

2010

Annual
Report



Annual Parish Meeting
Sunday, February 27, 2011

Trinity Church of Covington, Inc.
326 Madison Avenue
Covington, Kentucky

PRAYER FOR AN ANNUAL MEETING

Almighty and everliving God, source of all wisdom and understanding, be present with those who take counsel for the renewal and mission of your Church. Teach us in all things to seek first your honor and glory. Guide us to perceive what is right, and grant us both the courage to pursue it and the grace to accomplish it; through Jesus Christ our Lord. Amen.

CLOSING PRAYER

Everliving God, whose will it is that all should come to you through your Son Jesus Christ: Inspire our witness to him, that all may know the power of his forgiveness and the hope of his resurrection; who lives and reigns with you and the Holy Spirit, one God, now and for ever. Amen.

BLESSING

The God of Truth bless you with discomfort at easy answers, half truths, and superficiality so that you live from deep within your heart. **Amen.**

The God of Understanding make you tender in the face of pain and rejection so that others can know the comfort of your acceptance. **Amen.**

The God of all Wisdom bless you with enough foolishness to believe that you can make a difference in this world, so that you can lead others to do what many claim cannot be done. **Amen.**

And the blessing of God, Father, Son, and Holy Spirit be among you and remain with you always. **Amen.**

2010 TRINITY PARISH STAFF

Interim Rector: The Rev. Nicolette Papanek
Director of Music: Dr. John A. Deaver
Interim Christian Formation Leader: Judy Clements
Parish Secretary: Judy A. Long
Sexton: Richard Putthoff
Finance Administrator: Gary Gabbard
Senior Warden: Tony Milburn
Junior Warden: Mary Ann Weiss
Treasurer: Jean Brann

CHURCH: 326 Madison Avenue
CHURCH OFFICE (and mailing address): 16 East Fourth Street
Covington, Kentucky 41011
Telephone: (859) 431-1786
FAX: (859) 392-2361
Web Site: www.trinitychurchcovky.com
e-mail address: info@trinitychurchcovky.com (Judy Long)
priest@trinitychurchcovky.com (The Rev. Nicolette Papanek)

Church Office Hours
Monday - Friday
9:00 A.M. - 12:00 Noon
1:00 P.M. - 4:00 P.M.

MISSION STATEMENT

Trinity Episcopal Church in downtown Covington serves a diverse community. We are committed to the celebration and worship of Jesus Christ in a parish nurtured by education and fellowship. As Christ's servants, we strive to share God's love, and our resources, in the greater community.

2010 PARISH ORGANIZATION

Acolytes: Young People grades 4 and older, Mary Ann Wolff, Gary Gabbard,
Brandon Gabbard, Coordinators

Adult Bible Study: Class Members

Adult Forum: Jim Adams

Altar Guild: Audrey Board, Directress

Books and Beliefs: Adults, Ecumenical, Gay Smith, Convener

Christian Education: Judy Clements, (March 1)

Vacation Bible School: Peggy Johnson, Karen Wells, Nancy Grayson, Nicole Montello
and Gina Russ.

Daughters of the King: Women of all ages, President: Mary Ann Wolff

ECW: Episcopal Church Women of Trinity, President: Gelene Speicher

Episcopal Youth Community: Linda Robinson, Parents, and Nicolette Papanek, Advisors

Eucharistic Ministers, Lectors, Intercessors and Oblation Bearers:

Nicolette Papanek, Coordinator; Audrey Board, Scheduler

Experiencing Benedictine Spirituality: Participants, coordinators

Flower Guild: Amy Heilbronner, Coordinator

Generally Xers: Chris Kelley, Coordinator

Men of Trinity: Randy Railey, Convener

Men's Prayer Group: John West and David Davidson, Coordinators

Music Programs: John Deaver, Director of Music

Senior Choir-High School age and up

Brass Ensemble-Grades 9 and up

Children's Choir- 4 years to 6th Grade - Melissa Dugan , Coordinator (Jan - June)

Jane Owen (July to Dec.)

