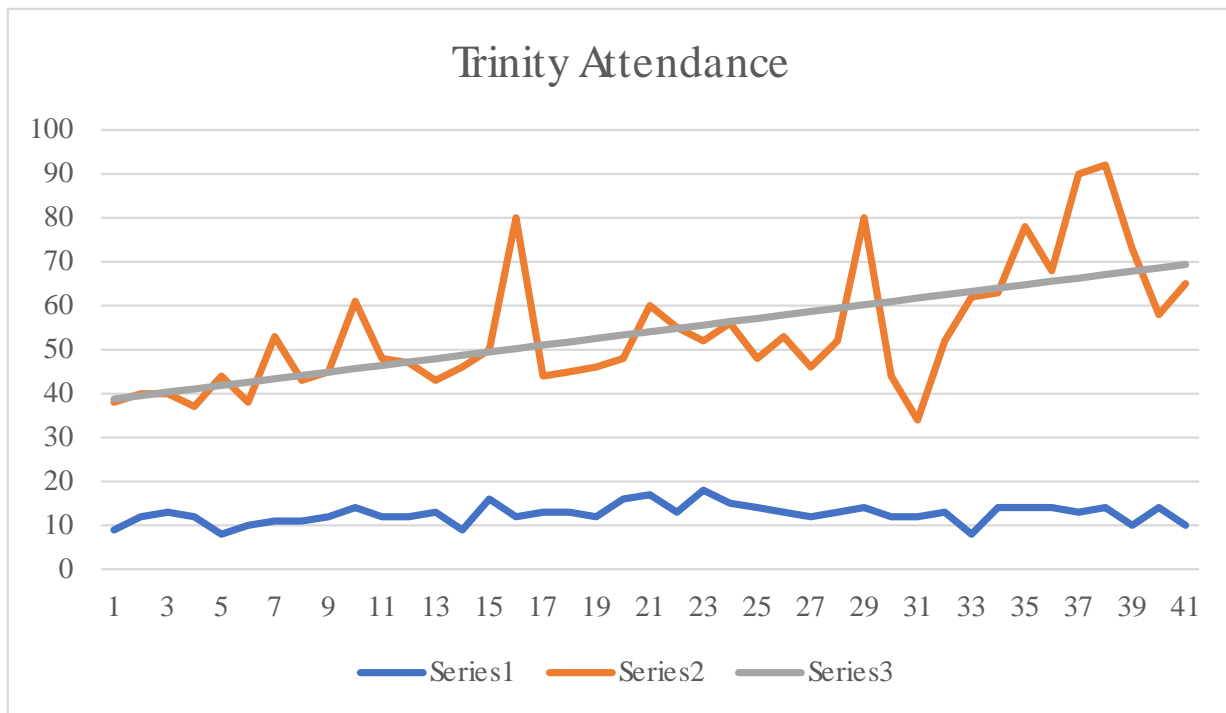
This contemporary service is a liturgically relaxed but reverent worshipful service. You may see children and adults waving banners during the music time at the front or someone walking in with a “Timmy’s coffee” to sip on. Young parents are encouraged not to “fret” if their toddler is tired of sitting and wants to take a stroll. You will see fashions from jeans to suits. All are warmly welcomed in the name of our Lord. Nursery, Sunday School, and Youth Bible Class are available at this service time. Service length is usually between 1:15 hrs. and 1:30 hrs.

- **The Book of Alternative Services** provides the liturgical shape for this service. Other liturgical resources include prayers and other resources from the C of E’s Common Worship and other sources. We have not handed out songbooks or BAS/BCP for many years, as the entire service is projected using *Proclaim* onto two large screens at the front of the Worship Centre. The only physical book used in the Worship Centre is the Bible, which is passed out as the congregation arrives. (We suspended handing out Bibles during Covid and just recently resumed this practice.) The congregation is often invited to look up Scriptures cited during the sermons, and take part in the reading of these Scriptures.
- Services alternate weekly between contemporary **Morning Prayer** and **Holy Eucharist**. We tested a full season of weekly Holy Eucharist in the Fall of 2017, with evaluation afterwards. While most members had their preferences, this was not a heated conversation and there was not any conflict or stress involved in the discernment. The clear consensus was that the congregation preferred our long tradition of week-about alternation between Holy Communion and Morning Prayer. Among the more frequently stated reasons for this preference was that Morning Prayer weeks afforded more time for preaching, praise songs, and Children’s Sunday School.

- **Music** is led by our *Praise Band* consisting of drums, guitars, piano, keyboards, flute, violin, saxophone, and singers, who lead the congregation with 10 to 15 minutes of Prayer and Praise songs, after the “Grace,” Collect of the Day and Children’s Talk. Some of our youth are regular members of the Praise Band and they have blossomed in their roles with the band.
 - We sing a lot of the well-known modern worship songs written by writers such as Stuart Townend, Paul Baloche, The Gettys and Brian Doerksen to name a few; choosing songs that have depth to them. The Music Director chooses the music to support the scriptures, Sermon, Collects and prayers, bringing her recommendations to the weekly staff worship planning meeting.
 - A group of singers called the *Praise Singers* work on contemporary anthems/songs and present them at times throughout the year to complement the worship time.
- **Drama** During the 10 AM service, a skit or dramatic reading is sometimes presented to either underline the sermon message or to highlight a meaningful time/event of our Christian journey, such as Christmas, Easter, etc. All age groups are encouraged to participate. (This has not yet resumed post-Covid.)
- **Additional Elements:** During the announcements on Morning Prayer Sundays, we often include one of the following:
 - A brief update from one of our Parish Missions or a supported missionary
 - An update from a local ministry such as Inn of the Good Shepherd, the Chaplain at Lambton College, Lambton Right-to-Life, The Bible Society, etc.
 - A parishioner sharing “*What God’s been doing in my life lately.*” i.e. a testimony, although we avoid the jargon.
- A time of **coffee/fellowship** follows the 10:00 AM service.
- During Covid, Trinity learned how to have an **on-line worship presence**. Our 10 AM Service is always live-streamed and a couple hours later posted on our YouTube Channel. We purchased a pan/tilt/zoom camera and some other kit and our A/V team have gained quite a bit of expertise in using this medium.
 - About 65 devices log on to see our service on a typical week: about 20 watching live stream with another 40 or 50 watching on YouTube. We do not know how many people are worshipping online as we have no way to know when several people are watching together.
 - Some churches are abandoning on-line worship in hopes of nudging people back into in-person worship. At Trinity we know that some of our online worshippers are confined to home, covid cautious, and people from out of town. We are, at least at this point in time, believing that the right thing to do is to continue to offer both in-person and online worship, while encouraging in-person for those who are able.

SUNDAY ATTENDANCE

- 8:30 AM Chapel Service: Average Sunday attendance to date in 2022: 12
- 10 AM. Worship Centre Service: Average attendance in 2022: 62 (Still impacted by Covid)
- See the graph below. The graphed **orange** line represents 10 AM attendance, the **blue** line 8:30 AM. Average Sunday attendance before Covid at the 10 AM was 125 to 150. Covid hit Trinity hard, as it did other churches, profoundly affecting our attendance and ministries. During the pandemic we developed live-stream and recorded service methods and acquired equipment and experience as we progressed. There were two extended periods of time when we were not permitted to gather in person at all and our online presence was the only worship offered in the parish. Early in 2022 when we resumed in-person worship, the in-person attendance was sometimes as low as 40. Most weeks lately our in-person attendance is around 70. We are encouraged to see the steady return of in-person worshippers and are often seeing visitors again. We continue to live-stream/YouTube our service every week and intend to continue because of its pastoral value. During recent Sundays this Fall, 10AM attendance has ranged between 60 and 80. (ASA so far in 2022 is 62). The **grey** trendline shows we are making progress – but we are still a long-ways back from where we were pre-Covid.



Note: The above graph is also seen in the section on Parish Trends and Statistics.

ADDITIONAL SERVICES

▪ WEDNESDAY MIDWEEK SERVICE (Chapel)

On Wednesday mornings there has historically been a half hour traditional Holy Communion service, using The Book of Common Prayer. There is no music at this service, but there is a short sermon and a time of prayer. Some of the individuals who attend this service do not attend our church on Sundays. This service has its own “flavour” and is sometimes held in conjunction with a Bible Study. (Note this has not resumed post-Covid but is planned for 2023.)

▪ **SPECIAL SERVICES** are offered during the year on occasions such as Ash Wednesday, Weekdays in Lent, and during Holy Week. Good Friday Service is one of the special services held in the Worship Centre. This service involves dramatic representation of the events leading to the crucifixion of Jesus Christ, as well as a Ceremony of Nails, which has a strong emotional impact on Trinity members and visitors. Typically, we have many visitors attending this service (many on a repeat basis) because of the unique, meaningful nature of the service. Some come from other churches that do not offer a Good Friday service.

