



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Oct 7, 2022)

Trinity Parish, Tennessee

317 Franklin Street, Clarksville, TN 37040, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 11/04/22.

jhoward@edtn.org

Weekly Average Sunday Attendance (ASA)	Number of Weekend Worship Services	Number of Weekday Worship Services	Number of Other per Month Worship Services
96	2	2	
Current Annual Compensation	Cash Stipend	Housing / Rectory Detail	Utilities
	\$94752		
SECA reimbursement	Compensation Available for New Position	Housing Available for	Pension Plan
\$7248			We're in compliance with CPF requirements.
Healthcare Options	Dental	Housing Equity Allowance in budget	Annual Equity Amount
Full family	No	No	
Vacation Weeks	Vacation Weeks Details	Continuing Education Weeks	Continuing Education Weeks Details
One month, including 5 Sundays (standard)		2 (standard)	
Continuing Education Funding in budget	Sabbatical Provision	Travel/Auto Account	Other Professional Account
up to/including \$500/year	Yes	Yes	Yes

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Describe a moment in your worshipping community's recent ministry which you recognize as one of success and fulfillment.

While COVID was devastating, there were bright spots in our navigation of the pandemic that helped us remember how much we appreciate and love one another. During lockdown, our lead verger organized parishioners recording themselves doing the readings for inclusion in prerecorded YouTube services. It was a weekly highlight seeing one another's faces and hearing one another's voices and a welcome reminder of our congregational ties. After many months without Eucharist, we experimented with providing Eucharist to-go. The priest blessed the wine and host, sealing the wine in salad dressing cups and the bread in tiny manilla envelopes. These were distributed from our parking lot. About 100 Communion packs a week were distributed, providing a joyful reunion with many parishioners who got to be face-to-face for the first time in almost a year. We returned to in-person worship, with masks and other protocols, during Holy Week 2021, and in October 2021, we held a church picnic and outdoor worship service, providing a return to worshipping together unmasked. We had a huge turnout for an event that for many marked our return from months of isolation, providing us with a happy reunion.

How are you preparing yourselves for the Church of the future?

As with many churches, the COVID shutdown forced us to quickly pivot online. Fortunately, we already had many digital tools in place to make this transition fairly seamless. We already had a website, of course, and we had transitioned years earlier to an emailed rather than physical newsletter. We were already publishing our bulletins online. Most importantly, we already had a thriving Facebook presence, so the lines of electronic communication with parishioners were already active. With that first COVID lockdown in March 2020, we immediately shifted to a Facebook Live worship service. Within a few weeks, we moved to a more organized YouTube service that over time incorporated livestream and prerecorded elements of the liturgy. Now that we are back to regular in-person services, we are continuing to livestream the main service over YouTube and have been investing in new technology to improve that experience. Financially, we have eliminated all debt except money owed to our interest-free endowment fund, which we expect to repay within six years. This includes complete rebuilding from a 1999 tornado that destroyed our sanctuary.

Please provide words describing the gifts and skills essential to the future leaders of your worshipping community.

spiritual, interpersonal, passionate, charismatic

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Describe your liturgical style and practice for all types of worship services provided by your community.

Trinity's liturgical style is best described as broad church, with elements such as the Eucharistic Prayer and Prayers of the People changing regularly with the season or pastoral need. The principal Sunday service is HE Rite II at 10 a.m., served by five vested lay servers (crucifer/first server, two torchbearers, and two LEMs), a verger (vested only for baptisms and high holy days), two lectors, a lay member reading Prayers of the People from the nave and two ushers. Music is provided by a choir comprised of volunteers and students on scholarship, a paid director, a paid organist, and youth and adult handbell choirs. Incense is used at Christmas and Easter. On high holy days we add elements such as the lighting of votive candles on All Saints and the waving of red pennants on Pentecost. The tone of announcements is casual. Passing of the Peace is done with aplomb. The Sunday 7:30 a.m. HE is a spoken Rite I service with one vested acolyte and a single lector, and with a dedicated and growing attendance. Both services are supported by greeters and an Altar Guild. We also offer a Tuesday noon spoken Eucharist, and a Wednesday evening Compline to end activities.

How do you practice incorporating others in ministry?