Chimers Guild- Keyboard Players

Needlepoint Guild: Ann Hicks, Coordinator

Parish Community Night: Ellen Hackman, Convener

Prayer Shawl Ministry: Gay Smith and Cynthia Walker, Coordinators

St. Anne's Mothers' Group: Shannon Gemeinhardt, Nancy Grayson, Coordinators

Ushers: Larry and Lois Mescher, Coordinators

Webmaster: Chris Kelley

RECTOR'S REPORT

What in God's Name is going on at Trinity? That was the question I asked in my first sermon at Trinity in March 2011. It's a question I continue to ask. What God is doing at Trinity grows, changes, and increases as people respond to God, one another, our neighborhood and world. An Annual Report is a good time to look to the past and value what we have done. Looking to the past allows us to recognize and gather our memories of God's work and take those memories into the future as we plan what happens next.

Oftentimes a Rector's Annual Report consists of the statistics we file with the Diocese and the national office of the Episcopal Church. The Parochial Report, as it is called, is a numerical compilation of the work of the church.

The challenge of a Parochial Report is to ask, "What do these figures tell us about how God is working in this congregation?" And, while numbers can help us tell if we are doing more or less of something, numbers have little to say about the quality of what we do. I sometimes look at Parochial Reports and think of one of my favorite nonsensical bumper stickers: "Jesus is coming. Look busy!" Just being busy is seldom the answer for a thriving church. What we need to do more of is what started with our Summer Salad Gatherings and our Holy Conversations. We heard people's stories. Stories tell us where and how God is working in our lives and what we need to do more of to increase God's presence among us. In listening to your stories and acting on those stories, here are just a few of the places I have seen God among us this past year.

- A multi-generational Maundy Thursday service included teaching about Lent and Holy Week.
 - The Good Friday Liturgies with Stations of the Cross used simple, direct language to make the events of the Passion accessible for all ages.
 - Dramatic readings of the Passion Gospel on Palm Sunday gave new life to the Passion Story.
 - Excellent music year-round, including high Holy days such as Easter, Pentecost, Trinity Sunday, Christmas, and so forth. For this we thank the continued work of John Deaver, the Adult Choir, the Children's Choir and directors, and the Trinity Brass Players.
 - The reintroduction of our tintinnabularium (the bells and tinkling glass and brass pieces on a pole carried in procession) for special worship services.
 - A spirit of quiet listening during Advent that is carrying over into all our worship together.
 - Salad Sundays. Our new summertime alternative to our regular Soup Sundays, thanks to the wonderful work of Judy Clements and many others contributing to this ministry of fellowship and hospitality.
 - The Outreach Team's continued ministry with John G. Carlyle School programs and their intense collaboration with the Covington community to get the playground project completed in 2011.

- An incredible Stewardship Campaign that broke the myth that “people tend not to give during a transition,” and instead gained us both new and increased pledges for God’s work at Trinity.
- Willingness at Trinity to “revalue” some of our events, ministries, and social activities, and ask, “How can we have more of God working in these things?”
- The ministry of the Communications Commission to enhance and improve how we get the word out about Trinity, not only to one another, but in the community and the greater world.

These things are not listed in any particular order, and I know I have neglected to mention many. If I try to list everything and thank everyone who has participated, I am sure to leave some one out. Instead, I thank all of you for making me welcome in March 2010 as your Interim Rector. I thank everyone at Trinity who has made me welcome and supported our ministry together. I look forward to the rest of our time together as the continuing story of God working our lives. Let us continue to ask together: What in God’s Name is going on at Trinity?

Blessings!

Nicolette+

DIRECTOR OF MUSIC

2010 was a year of growth for the Trinity Choir both numerically and musically. In September we added four new people to the choir fairly equally divided among sections. The highlight of the spring was the choir with orchestra offering Bach Cantata No. 79: *God, the Lord, Is Sun and Shield* at the May Evensong. Trinity’s all-volunteer choir rose to the occasion having worked on the first movement of the cantata since the beginning of the choir season. The calendar year ended with a flourish with the choir performing a 25-minute cantata as the prelude to the late service on Christmas Eve. *The Risk of Birth* by Michael Sitton was composed in 2007 for choir, wind quintet, and organ using poetry of Madeleine L. Engle, W. H. Auden, and Katherine Lee Bates (of *America the Beautiful* fame) among others. Thank you, Choir!

2010 was a year of refinement for the Trinity Church Brass Ensemble. Their playing at the Christmas Carol Sing of the December Midday Musical Menu was the best that I can remember in 21 years of playing for it. We are indeed fortunate to have parishioners (from high school to retired) willing to share their time and talents to enrich our worship throughout the year. One of the nicest tributes to their hard work was the congregation getting quiet and remaining quiet during their offering of the prelude at the early service on Christmas Eve. Thank you, Brass!