▪ **NURSING HOME SERVICES:** Trinity leads the Sunday worship service at Trillium Villa Nursing Home (situated on Michigan Ave, around the corner from Trinity) on the third Sunday of each month and also leads a Tuesday service once a month. We also lead a monthly service at Sumac Lodge Nursing Home. Our Clergy, Music Director, and Lay Readers assist in planning and leading these services. Members of our music ministry along with members of the general congregation participate as they are available and interested. Typically, 50 to 60 residents come out for the service. Others who come and take services say that Trinity has the best turn out for Sunday services. We occasionally lead services in other long term care settings.

▪ **HOSPITAL SERVICES:** Our clergy have been asked to lead the Bluewater Hospital Easter service each year since 2010. Our Music Director and some of the Praise Singers provide Easter music for this service. (This has not resumed since the pandemic.)

LAY PARTICIPATION IN WORSHIP:

▪ **Lay Readers:** 3 Lay Readers-in-training who will soon be licensed

▪ **Readers of Scripture (Lectors):** 14

▪ **Lay Administrators for Holy Communion (in Church):** 12

▪ **Lay Administrators** (Licensed by the Bishop for Holy Communion to shut-ins): 2

▪ **Care Connection:** 6 There is a lay visitation-pastoral team, coordinated by our Honorary Assistant Priest.

▪ **Servers:** 5 We have servers assisting at Holy Communion services (both adult and youth.)

▪ **Intercessors: Yes.** Trinity has many prayer intercessors, both during our worship and at other times. Prayer is key to our parish life and ministries.

- Every Sunday pre-worship a small team gather to pray for our services and our worship leaders.

- Before and during worship, we gather up slips of paper with written prayer requests which are incorporated into the Prayers of the People.
- During Communion services a clergy or lay member is always available for prayer with those who request it.
- From time to time the priest will invite a number of lay members to come to the front and pray in pairs for those desiring healing, wanting to make a commitment to follow Christ, or for other prayer needs.
- We have a very active prayer chain of intercessors that communicate with each other and intercede for the needs of members and others.
- During coffee fellowship time, it is not unusual to see a couple of people praying in a corner or staying in the Worship Centre or Chapel for prayer.
- People, both parishioners and others, often drop by the office seeking someone to pray with.

▪ **Audio Visual Team:** The AV team consists of about 5 people in total.

- A team of two run the sound board, cameras, and the Proclaim presentation computer at each service. Equipment is described elsewhere in this profile. We both livestream the worship and post the services to our YouTube Channel.

CHILDREN'S PARTICIPATION IN WORSHIP

Children are important members of our church family and are present in church for part of the services each Sunday. Children are communicants at Trinity Church, with instruction provided in age-appropriate ways. In the Worship Centre many of the children enjoy the opportunity to wave banners during praise time. Children and teachers are prayed over each week before they go off to Sunday School. Occasionally we have a Children's Focus during worship.



Children do seasonal music presentations, and help lead some of the "action" songs.

The photo shown here was typical of children in worship before Covid that pretty much wiped out our children and youth ministries. We are rebuilding slowly.

At Trinity, children receive Holy Communion before Confirmation. For decades this has been our practice. We offer age-appropriate teaching led by lay people and clergy using the rather dated "*Life in the Eucharist*" material, suitably adapted.

IS THERE A WORSHIP COMMITTEE IN THE CONGREGATION?

No, we do not have a committee. The Rector, who is in charge of the planning and ordering of all worship in the parish, meets weekly with other clergy and staff to review and plan services. Worship is planned on a seasonal basis so that the others involved in worship can develop resources and make plans. From time to time the Rector consults with lay leaders, the Parish Executive and Parish Council in seeking feedback and advice regarding worship.

HAVE PATTERNS OF WORSHIP EVER BEEN A SOURCE OF CONFLICT IN THE CONGREGATION? COMMENT ON HOW YOUR CONGREGATION RESPONDS TO CHANGE IN WORSHIP.

Some members of the Trinity family prefer a traditional pattern of worship, while others prefer a contemporary style of worship. In times past – more than a decade ago – there was some dissent around this topic. For many years now, services have been ordered to accommodate both these style preferences (every Sunday 8:30 AM Traditional Eucharist in Chapel; Contemporary Family services in the Worship Centre at 10 AM). For the past many years, we have not experienced any stress at Trinity around worship patterns.

The congregation as a whole responded positively to the need to switch to virtual church during the pandemic. This was a learning experience for all concerned. There are still a few who are unable to access the livestream service. Upon request, these services have been copied to disc or USB drive for these parishioners.

ECUMENICAL INVOLVEMENT

Trinity Church is deeply involved in ministry in collaboration with believers from other local churches. We consider it very important to maintain good relationships with leadership of other churches. This ecumenical involvement has become part of the DNA of Trinity over many decades. Here are a few examples of our ecumenical involvements:

- **Habitat for Humanity:** We have on several occasions over the years been involved in local *Habitat for Humanity Faith Builds*. The most recent involved sharing with 21 different area churches, each of which contributed a minimum of \$2500 and a team to work on specific aspects of the build. Trinity provided more than \$4500 toward the last build and a Trinity team spent a day working on the foundation.
- the **Inn of the Good Shepherd** <https://www.theinnsarnia.ca> Trinity is deeply involved with the work of the Inn. Among other services, the Inn prepares and serves a hot meal every day of the year – and teams from Trinity Church cover two, (sometimes three) days every month. To do this Trinity has two meal-prep teams. Our work at the Inn is very important to the community and rewarding for our church. Beyond this, we support the work of the Inn in other ways, providing about \$5000 in financial support. We also produce and serve the Inn's Annual Christmas Turkey Dinner. The Executive Director of the Inn is an active member of Trinity Church.
- Trinity Church is a full partner in the work of **Neighbourlink Sarnia-Lambton**. <https://neighbourlinksarnia.org>

- Trinity Church has enjoyed supporting the work of Doug Thomson, Chaplain at **Lambton College**. <https://www.zoominfo.com/p/doug-thomson/-1178169351>
- **Hospital Chaplaincy:** Our clergy are also approved members of the Spiritual Care Team of Bluewater Hospital. <https://www.bluewaterhealth.ca/your-stay/spiritual-care>
- **Nursing Homes:** Our Church takes our share of the ministry to those in Nursing Homes. We lead Sunday prayer and praise service at two nursing homes each month, Sumac Lodge (3rd Sunday) and Trillium Villa (4th Sunday). Members of our music ministry team, members of our congregation, Lay Readers and Clergy all participate in various ways. We also offer a monthly eucharist service at Trillium Villa.
- The clergy of Trinity Church have long enjoyed good fellowship with other community clergy and been active in the **Sarnia Evangelical Fellowship**. Our church is a member of SEF. The local SEF Pastors meet monthly for encouragement and networking. <http://www.sarniaevangelicalfellowship.com>
- **Refugee Ministry:** About ten years ago Trinity Church invited other Anglican churches in the Lambton Deanery to join in efforts to address the refugee crisis that began with the Syrian Civil War. The result was the formation of Lambton Anglican Refugee Committee (LARC), with many of the key leaders of this team being members of Trinity. <https://www.lkanglicans4refugees.org/about.html>

In the past 10 years Trinity Church has raised and contributed \$80,600 to this local refugee work which has enabled new lives in Canada for many people. LARC has three active refugee files in process at the moment – families that are in the process of coming to Canada. However, these processes have been delayed because of Government regulations and Covid-19. Soon we expect movement on these open files. Beyond the financial support, our members have been deeply involved in coordination, leadership, and in personal support of refugees both before and after arrival.

- **Ukrainian Ministry:** Beyond our work through LARC, Trinity is working directly to support two Ukrainian families. Two Trinity families have billeted the Ukrainian families, one of which has been recently able to move into their own home, with continued support from our church. We raised the funds for their travel support for their first year in Canada. (So far this has meant raising about \$40,000 in 2022 for Ukrainian relief ministry.) Beyond this fundraising and support for the two families directly sponsored by Trinity, our members have been very involved in collaboration with other churches in sponsoring other Ukrainians who have come to Sarnia-Lambton.
- **Alpha:** Trinity has offered the Alpha Course many times, both at Trinity and also off site (The Inn of the Good Shepherd and Lambton College.). Often, we have launched the Alpha Course and offered the Alpha Weekend in collaboration with other churches. We are hoping to resume an “in person” Alpha in 2023.

CONGREGATION GROUPS/MINISTRIES

Below is an outline of our congregation groups/ministries and their mandates. Additional information can be found in the **Committee Commission documents, and the Vestry reports** attached to this profile. Group size and membership for some of these groups varies from time to time depending upon schedules, etc.