All members are welcome and encouraged in formal messaging to join in our various ministries and outreach programs. When members have new ideas, they are almost always supported and encouraged. Education for Ministry courses are ongoing. Where we sometimes fall short is in actively approaching newcomers and the uninvolved to take on specific ministries. Those who are active often are too busy to engage in adequate one-on-one recruiting. Starting this summer, we are implementing Invite Welcome Connect (<https://www.invitewelcomeconnect.com/>) - a framework to help us better evangelize and integrate new members into the life of the church. IWC was introduced to the Vestry at our summer retreat in May 2022, is being presented to our Parish Ministries Council over the summer, and we intend for it to be introduced with training parish-wide before Advent begins. Rather than simply continuing the old refrain of "we need more volunteers," this program provides an intentional path. We want to come back from COVID with a renewed focus and a structured approach toward community evangelism, volunteer engagement, and spiritual ministry.

As a worshipping community, how do you care for your spiritual, emotional and physical well-being?

For spiritual well-being, we have Sunday school classes for adults, including Adult Bible study and classes on contemporary topics. We offer two middle/high school (youth group) classes, one Sunday morning after the principal service and one Wednesday evening. Godly Play classes are on Sunday morning for pre-school through elementary ages, and a Wednesday evening we have a Children of Trinity class. We also offer a Wednesday night class for adults. Once a year we start a new Education for Ministry (EfM) class. Lay Eucharistic Visitors work with a Pastoral Care Committee to arrange home communion for shut-in members. For physical well-being, we offer Wednesday night dinners, meals prepared for delivery to shut-ins and those in need due to sickness/injury, and weekly yoga classes. For emotional well-being, we offer a weekly middle/high school youth group with a paid part-time youth minister, small-group supper clubs, a Trinity Travelers excursion group for all members, along with our annual church picnic and this year a Trinity Homecoming Festival to help in bringing the community back together.

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How do you engage in pastoral care for those beyond your worshipping community?

Trinity's outreach, while continuing to provide boots-on-the-ground volunteers, will also Tithe Outreach, meaning the budgeted amount will be made available to local programs through grant requests. This program began in spring 2022. Our main outreach activities include: Loaves & Fishes: A feeding kitchen program that began Trinity's kitchen in the early 1980s and is now a multi-church nonprofit. The Trinity Team is 20 individuals who prepare, cook, and serve 150-200 meals once a month. Nashville CARES: This HIV/AIDS outreach agency provides free HIV testing, counseling, nutritional supplements, and medication support. Trinity permanently hosts the Clarksville office in our parish house. Pre-pandemic we provided drivers for meal delivery. FUEL: Provides schoolchildren weekly backpacks of food. We provide 30 bags a week, though at the height of COVID, we increased that to 60. Project Transformation: A summer reading program engaging children, young adults, and churches in purposeful relationships. Trinity provides 15 volunteers. Room in the Inn: Volunteers provide dinner and breakfast for up to 16 homeless individuals during the winter months. 20+ parishioners participate.

Describe your worshipping community's involvement in either the wider Church or geographical region.

We join in several ecumenical outreach programs, including Room In The Inn for the homeless, FUEL packages of food for schoolchildren, and the Loaves and Fishes soup kitchen. In the past we have had a pulpit swap with a local Lutheran church, as well as participated in many ecumenical services. We have parishioners serving on the boards of several local outreach nonprofits, including Soldiers and Families Embraced, Nashville CARES (an HIV/AIDS outreach), Habitat for Humanity, and Insight Counseling (an ecumenical therapy agency). We have parishioners serving as members of the diocesan Episcopal Endowment Corp., the national Vergers Guild, the diocesan Cathedral Chapter, and the multi-diocese Episcopal Churchmen of Tennessee. We also have a parishioner who is a candidate for the diaconate and has taken on leadership of outreach as his primary ministry. Our previous rector was a board member of several local ecumenical and secular organizations, along with diocesan involvement. Our interim rector has been on the diocesan Dandridge Trust Board, Bishop and Council, and the Bishop Search Committee.

Tell about a ministry that your worshipping community has initiated in the past five years. Who can be contacted about this?

Trinity's Love in Action, held on fifth Sundays since October 2017, is where liturgy meets the street; we celebrate the Holy Eucharist while participating in an active outreach ministry. In the past we have celebrated Nashville CARES, Loaves and Fishes, Project SAFE, NA and recovery from addiction. TLIA is celebrated off campus or on campus depending on the ministry and the needs presented. A good, tangible example of Love in Action took place March 31, 2019. Trinity met at Byrns Darden Elementary. Shortly after 10 am, the service began with the Liturgy of the Word in the school's cafeteria. The principal welcomed us. After the Gospel, our priest dismissed us to our workstations to respond to the Gospel through action: gardening and maintenance work, deep cleaning, and organizing of donations. The people reconvened at 11 a.m. for Liturgy of the Table at a makeshift altar. Far from being a one and done, TLIA is an expression of ongoing commitment to established ministries. It brings the entire parish into community with the people around us. It is our liturgy in the world.