2010 was a year of change as we said goodbye to Joe and Gail Pennington after 20 plus years. The month of February was a month of celebrating their ministry. Many of the anthems during the month were ones which Joe had mentioned as particularly liking over the years. The organ recital at the February Midday Musical Menu was given in honor of the Penningtons. The month culminated on February 21 with an afternoon service with choir and brass (and the bishop!). The Penningtons final Leave-Taking was accompanied by the Trinity Church Brass Ensemble playing “When the Saints Go Marching In.” Thank you, Joe and Gail!

Thanks to the diligent work of the Transition Committee, we did not miss a beat with Nicolette Papanek beginning on March 1. Within three weeks Nicolette had sung her first Evensong ever! Thank you, Nicolette!

2010 was a year of change of directors for the Children's Choir. After five years of expert organization and leadership, Melissa Dugan passed on the torch to Jane Owen. All of us in the parish appreciate the work you have done and are doing of sharing the joy of making music with the children of the parish. Thank you Melissa and Jane!

2010 was a year of new vitality as we now have two pre-teen chimers sharing their piano skills on the restored 10 bells in the tower. Our in-tune bells have increased the number of chimers so that they now play once a quarter. Thank you, Chimers!

2010 was a year of continuity. The Midday Musical Menu luncheon concert series began its 30th season in September. The series provides an opportunity to share some of the amazing musical talent at Trinity with the community as well as providing an opportunity to present some of the local talent from the Northern Kentucky and Cincinnati area. The concept would not be possible without the ECW and their many helpers providing lunch. Thank you Performers, Chefs, and Helpers!

2010 has been a year of my having to rethink all that I do in ministry at Trinity. New leadership brings fresh ideas. It has been a time of sharing with Nicolette what we have done in liturgy and being open to try new things or to rethink things we have done in the past. The renovation of the offices, which began in September, is an outward sign of the renovation going on within all of us as we prepare for a new rector.

Last, and certainly not least, thank you for celebrating my 30 years with you. Special thanks to the vestry for the reception following Evensong in November. Thank you to all of you for commissioning the organ piece from Daniel Gawthrop and the anthem for Trinity's choir from Michael Sitton. By commissioning pieces of music for the church you are assuring that talented people continue to use their creative gifts for the church and are taking part in God's creative process. Thank you from the depths of my heart.

John A. Deaver

SENIOR WARDEN

Change, something new, that's different. These are some of the phases I have heard a lot this year at Trinity.

As 2010 began we said goodbye and Godspeed to Joe and Gail Pennington as they started a new and wonderful phase of their life together and we welcomed our new Interim Rector Nicolette Papanek.

As the year progressed we have witnessed a different preaching style in the pulpit, and changes to our worship services.

The Vestry experienced a less business oriented and more spiritual type of retreat.

A Communication Commission was formed and is in the midst of expanding and deepening the ways we learn about Trinity and all the many events and offerings that are available to us.

The office was renovated so it would have a more professional appearance and the office equipment was upgraded. This will allow us to do a great deal of in house printing to assist the Communication Commission and upgrade the Church Bulletins.

Our interim Christian Formation Director, Judy Clements and her teachers have made many subtle changes to the children's programs that allow it to continue to thrive.

And finally, we have a Nominating Committee in place that, through their hard work, with a great deal of input obtained from most of you at the Holy Conversations, has begun the search for a new Rector.

While we have embraced many exciting changes this year we still have the biggest and most exciting change yet to look forward to this year, calling a new Rector.

This is truly an eventful time in the life of Trinity and I believe that we are being guided by the Holy Spirit. Praise God!

Respectfully submitted,
Tony Milburn

JUNIOR WARDEN

This year of transition has been one of holding where we are in some areas and moving in new directions in others. Almost exactly a year ago we said a fond goodbye to our Rector of twenty years, The Rev. Joe Pennington and our Christian Formation Director, Gail Pennington. It is good to hear they are less retired and more into a lively new life of travel, occasional supply work and other activities that reflect their good health.

We now appreciate the steady leadership of our Interim Rector, The Rev. Nicolette Papanek. She has introduced new approaches to our worship, enhanced communication strategies and suggested, and cooperated with, updates to the office area. She has encouraged us to experiment with new ways to be Trinity Church while still maintaining the ongoing functioning of the parish.