EXECUTIVE COMMITTEE:

Membership: Rector, Churchwardens, Deputy Churchwardens, and Treasurer.

Purpose: To provide leadership to the Parish Council and the various Missions of the Parish. The Executive, in consultation with Staff and Parish Council, determines annual goals and with the Rector, provides annual reviews to all staff. The Executive also acts as the **Nominating Committee** when it comes time each year to consider various mission leadership roles. (See attached document "Nominating Committee Guidelines")

PARISH COUNCIL: (12 lay members in 2022)

The Parish Council is in place to ensure the on-going life and mission of our parish. The Council reports to Vestry and receives guidance from the Executive Committee. For decades, the Parish Council has made decisions on a consensus basis. Prayer and scripture reflection begin and set the tone for every meeting. As the Canons of Huron provide, about half of the Council members are elected at Vestry, and the Rector, who serves as chairperson, appoints the other half. (See Report of the Nominating Committee in the Vestry Reports.) The Parish Staff, subordinate clergy, and the chairs of our five Missions (Gathered, Growing and Sharing, Inreach, Outreach, and Property & Maintenance) are invited to attend with voice but not vote.

PARISH MISSION TEAMS:

The work and ministry of Trinity Church is organized and overseen by 5 "Missions." Each of our five main missions work in support of Trinity's vision of being a caring Community of Hope that reaches in and reaches out to bring Christ's healing to a hurting world. Each mission includes a coordinator, several members, a staff liaison, and an Executive liaison.

▪ GATHERED MISSION:

Purpose: The Gathered Mission acts to support and enrich the gathering of Parish Members via parish wide social events and activities.

▪ GROWING AND SHARING MISSION:

Purpose: The mission's purpose is two-fold:

1. To provide opportunities for the Trinity parish family and the local community to hear the Gospel of Jesus Christ and to respond to that message by the commitment, or fuller commitment of their lives to Jesus as their Lord and Saviour, and to live out that commitment within the Body of Christ.
2. To help Christians at Trinity become rooted and built up in their faith, becoming better equipped to serve and share Christ as per Colossians 2:6-7 "*just as you received Christ Jesus as Lord, continue to live your lives in him, rooted and built up in him, strengthened in the faith as you were taught, and overflowing with thankfulness.*"

PARISH MISSION TEAMS, cont'd.

▪ **INREACH MISSION:**

Purpose: To care for the Spiritual, emotional and physical well-being of our Trinity family and to ensure that all visitors and potential new members are warmly welcomed.

▪ **OUTREACH MISSION:**

Purpose: To enable and encourage the Trinity Parish family to respond to God's call to serve people outside Trinity Church in the name of Jesus Christ. To provide oversight and/or direct management of all outreach initiatives of Trinity Church.

▪ **PROPERTY AND MAINTENANCE MISSION:**

Purpose: To ensure that there are facilities properly suited and maintained for the needs of our Trinity Parish family.

LIFE GROUPS (Learning, Insight, Friendship, Encouragement)

The LIFE groups are under the umbrella of our Growing and Sharing mission. A LIFE group is a small gathering of 6 – 12 people that meet regularly to “do life” together. It is an effective way for everyone to feel personally connected to the church community and to learn and grow our faith in an intimate and supportive environment. It is our hope that every member of Trinity Church is also a part of a Trinity Life Group. These groups strengthen our relationships with each other as well as with God. Typically, gatherings involve a time of sharing, praying and some Scripture study. Everyone is encouraged to join a LIFE group. There are presently 5 active LIFE groups in the parish. We had several more before Covid and it is intended that in 2023 we will launch a few new groups.

PASTORAL CARE VISITATION TEAM

Purpose: To visit, encourage and pray with shut-ins (home, hospital and nursing homes.) The aim is to ensure that no one in our congregation “falls between the cracks.”

A clergy trained lay team assists with hospital and home visits to about 50 parishioners on a regular basis. About five members participate in regular visiting of parishioners. (This work was somewhat interrupted by Covid but is resumed.)

Since March 2022, two members of this team have been licensed to bring pre-consecrated elements of Holy Communion to shut-ins (about 35.) On a couple of occasions, when clergy were unavailable, they have also administered Special Communion in group settings at nursing homes.

CHANCEL GUILD

This group is responsible for:

- Dressing and preparing the chancels for the Wednesday and Sunday services, for funerals and weddings.
- Preparing the travelling communion kit for the clergy to use at Nursing Home services.
- Ordering and storing all the supplies for the Holy Communion, for Easter and Holy Week (palm crosses, tapers, paschal candles), etc.
- Packaging the sanctuary flowers (arranged weekly by our flower coordinator, who is a Guild member) for delivery on Sundays to shuts-ins, and others in need of cheer.

SUNDAY WELCOME TEAM

Each Sunday, we have greeters at the church entrance welcoming those arriving for services. Newcomers are invited to sign a guest book at the visitors' station, where one or two volunteers provide visitors with a further welcome, and share some information about our church. At the entrance to both the Chapel and the Worship Centre, we have volunteers who hand out Bibles and bulletins. We try to ensure that visitors are made to feel welcome, and a part of our church family, right from the start. Visitors receive a welcome package with church information, pen, and a response card. Currently there are 36 individuals who help out with this welcome ministry. (Some parts of this ministry are not fully functioning post-Covid.)

SUNDAY COFFEE FELLOWSHIP GROUP

Purpose: To prepare the refreshments that encourage Trinity members and visitors to enjoy a time of fellowship following the 10:00 AM services. Teams of two help out on a rotating schedule throughout the year.

PRAYER GROUPS

All LIFE groups and other groups at Trinity have a time set aside for prayer as an integral part of their meetings. Clergy take time at the start of each week to pray for individuals who have submitted prayer needs either during worship services on Sunday, or via our website's on-line prayer form – the latter is confidential and available to anyone, anywhere, who has access to a computer. We receive prayer requests from all over the world. The following groups have prayer as their main focus:

▪ **PRAYER CHAIN:**

We have prayer captains who receive calls and/or emails during the week from individuals with prayer needs (typically of an urgent and confidential nature.) The prayer captains then contact Trinity folk who are part of the prayer chain. All prayer warriors welcome!

▪ **SUNDAY MORNING PRAYER GROUP**

Each Sunday, a few people get together in the Office Wing prior to Sunday services to pray specifically for the church and church services.

▪ **PRAYER SHAWL MINISTRY:**

Formed in 2011, this ministry is a loving response to the various needs of parishioners who are facing struggles. The group meets Wednesday afternoons. Each shawl is knitted in prayer, and is a symbol and reminder that we are wrapped in God's love every day. The shawls are prayed over in church before being distributed. This group have not resumed in-person meeting since Covid, but knitting continues!

▪ **MOMS IN PRAYER:**

Moms in Prayer International (formerly Moms in Touch) is an interdenominational prayer ministry that was founded by an ordinary mom, Fern Nichols in 1984 in Abbotsford BC. Fern had an unrelenting burden to pray for her oldest son who was then entering Grade 7, & she prayed to find at least one other mom who shared her heart to pray scripturally (using Scripture verses) & corporately (2 or more moms) for their kids and their school. There is ongoing MIP ministry with women from Trinity, although MIP is not a Trinity Church run group.

LADIES GUILD

Trinity Ladies Guild is a long-standing Trinity women's group that is not affiliated with any other group or organization. Members (approximately 30 in total) meet together monthly, to encourage each other in their faith walk, to fellowship with each other, and to have fun. This group serves as required, putting on all the funeral luncheons held at the church. At times, the Ladies Guild has provided lunch when the Rector was hosting clergy at Trinity. On occasion, the group invites speakers, and has demonstrations (such as flower arranging) by individuals with particular skills that are of interest to the members. Funds are raised through contributions from funeral lunches, annual garage sales, and craft and bake sales. These funds are donated to local and worldwide organizations. All ladies from Trinity, as well as their friends or family, are invited to the Ladies' Guild meetings and events.

LIBRARY

Trinity has a very active library, containing over 1000 titles and over 150 DVDs. The library is used by people of all ages from toddlers to seniors. Money allotted to the library enables the coordinator to keep current materials in stock. Materials that don't get used by our members, or by others who use the library, are sent on to the Christian Salvage Mission, who in turn passes them along to many third world countries. There is a plan to add a small reference section to the Trinity Library.