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What is your practice of stewardship and how does it shape the life of your worshipping community?

In 2021, our stewardship campaign used a program from Salt with the theme “Future with Hope.” The intent was to help members grow in their own journey of generosity. For some, this meant making an intentional decision to give for the first time, while for others it meant increasing their giving, with the goal of every member aspiring to a true tithe of 10%. In our 2021 stewardship campaign, we had 11 new pledging families for a total of 119. Roughly 86% of Trinity’s membership participates in pledging. That said, Trinity’s average percentage of income given is 1.8%, which is low compared to the Episcopal Church average of 2.3%. This year, we will use “Future with Hope” again but will overlay a more practical and transparent approach about our needs, our requests and our reports, a method that had great success a few years back. Also last year we established The 1832 Society of Trinity Episcopal Church, to educate on, provide mechanisms for and recognize planned future planned gifts, such as in an estate will.

What is your worshipping community’s experience of conflict? And how have you addressed it?

Trinity is a low-conflict parish. Like most churches, we did have disagreements about COVID protocols during our return to in-person worship in the spring of 2021, when vaccines were still not yet available to all. The Vestry and other lay leaders worked carefully in coordination with the priest to explain the protocols and address the frustrations of those who wanted a less guarded response.

What is your experience leading/addressing change in the church? When has it gone well? When has it gone poorly? And what did you learn?

Because we are the only local parish, we have to be all things to all Episcopalians, supporting diverse views at the same table. This has made us adept at managing change and riding the currents of diverse views on how to proceed when change is difficult. Leadership of change went well amid debates over LGBT inclusion. We were already a diverse church, with openly gay members and leaders for many years prior to 2008. As tensions rose across the wider church, local members who were resistant to inclusion already had loving bonds with LGBT brothers and sisters. We did lose a few parishioners, but we had many conversations that led us to a path of loving inclusion, even amid theological differences. On what has not gone as well, looking back over our pandemic experience, there are lessons to be learned. Some parishioners felt we were being too careful, while just as many felt we weren’t being careful enough. At the height of these changes, unforeseen circumstances led to the rector being absent for several months. Lay leaders filled the gap as best they could, but it demonstrated to us the need for strong in-person, engaged leadership, especially during times of dramatic change.



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Prior Incumbents

Name	Position Title	Date Begun	Date Ended
Meghan Ryan	Rector / Vicar / Priest-in-Charge	2015-11	2021-12

Name	Position Title	Date Begun	Date Ended
Reynold Mickey Richaud	Rector / Vicar / Priest-in-Charge	2001-12	2014-07

Name	Position Title	Date Begun	Date Ended
David Murray	Rector / Vicar / Priest-in-Charge		2000-04

Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School
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Number of Teachers/Leaders for Teen/Young Adults School	Number of Students for Teen/Young Adults School	Number of Teachers/Leaders for Adults School	Number of Students for Adults School
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Day School	Number of Students for Day School	Number of Teachers for Day School	Number of Total Staff for Day School
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Worshipping Community Web site: trinityparish.com

Media Links:

[instagram.com/trinityparishtn/](https://www.instagram.com/trinityparishtn/)
twitter.com/TrinityParishTN

Online References:

[facebook.com/TrinityParishTN](https://www.facebook.com/TrinityParishTN)
[youtube.com/c/TrinityParishTN](https://www.youtube.com/c/TrinityParishTN)

Languages Significantly Represented:

Provide Worship or Classes in:

References

Bishop:

The Rt. Rev. John C. Bauerschmidt

Diocesan Transition Minister

615-251-3322 | jhoward@edtn.org

The Rev. Canon Jody Howard

Current Warden/Board Chair

931-551-7412 | norakatemom@gmail.com

Kate Smith

Previous Warden/Board Chair

931-206-3929 | jpharpel@charter.net

Phil Harpel

Search Chair

Sheila Foust and Jan Hodgson

Sheila: 931-220-7000 | sfoust@me.com; Jan: 931-220-4141 | jangh@att.net

Parish/Institution

Local Community Leader

Mayor Joe Pitts

931-249-7539 | joe.pitts@cityofclarksville.com