CHILDREN'S MINISTRIES

Groups falling under the umbrella of Children's Ministries include:

- **NURSERY:** For newborns to children aged 2, during worship services every Sunday at 10:00 AM, on Ash Wednesday at 7:00 PM, Good Friday at 10:30 AM, and Christmas Eve at 7:00 PM. The number of babies and toddlers in this room range from 1 to 5. There are usually two adults/senior youth in the nursery to care for the babies and toddlers. Parents are provided with pagers in the event they are needed during the service.
- **SUNDAY SCHOOL:** For children who are aged 3 years to Grade 4, Sunday school classes are held year-round during our 10:00 AM worship services. The Sunday morning program currently uses a curriculum (DWELL) that provides opportunity for children to learn through the use of crafts, drama, theatre, games and music. Sunday School time involves prayer and personal sharing. The focus is always on God's faithfulness and love and on the teachings of Jesus and how they are still true and relevant today. A Youth Bible class is held for children and youth in grades 5 and up during the 10:00 AM worship services.
- **SPARK** is a mid-week evening program for kids aged 8 – 11. Kids gather for a time of songs, Bible lessons, games, snacks and fun. It is a great time for all! This group has typically been led by two of our senior youth under Clergy supervision. (Suspended at present – we hope to resume similar ministry in 2023)
- **RAINBOWS FOR ALL GOD'S CHILDREN** is a program for children, youth and their parents, to bring healing where there is pain caused by separation, divorce, the death of a loved one or some other traumatic experience. Our Rainbows program is normally held during the winter season each year, as demand warrants. Several members of our church have been trained to be facilitators for the various age groups involved in this program. (During Covid this was

suspended and our key leader moved out of province. However, a new Rainbows leader has been appointed so this program will resume in 2023.)

YOUTH MINISTRIES (for youth in grades 5 through 12)

▪ **SUNDAY PROGRAM**

Youth attend Bible class at the same time that the younger children attend their Sunday School workshops. Bible classes are held in the Youth Room next to the Chapel. Often these classes involve discussion of Scriptures addressing issues that are of relevance or concern to the youth. In addition to the youth attending Bible Class, there are youth who either help out with hands-on ministry (Nursery, Sunday School, Servers, Worship Band) or who choose to stay in church for the duration of the service.

▪ **SATURDAY NIGHT YOUTH PROGRAM “FUSION”** (Junior High)

▪ For many years we held this youth group every Saturday evening. Attendance averaged about 20. The evening started with some worship and Biblical teaching and then moved to onsite indoor and outdoor games. Special events were planned at different times of the year, such as a trip to Canada’s Wonderland for Wonder Jam, winter tubing, attending a Sarnia Sting hockey game, summer beach and pool days and sailing outings (summer events were hosted by various Trinity members.)

▪ For High School aged youth wanting to dig deeper into Scripture, there was a Bible study and pizza supper immediately preceding the regular Saturday evening youth program.

NOTE: The departure of our Curate (who provided key leadership) and then Covid pretty much killed our youth program. We have a mind to find a way to restore this ministry soon. Our hope, if finances permit, is to hire a Young Families Minister in 2023, who will give leadership to young families ministries.

CHILDREN’S AND YOUTH MINISTRIES EVENTS INCLUDE:

▪ **VBS SUMMER CAMP** held annually for children aged 5 to 10. Our Music Director has been coordinating these camps. Camp programming has, for the last two years, been based upon teaching packages offered by various evangelical publishing houses. Kids learn about Jesus through music, games, crafts, drama and interactive activities. Water play, sports and scavenger hunts are part of the fun. Lunch and snacks are provided. Our Summer Camp is usually sold out with a waiting list. In 2022, our one-week VBS included 82 campers, 47 hands on leaders/helpers, and many behind the scenes workers. A number of our older youth commit each year to serve as leaders and helpers at our summer camp program.

▪ **FALL FAIR** with lots of on-site fun for children and their families. All activities are free, such as inflatables, horse and wagon rides, preschool play area, crafts, bubbles and many other activities. The Fall Fair is held annually on a Saturday in September rain or shine. (This was suspended during Covid and we plan to resume in 2023)

▪ **CHILDREN’S FUNFEST:** For many years now, Trinity has taken part in this free fun community event held annually in June. Our youth and adult members work alongside one another to offer a variety of activities (face painting, inflatables, balloon animals) to children attending this event. The event is a wonderful opportunity to let the community know about the ministries of Trinity Church. (Was suspended during Covid – likely will resume Fall 2023.)

- **Additional special events and activities** are held from time to time, and are advertised in our church bulletin and to those who ask to be on our email contact list.

MUSIC MINISTRY GROUPS:

▪ **PRAISE BAND:**

The Praise Band leads the singing in the Worship Centre. From the 10 people involved, we form a four to eight-member band, numbers dependent on work schedules etc. We are pleased to have some dedicated youth in the band. We meet for practice one night a week and also before the service Sunday morning. A few years ago, our Praise Band led the music for Diocesan Synod in London.

▪ **PRAISE SINGERS:**

This group sings anthems occasionally during worship. They meet and practice on an ad-hoc basis at the call of the Music Director. We have a good time of fellowship with opening prayer, and following the practice we have a time for prayers of thanksgiving and needs. This group tries to make a point of 'going out' and singing to groups like the 'Living Hope' (challenged adults) and to residents of retirement and nursing homes. The Praise Singers assist with Christmas Caroling each year.

SOUND MINISTRY:

This group falls under the umbrella of the Music Ministry and is responsible to provide audio for services and special events,

WORSHIP CENTRE

- There are currently three techs trained for the Worship Centre service who normally do sound and cameras for that service. There is an additional person who is trained and can fill in if required.
- Training is provided for new sound techs, who then 'shadow' an experienced tech until familiar with service requirements.
- The Sound room at the back of the Worship Centre has a 24-channel mixing board.
- There are six Lavalier microphones, two handheld wireless microphones, three wired microphones and a condenser shotgun style lectern microphone.
- The stage has 24 XLR inputs, with about 12 in use on any given Sunday for piano, synthesizer, guitars, mics etc.
- There are two channels of amplified audio monitors returning to the stage and two channels of unamplified monitors.
- There is a 'Hearing Assist' system that provides the audio from the Sound Board wirelessly to headphones/ear buds for those who have hearing deficiencies.
- Video announcements are routed to the soundboard for audio.
- A computer beside the sound board is used to control the Proclaim presentation.
- The Proclaim slide presentation can also be controlled by the Priest from a tablet.

LIVE STREAMING All Worship Centre services are live streamed to Trinity Church's YouTube channel. Equipment and techs involved are:

- Blackmagic Design ATEM Mini Pro—4 video channels with Multiview monitor. Channel 1 Proclaim feed, Channel 2 Canon camera Spare, Channel 3 PanTiltZoom (PTZ), Channel 4 Canon Camera Spare PTZ camera operated with joystick or hand-held controller. Camera spares are available, if required.
- Proclaim feed is live streamed as Picture in Picture of full screen depending on requirement.
- Sound Board audio mix 4 is used for feed to live stream.
- MacBook Pro laptop computer for ATEM setup control and live stream monitoring
- Worship Centre sound tech operate and monitor live stream event.

CHAPEL

- Two people are currently trained for A/V for Chapel services.
- The Sound room in the loft at the back of the Chapel has a 16-channel mixing board.
- There is one Lavalier (wireless lapel) microphone.
- There is one wired condenser style lectern microphone.
- There are eight XLR input jacks at front of the church for additional microphones and/or instruments.
- Audio for music videos and announcements is routed to the soundboard.

PROJECTION and ONLINE VIDEO MINISTRY:

WORSHIP CENTRE

- There are currently 2 people who run projection in the Worship center.
- The Office Manager and Music Director prepare the Proclaim slide presentation, service outline and video announcements for the 8:30 and 10 AM services under the direction of the Rector.
- The team, and sometimes others, use the system for funerals, men's and ladies' retreats and other special functions.
- The Hardware consists of three projectors and screens, two facing the congregation and one at the back of the Worship Centre facing the sanctuary/stage area. There is a computer and other devices for video and projection control.

CHAPEL

- There are 2 people on this projection team.
- Software used is Proclaim.
- The team uses a mouse to advance the slides.
- The hardware consists of a single projector, a television and a computer.

NURTURE: HOW DO NEWCOMERS DISCOVER THE PARISH'S EXPECTATIONS OF THEIR COMMITMENT OF TIME, TALENT AND TREASURE FOR THE BENEFIT OF THE MINISTRY OF THE CHURCH IN THIS COMMUNITY?

"**EXPLORERS**" and/or **CHRISTIANITY 101** are two of the programs used at Trinity to help new members understand our faith, the ministry of Trinity, and to invite them to join us in our parish ministries. Both programs involve five sessions and are led by Clergy and Lay members. Seasoned members are also invited to participate in these programs.

The Christianity 101 program was most recently offered in October of this year (2022.)

Explorers

1. Exploring Community
2. Exploring the Person of Jesus
3. Exploring the Christian Maturity
4. Exploring Ministry
5. Exploring Mission

Christianity 101

1. Why should I bother with Christianity?
2. What's so special about Jesus?
3. Faith: blind, leap, or choice?
4. Future and a Hope
5. Trinity Values

When a person or family appears to be ready for membership, they are briefed by the Rector, using the Trinity Handbook, which is updated regularly, and found on our website. The Handbook Table of Contents is shown to the right. A review of this material allows the Rector to highlight ministry opportunities for a wide range of talent and treasure.

New members are also encouraged to participate in one of the LIFE groups and to join one of the many parish groups, events, and activities where they can develop and use their God given talents.

TABLE OF CONTENTS	
CHURCH ORGANIZATION AND STRUCTURE	
CHURCH STAFF	
SUNDAY CHURCH SERVICES	
TRINITY'S BUDGET 2009	
OFFERING ENVELOPES	
OUTREACH PROJECTS	
BUILDING FUND	
OFFERING	
TREE OF LIFE	
STAR ENVIRONMENT POLICY	
FELLOWSHIP	
TRINITY CHILDREN'S MINISTRIES	
TRINITY YOUTH MINISTRIES	
TEACHING	
HEALING	
SERVICE	
1.	The Property and Maintenance Mission
2.	The Gathered Mission
3.	Inreach Mission, Membership , Lay Ministries
>	The Pastoral Care Team
>	Secret Sisters
4.	Outreach Mission
>	Outreach Projects
5.	The Evangelism and Renewal Mission
SERVICES TO YOU	
TRINITY BULLETIN	
SPIRITUAL COUNSEL	
PRAYERS FOR THE SICK AND SHUT-IN	
THE LADIES' GUILD	
GREETERS	
ALTAR GUILD	
MUSIC AND DRAMA MINISTRIES	
COFFEE HOUR/FELLOWSHIP	
PHONE DIRECTORY	
OUR STAFF	

PARISH FINANCES

A. APPROXIMATELY WHAT PROPORTION OF THE CONGREGATION'S OPERATING BUDGET IS USED FOR EACH OF THE FOLLOWING?

Equipping people for mission & ministry	25%
Ministry to the congregation	30%
Outreach into the community	15%
Ministry of the church beyond the parish	25%
Maintenance of church buildings	5%

B. HOW IS THE FINANCIAL SITUATION OF THE PARISH OR CONGREGATION COMMUNICATED TO ITS INDIVIDUAL HOUSEHOLDS?

The Trinity financial situation is summarized every week in the bulletin. In addition there is an opportunity to review the financial situation when the budget is presented to the vestry at the annual meeting. From time to time, the leadership will outline the financial situation in verbal or video announcements at the end of services, and we have on occasion sent out financial updates to all members of the congregation.

C. HOW ARE PARISHIONERS SPECIFICALLY INVITED TO RESPOND?

Occasionally, if there is a particular financial need, a warden or other ministry leader will make an announcement (video or "live"), that is presented at all services. This may also be followed up with a bulletin insert or mail chimp. Our parish family has always responded promptly and generously when such needs are communicated.

An Emergency Fund is in place to address urgent needs of people in our community in need (similar to a Rector's discretionary fund in many other parishes.). The privacy and dignity of individuals is respected with only the needs met (not the names) communicated to the Parish Council and Vestry.

Trinity has frequently offered sermons in which the biblical standard of the tithe or 10% is offered as the goal and standard for Christian generosity. Maturing believers often begin to respond to this teaching with *proportional giving*, gradually increasing their giving as led by the Lord until they reach, or in some cases, surpass the tithe.

D. HOW EFFECTIVE HAVE THESE INVITATIONS BEEN OVER THE PAST FIVE YEARS?

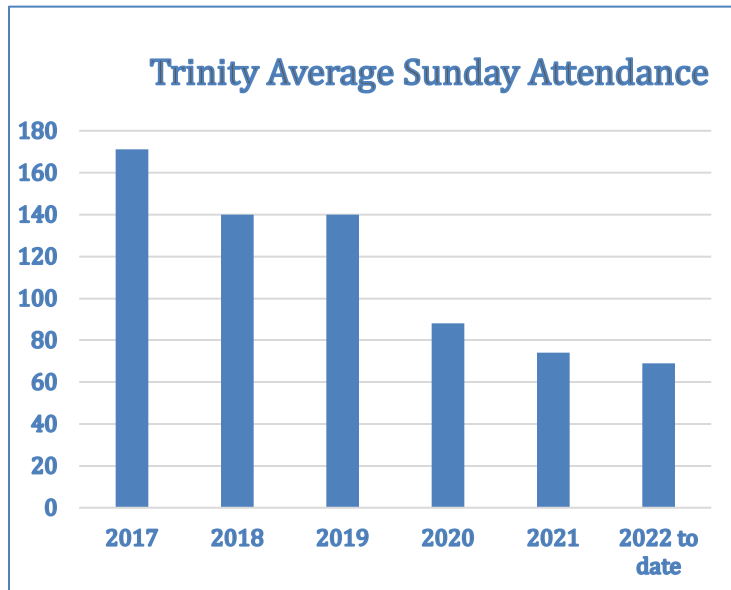
We balance our budget most years and we had a surplus in 2021.

For 2022 we anticipate that we will end the year with a deficit. The long-term effect of Covid has not fully been understood. We have like most churches, dealt with significantly reduced attendance and income. Our former Rector's lengthy leave of absence was expensive and disruptive. We have lost some significant givers due to death and moving away – and we realize that for 2023 we will be looking at a challenging budget.

NOTE: More details on Trinity's finances are found in the following section: "Parish Trends and Statistics."

PARISH TRENDS AND STATISTICS

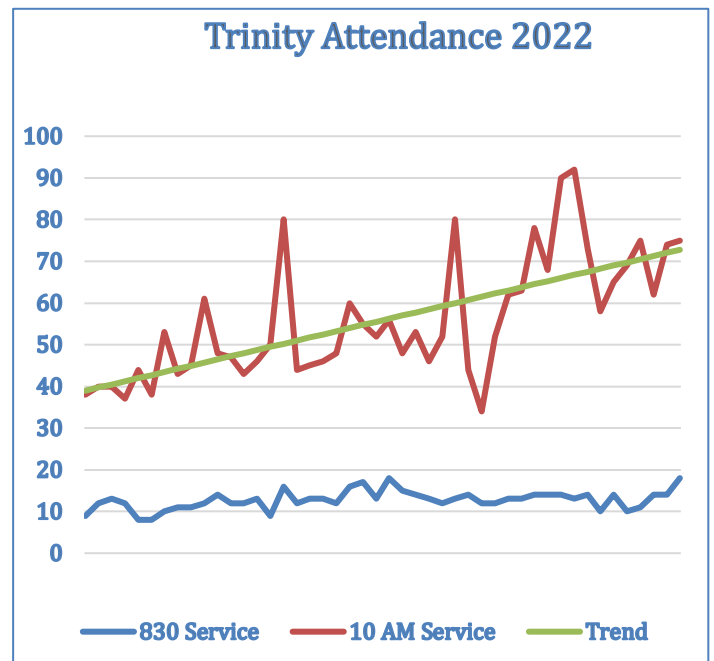
Trinity has undergone a lot of change in the last five years. Our Rector, Canon Vicars Hodge, who started in 2012, retired at the end of 2018. Our Assistant Curate and youth pastor Rev. David Matthews moved to his own church in March 2019. A new rector was appointed in August of 2019, then COVID hit, and, of course we are now searching for a Rector again. Trinity is a faithful community seeking to respond to the God who first loved us – so we trust the Lord for the future.



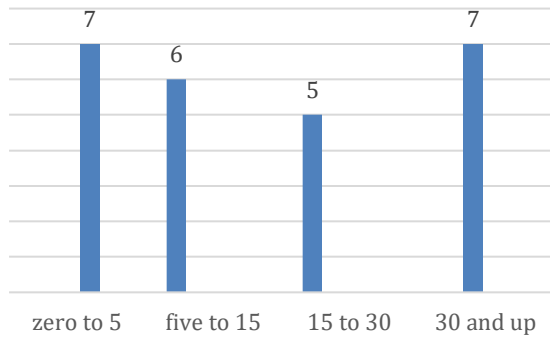
Since 2019, we have seen a dramatic drop in our attendance. During Covid we adopted an online worship presence – and continue with both live streaming and in-person worship in 2022. A number of parishioners continue to feel more comfortable worshipping online and their participation is not reflected in these figures. We are hopeful for their eventual return, when they are comfortable to do so.

2022 Attendance:

A considerably more optimistic view of our Average Sunday Attendance is emerging in 2022. While our attendance is still half of pre-pandemic levels, there is a clear, albeit gradual increase in attendance. We began 2022 with a dismal ASA of 40 at our main service plus 12 to 15 at 8:30 AM. The 8:30 attendance remains pretty steady (12-20). Our 10:00 AM service is growing back -- by mid-year we were at 60 and most Sundays in October/November we have seen about 70. We continue to have about 65 computers or phones log on to our Sunday Worship, either as live-stream or YouTube. This makes us hopeful for Trinity's future as we move out of the worldwide pandemic.



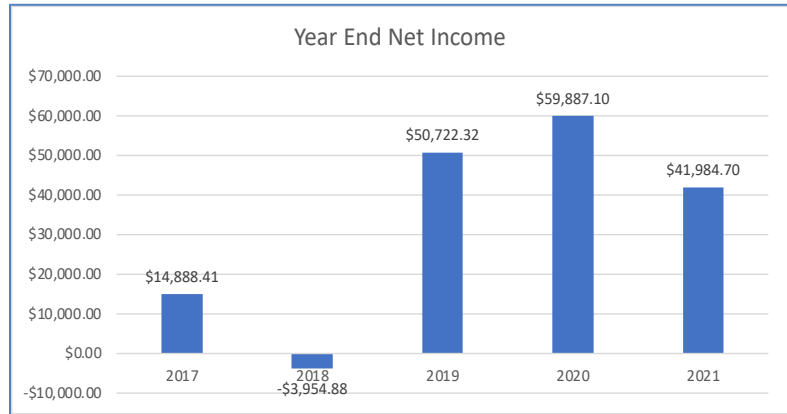
Baptism ages in Last 5 years



Baptisms: Trinity regularly receives visitors and adds new members. We are attentive to helping new people become involved and active in the life of faith, in attendance and participating in the life of the church. Trinity is a church that delights in introducing seekers to our Saviour. This is reflected in baptisms. In the past 5 years baptisms are down but they do show an interesting age demographic – showing that we are not just baptizing babies – Trinity is sharing the gospel with adults. Baptisms of adults are usually done with copious quantities of water.

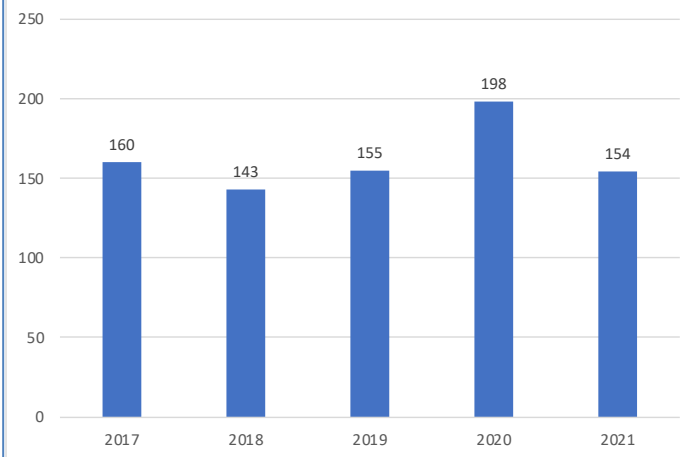
Finances

Trinity Church usually has balanced budgets and pays 110% of the requested Diocesan Apportionment. For four of the past five years, Trinity has ended the year in a surplus. (From these surpluses we have often paid at least part of the Diocesan Apportionment which is substantial.) 2022 is presenting some unique financial challenges. We have lost some significant givers, our Re:



Parish Profile; additional info, documents and links attendance and income dipped, we replaced two HVAC units at a cost of approximately \$35,000, and for half of the year we had additional payroll due to our Rector being on an extended paid leave-of-absence. 2022 may very well end with a deficit. We anticipate that 2023 will be a financially challenging year. We believe expenses are well controlled, however it will take time for income to improve as attendance returns.

Identifiable Givers



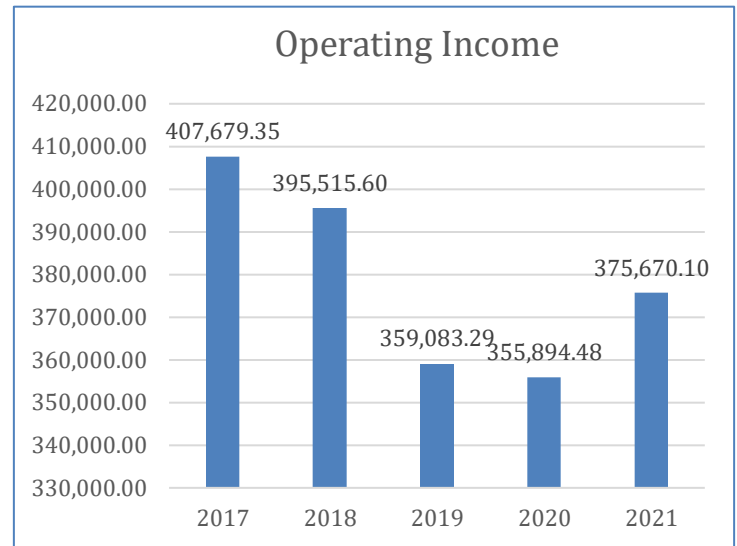
Income and Identifiable Givers

Through the last five years, identifiable givers have been quite steady. (2018 was higher because of a campaign to raise money for Syrian refugees that included one-time but identifiable givers from the community.)

However, during this same period our operating income was on a decline (2019 & 2020), with an increase in 2021.

Trinity is generally a generous parish.

Note: average annual giving per identifiable giver in this five-year period is \$2300. While up to date stats for the Diocese of Huron are not available, the average in the Diocese of Toronto is \$1509. Thus Trinity givers are about 50% above average Anglican in this province. Even so, given the benchmark standard of the Biblical Tithes of 10% – our giving patterns show considerable room for growth.



This reduction in income during a period when the number of identifiable givers remained substantially the same, reflects the reality that in the past few years Trinity has lost some pillars of faith in our community. Some moved to nursing homes, some passed away, a few moved away. These members tended to tithe and so their deaths have been felt by Trinity in every way and measurably in our income. We do speak several times a year to the congregation about generosity in giving being part of our learning how to follow Jesus – it often takes years to help people grow from being new followers to tithers.

2022

We are nearing the end of 2022, and we have had a number of significant non-budgeted items. In 2022 we replaced two HVAC units totaling an expense of approximately \$35,000. We also had an unexpected change of leadership. Our rector was on a paid leave of absence while at the same time, we had a full-time priest in charge – so we were paying two full-time priests for six months of 2022. We have put out a faith challenge to our church to assist in this significant deficit, but we will potentially need some of our reserved funds to balance our books this year.

We hope these graphs and charts help to explain Trinity's finances and statistics.

To really understand what makes Trinity Church special, one needs to know that we seek to trust Jesus in everything. We know ourselves to be people that Jesus has called to himself and we know that *“except the Lord build the house, they labour in vain who build it.”* (Psalm 127)

PARISH AND CONGREGATIONAL LIFE AND MINISTRY

A. DESCRIBE THE MOST RECENT (past 3-5 years) “GLORIOUS SUCCESS” IN YOUR CONGREGATION’S MEMORY (Something that had the whole congregation buzzing.)

There have been several.. Here are a few examples of what the believers at Trinity have witnessed God doing in our midst over the past few years.

VACATION BIBLE SCHOOL

We have a long history and solid reputation for offering excellent summer camps and VBS. The community knows that a good program is always offered at Trinity and our camps/VBS are usually sold out a month before we begin. After Covid, we resumed VBS in 2021, with a ½ day, week long program entitled “Mystery Island”. Children were grouped in “island” tents, and presentation teams moved between tents. Registration was limited. The event was a huge success.

With further lessening of pandemic restrictions we were able to run our usual all-day week-long VBS/Day Camp in 2022. The theme was “Zoomerang.” Groups engaged in crafts, drama, music and sports. There was a waiting list. Again, the event was a huge success. Children were thrilled and parents delighted.

MARKETPLACE IN BETHLEHEM ANNUAL OUTREACH EVENT

For many years we had a very popular St. Nicholas Eve children’s event in December. In 2021 this event was expanded to create “An Evening in Bethlehem,” with the goal of having greater opportunity to tell children about Jesus. Children participated in various activities in a “Bethlehem marketplace” setting, moving from station to station, culminating with a visit with St. Nicholas. Crafts made during the activity were sent home.

This event is shifting again 2022 from an evening to a Saturday daytime event with lunch provided. Children from Trinity and the community register online for this event. We hosted 60 children in 2021 and are planning for the same number in 2022. The point of “Marketplace in Bethlehem” is to invite the children of the community to visit Trinity, to have fun and make great memories, and to go home having learned that Christmas is about Jesus, who loves them.

UKRAINE REFUGEE ASSISTANCE

Trinity Executive discerned that God was calling Trinity to take action to assist in this crisis. We placed the need before the congregation to test the support that we would receive. The result was overwhelming. Two families opened their homes to host Ukrainian families, and the support enabled us to bring these families to Canada, to give each Ukrainian family a modest monthly stipend to assist, and to provide support to the host families for all costs. Our congregation continues to provide financial support for this effort which has been wonderful in every way. One of the families we have been assisting has joined us every week for worship and are becoming members. We have also assisted with a community wide group to assist other Ukrainians needing refuge in Canada.

CHURCH-WIDE MINISTRY EVENTS

Advent & Lent: Each year we offer seasonally themed opportunities for the community to gather for study. Usually, we have a teaching time followed by small group discussions. This past Lent our study followed Jesus on his *Journey to Jerusalem* culminating with the crucifixion and then the Easter story of the Road to Emmaus.

Holy Land Trip: Our Associate Priest, Canon Vicars Hodge and Bishop Terry Dance are leading a pilgrimage to the Holy Land in May 2023. This is Vicars 7th pilgrimage tour of the Holy Land and there will be folk from Trinity and others from other churches on the tour.

B. HAS THE SAFE CHURCH POLICY BEEN IMPLEMENTED IN YOUR PARISH?

Yes. In keeping with the Scriptural teaching and standards of conduct set by our Lord Jesus Christ, Trinity's Safe Environment Policy, STAR, was established in 2001. Our aim is to ensure that the STAR values of Safety, Trust, Accountability, and Respect are upheld in our relationships and in all of Trinity's ministries, activities, work, and facilities. Our Honorary Assistant and a parishioner oversee this program, the details of which can be found in the Safe Environment Policy document attached to this profile. Our STAR program predates the Diocesan SAFE CHURCH program and meets every requirement of the diocesan program. Through STAR Trinity adheres very carefully to all Diocesan policies and expectations relating to SAFE CHURCH. Those in leadership at Trinity have taken the Diocesan training workshops offered through our Deanery. One of our clergy has attended the "Train the Trainer" session and is offers the training to additional parishioners and new leaders as they come on board.

C. WHAT STRUCTURE IS IN PLACE TO MAINTAIN MINISTRY DESCRIPTIONS AND PROVIDE EVALUATION OF INDIVIDUAL'S MINISTRIES?

- Weekly staff meetings, chaired by the Rector, have provided opportunity for staff to pray together, have a time of mutual support, discuss any issues or successes regarding various aspects of their ministries, and do planning.
- For decades, it has been Trinity Church's routine for the Rector to meet annually with the Executive Committee for evaluation of the Rector's Ministry, and goal setting for that Ministry, and for The Parish's Ministry.
- One of the Wardens/Deputy Wardens along with the Rector meet with each member of our Staff each spring for staff performance reviews and goal setting.
- Parish Council goal setting is also done in the spring. Mission groups are required to review their commissions on an annual basis and report updates to the Executive Committee. Additionally, each mission has an executive liaison, who provides support and guidance as requested by the mission coordinators.

D. IS THERE A HEALTH AND SAFETY CO-ORDINATOR APPOINTED IN YOUR PARISH?

Yes. A member of the Executive and our clergy have oversight of Health and Safety issues at Trinity.

E. ARE REGULAR BUILDING INSPECTIONS CONDUCTED?

Yes. Our Property and Maintenance mission ensures proper upkeep of our facilities.

DESCRIBE THE MOST RECENT “DISMAL FAILURE” IN YOUR CONGREGATION’S MEMORY (Something that had the whole congregation long-faced.)

It was a great disappointment to Trinity’s executive, staff, and parish family as a whole, that our most recent Rector experienced performance and ethical issues that resulted in his licence being revoked by the Bishop. As a result we are now in the process of seeking to discern who God is calling to lead Trinity Church into our future.

Clearly this was a major disappointment for the parish, as we have never experienced anything like this before. Trinity is deeply grateful for Bishop Todd’s assistance, our Trinity staff’s diligence, and the ongoing leadership of our Priest in Charge, Canon Vicars Hodge during this time. We are a faithful church family and with this difficult situation behind us, we are ready to move forward, *“keeping our eyes fixed on Jesus who is the author and perfecter of our faith.”*

PROCLAIMING

1. HOW MANY NEWCOMERS (not transfers from other Congregations) WERE GATHERED INTO YOUR CHURCH FELLOWSHIP LAST YEAR?

We welcomed 14 new members to Trinity in 2021 and at least that many in 2022. These are interesting times as we have buried many of our faithful members, some have moved away, and new members continue to arrive.

2. HOW DID THESE PEOPLE DISCOVER YOUR CONGREGATION?

New people come to Trinity through a number of portals:

- Some come because their children are involved with our young people’s ministries and special events for children.
- Some come because of events like our Fall Fair.
- Some come because of recommendation of friends and family.
- Some join us as a result of the ministry of The ALPHA Course.
- Some are new to the area and or church shopping.
- Some come because of contact with us through community groups such as *Alcoholics Anonymous, Narcotics Anonymous* and *Harmony for Youth* who use our facilities.
- Some come because of contact with community ministries like who use our facilities.
- Sometimes people become part of Trinity Church through one of our LIFE Groups – making friends and tasting Christian community in a small group first and then later becoming worshippers.
- Some come to Trinity through contacts with *“Rainbows for all God’s Children”* our ministry to people who have suffered from separation or divorce.
- More than ever, people are finding us because of our online presence.
- The most significant reason for people coming is personal invitation.

Trinity is intentional in reaching out into the community, and is well known as an Anglican Evangelical parish that is a welcoming, community-oriented, Christ-centered and Gospel proclaiming church.

CONGREGATIONAL FAITH GROWTH:

1. DO YOU SEE SIGNS THAT PEOPLE IN YOUR CONGREGATION ARE DEEPENING AND GROWING IN FAITH?

The Alpha Course and other ministries have produced significant fruit over the years.

We are always hearing of people whose lives have been changed forever by meeting Jesus in some way at Trinity. Our LIFE group leaders often share wonderful stories of such encounters. A look at our Baptism register shows that we baptize adults – not just children.

2. DO YOU SEE SIGNS THAT PEOPLE IN YOUR CONGREGATION ARE SLIPPING IN THEIR FAITH? Yes

What are the signs?

- We have seen some fatigue among members in the past year.
- It is more difficult to get people to commit to taking on ministry leadership roles.
- Some new members are not giving as generously as the generation that are passing off this scene.

SERVING - OUTREACH

The following list includes some areas of human need, which might be affecting people in the area served by your congregation.

- Refugees/immigrants
- Drug dependency
- Mental Health concerns
- Youth at risk
- Hunger
- Homelessness
- Domestic violence
- Sickness
- Unemployment
- Loneliness
- Aging population.

1. IDENTIFY AND COMMENT BELOW ON THOSE YOU WOULD SAY ARE MOST SEVERELY AFFECTING MEMBERS IN THE LOCAL COMMUNITY IN ORDER OF SEVERITY, AND ADD TO THE LIST IF THERE ARE OTHER ISSUES AFFECTING PEOPLE IN YOUR LOCAL COMMUNITY.

All the above-mentioned issues and conditions are present in our community in varying degrees, as is the case in most cities. **Hunger, homelessness, sickness, mental health issues, and substance abuse are the most frequently named issues.** Many of Trinity's outreach efforts are aimed at assisting those affected by poverty.

This year, the Ukrainian crisis and resulting humanitarian need, led to an immediate and unanimous decision to sponsor two families to come to the area. Two Trinity families are currently hosting Ukrainian families with financial assistance and practical support from the congregation. Trinity is also assisting the Sarnia Lambton Ukraine group.

2. WHAT ISSUES ON THE ABOVE LIST ARE BEING ADDRESSED THROUGH CHURCH PROGRAMS/ACTIVITIES? APPROXIMATELY HOW MANY PEOPLE FROM THE CONGREGATION WOULD BE INVOLVED IN EACH AREA OF NEED BEING SERVED?

The following programs aim to serve those in need in our own community, and the wider world. (Some of these have been previously mentioned in this profile.)

A. LARC (Lambton Anglican Refugee Committee). In 2015, Trinity initiated deanery involvement in responding to the refugee crisis. One of our members chairs this deanery committee and many Trinity folk, along with members of other Anglican churches and volunteers from the community, have generously donated time, money and other resources to provide homes and a new life for several refugee families.

B. INN OF THE GOOD SHEPHERD

Food Bank: Trinity members contributed approximately \$5000 to this local food bank in 2022. Donations of food are collected in a box provided at the church entrance. A Trinity member takes contributions to the food bank on a weekly basis.

Soup Kitchen: Meals are served each day of the year. Two Trinity groups are responsible to serve 18 of these meals each year. More than 25 people help out with this outreach.

Christmas Dinner at the INN: For the past few years Trinity has put on a special Christmas dinner at the Inn that includes great food, Christmas music and some gift giving. Clients are served at table as special guests, and really enjoy the special attention. Up to 60 Trinity folk have been involved in the preparation and serving of this meal.

C. NEIGHBOURLINK: Trinity is a founding member and on-going supporter (financial and volunteers) of this non-profit organization that provides people in need with practical help and basic resources by linking them to a network of community donors and volunteers who care.

D. HABITAT FOR HUMANITY: Trinity provides financial support and some hands-on help to this organization whose mission is to mobilize volunteers and community partners in building affordable housing, and promoting homeownership as a means to breaking the cycle of poverty. Habitat's vision is "a world where everyone has a safe and decent place to live." Trinity has participated financially and hands on in two Faith builds to date.

E. CHRISTMAS PROGRAMS: Trinity takes part in the Samaritan's Purse Operation Christmas Child. This Shoe Box program provides a way for individuals and families to share the joy of Christmas with children living in countries that have been ravaged by war, famine, extreme poverty, disease, or natural disaster. Trinity has been involved in this program for many years.

F: WOMEN'S INTERVAL HOME: For woman and their children needing refuge from abusive home situations. Trinity supports this Home through the Ladies Guild and through our Christmas clothing collection.

- G. CHILD SPONSORSHIP:** Trinity sponsors 10 children in Haiti through Compassion Canada. Many parish members contribute toward the costs of sponsorship through their regular envelope giving, and several people in the parish write to these children regularly. Sponsorship of Haiti children has been on-going since 1989.
- H. SHUT-INS:** Trinity's Clergy and lay members visit our shut-ins, many of whom are lonely and in need of some caring attention and a "listening ear."
- I. EMERGENCY FUND:** Trinity members contribute to this fund that serves individuals (both within and outside of Trinity) who have urgent needs. In addition to the distribution of funds, Trinity offers hands on help when appropriate, to those requesting assistance.
- J. PRIMATES WORLD RELIEF / HURON HUNGER FUND:** Trinity provides ongoing support to these funds that provide emergency relief and development aid throughout the world.
- K. SERVING THROUGH PRAYER:** Trinity members believe in the power of prayer and we consider prayer as an important act of service, whether it be individual prayer, corporate prayer, or prayers by the various prayer groups mentioned earlier in this document.
- L. OPENING FACILITIES TO THE COMMUNITY** While Trinity does not directly serve in the *Alcoholics Anonymous, Narcotics Anonymous, or Harmony for Youth* programs, these groups use our facilities an on-going weekly basis. We see this as an important service to the community, in that we are providing a safe environment for these groups. Opening our facilities is an outward expression of our commitment to reach out to the hurting in our community.
- M. ADDITIONAL COMMUNITY OUTREACH** Trinity prayerfully supports the following outreach efforts, and opportunity is provided for members to engage hands-on in many of these groups:
- Dismas
 - Nightlight Sarnia
 - Gianna Home
 - Lambton Right to Life
 - The Pregnancy Options & Support Centre
 - The Rock on Campus (Chaplaincy at Lambton College)
 - Chapel at the Inn

CHANGES, DISCOVERIES, AND LEARNING

1. WHAT IS THE MOST IMPORTANT CHANGE TAKING PLACE IN YOUR CONGREGATION NOW?

Clergy Leadership Change

While we await the selection of a new Rector, the continuity provided by our Priest in Charge is very helpful. His identified priorities: encouraging unity and fellowship within our parish family, providing opportunity for learning how to follow Jesus, and moving ahead with our ministries, post pandemic.

Covid Created Changes. The pandemic devastated Trinity's children and youth ministries and there needs to be significant work done to rebuild these ministries. Covid also decimated our attendance and hurt our income. Recovery will take time and excellent leadership from clergy and lay alike.

2. WHAT IS THE MOST IMPORTANT CHANGE THAT IS NEEDED IN THE NEXT TWO YEARS IN YOUR CONGREGATION? WHAT STEPS HAVE BEEN TAKEN IN THE DIRECTION OF THAT CHANGE:

The selection of a new Rector. The Selection Committee has begun its work and the committee and the process are being undergirded in on-going prayer. One of the biggest challenges for the Selection Committee is to listen to the Holy Spirit while it carries out the task at hand. Another challenge is to try to reduce the angst of the congregation around this process. The Bishop's visible support of this process and on-going communication are appreciated, and will be key as the process moves forward.

Rebuilding after Covid

Post Covid there is a great deal of rebuilding to do. It feels like we are required to *make bricks without straw* - the staff and leaders are working very hard. These are demanding times for leadership.

While maintaining our online presence, we will seek to encourage greater in-person attendance at public worship. This will be a lengthy process requiring patience and time. Many of our people remain Covid cautious and are not yet ready to venture out.

3. WHAT ARE THE MAJOR SOURCES OF TENSION OR CONFLICT IN THE LIFE OF YOUR CONGREGATION? WHAT IS BEING DONE TO ACKNOWLEDGE THOSE AND TO ALLOW THEM TO BECOME A SOURCE OF GROWTH AND NEW ENERGY FOR YOUR CONGREGATION?

A source of tension at Trinity over the past year of two has been in regard to **Diocesan Covid-19 protocols**. In the Ecclesiastical Province of Ontario the House of Bishops had agreed on protocols for masks and vaccinations of leaders that were consistently more stringent than those required by the government. There was very little local discretion granted to parishes on this topic. We are not debating the wisdom of that approach but simply naming this as a significant source of angst in the past year.

More than half of the active parishioners of Trinity Church are not cradle Anglicans and many of them have regular fellowship with members of other evangelical protestant churches where the Covid restrictions were far less stringent. Other protestant and even Roman Catholic churches were assembling for public worship months before we were allowed to do so. This produced

growing frustration among some members and some began to worship at other churches with less stringent regulations.

Within Trinity we experienced the tension that came from having about a third of our congregation who were very Covid cautious (and thus happy with the regulations) and about a third who were thoroughly fed-up with what they saw as diocesan overreach. The requirement that we exclude from liturgical leadership those who were not fully vaccinated added further stress to the situation. Our leadership is relieved that this time of significant intra-parish tension is now mostly behind us.

Some historical context about another past source of conflict is likely helpful. In 2012, in the midst of the Anglican Church's disagreement about the blessing of same sex unions, about 80 people from Trinity left our congregation to start an ANIC Church. Coincidentally, that schism took place during a clerical interregnum.

Most, but certainly not all of Trinity's congregation hold theologically conservative views on this topic. After this dust-up, and once or twice over the last ten years following, successive Rectors have indicated that they do not believe that such blessings are Spirit-led development of doctrine, but rather a departure from Biblical Christian teaching. Knowing that their Rector would not be participating in same-sex blessings or marriages was sufficient to end the controversy. And in the years since, our clergy have done all in their power to avoid this topic becoming a source of division.

The primary difference between those who stayed and those who left was ecclesiological not theological. Both groups were pretty much on the same page regarding "the issue." However, those who left believed that "shaking the dust off their feet" was the required Godly response. Those who stayed believed that as long as their parish church remained committed to orthodox doctrine and the Diocese respected the consciences of our parish clergy, that remaining in the Anglican Church of Canada was the most faithful response.

This topic is not currently an issue at Trinity and we are careful to ensure that it does not again become a controversy. As already stated, while most of our members would be of theologically conservative leaning on this topic, we are not all of one mind. This being a topic that usually generates "more heat than light," we tend to answer questions on this topic privately. We are committed to being faithful members of the Diocesan Family and are focused on the work of proclaiming the Good News and carrying out the ministries God calls us to.

4. IN YOUR OPINION WHAT'S THE MOST IMPORTANT THING YOUR CONGREGATION HAS LEARNED OVER THE PAST TWO YEARS ABOUT ITS LIFE TOGETHER? HOW HAVE YOU APPLIED WHAT YOU HAVE LEARNED TO CREATE A DIFFERENT FUTURE?

We are a Community of Hope grounded in the Gospel of Jesus Christ. The changes brought upon us by the pandemic required us to learn quickly a great deal about using technology in ways that allow us to communicate the Good News. Live-streaming worship, using YouTube, recording worship songs, using PTZ cameras, etc. have become part of our life.

Through our website we now receive on-line prayer requests, post sermons, communicate who we are, and present opportunities for folks to join us on our journey of learning to love and serve Jesus.