The Junior Warden at Trinity is called the "people's warden." It is my responsibility to listen to comments and suggestions from parishioners and, along with the Senior Warden and Interim Rector, to help the church run smoothly and look faithfully to the future. My efforts this year have focused on support for the Nurture and Communications Commissions, several small groups and the general activities of the vestry—a group of leaders that reflects the diversity of the

parish and deliberates effectively. Tony Milburn, an informed and diligent Senior Warden, has been a pleasure to work with, even early in the morning.

I have also enjoyed working with the innovative and energetic lay leadership and staff that continue to give strong footing to Trinity. I appreciate that so many people say “of course” when asked to lend a hand or share their expertise. It is good to see long term members of the parish worshipping and working side by side with those who are relatively new. We are pulling together to provide continuity to our activities and worship. Our diverse congregation—those who are young (the babies keep coming!) and not so young, those from both urban and rural areas, those of various political persuasions— is maintaining a civil path to being a single congregation. I look forward to seeing the next year unfold. There is a real possibility that the efforts of the Nominating Committee will come to fruition and a new Rector will be with us next year at this time. There is much for all of us to do between now and that time of new beginnings.

May God’s blessings continue to shine upon us.

Mary Ann Weiss

ALTAR GUILD

The Altar Guild is composed of dedicated women who take care of the needs of the altar and its appointments for all church services. Under the direction of Audrey Board, the Altar Guild has provided us with beautiful preparation and maintenance of the fixtures so necessary for meaningful worship and communion.

Membership in the Altar Guild is open to all women in the church. There is always a need for new members. If any one is interested in joining this group you may contact Audrey Board. We meet on a Saturday morning before Easter, before Church School begins in September, and before Christmas to clean silver and brass. Members serve for two week periods about five times a year. Serving on the Altar Guild is a most satisfying and rewarding work in the Church.

Audrey Board

BOOKS AND BELIEFS

We love the fact that for over 40 years Books & Beliefs has continued to attract those who enjoy discussing thought provoking books! You do not have to attend every gathering – come to discuss a book of particular interest to you!

We normally meet the 4th Wednesday at 10A.M. in the Trinity parlor. When we meet at homes we begin at 11AM. In June we arrive with ideas, reviews and books to choose our group reading for the year and leave with a huge personal list!

We welcome, as always, both new “members” and visitors - for information contact Gay Smith.

Gay Smith

CHRISTIAN FORMATION

Last year at this time, I began conferring with staff, parents and clergy about our Christian Formation program at Trinity. I listened carefully, took many notes and embarked on a journey with wonderful, dedicated people who continued in their roles as Christian Formation leaders. We have continued to have Children's Worship I and II, as well as, Godly Play for children through 6th grade during the regular worship service. We added a toddler nursery this fall and opened the baby nursery to younger children. Our toddlers are excited to be in a new room. During the academic year, following the 10 A.M. worship service, classes are offered to all ages. I am extremely grateful to all of those leaders who have assumed new responsibilities as we made and continue to make our transition.

We have had several new, special events—including a Teaching Service for Maundy Thursday which included a cheese, bread, and fruit dinner, Salad Sundays for the months of June, July, and August where we worked to discover who “we” are, and the poster “Slow down. Quiet. It's Advent” another multi-generational activity. Our priest, Nicolette has taught several classes this fall/winter. We also had a dinner and work night for all the Christian Formation leaders before our fall programs began.

In May with the money collected during Lent, we were able to present our ninth Ark to Heifer International. Vacation Bible School took place in July with the program “Meet God on the Mountain” which closed with a special Children's Eucharist. In December the Episcopal Youth Community (EYC--grades 7-12) again sponsored a drive for items to be given to Fairhaven Mission. The drive was extremely successful due to the generosity of Trinity parishioners who lovingly reach out to the community.

Prayerfully submitted in thanksgiving for all who have contributed their ministry to Christian Formation,

Judy Clements

COMMUNICATIONS COMMISSION

The Communications Commission was formed to ensure consistent communications with all audiences of Trinity Church including existing members, prospective members, the local community, the diocese and the national church. The commission strives to provide an overall communications framework that enables and empowers Trinity and its parishioners to tell its story, record its history and spread the Gospel of Christ in a compelling way. The commission is responsible for ensuring that there is timely, consistent, clear and proficient communication about upcoming and recently past activities throughout the parish. Many of the commission's members

have professional experience and skills in public relations, journalism and marketing communication. The initial meeting was on February 4, 2010, and meetings are generally held monthly.

Goals/Strategies for 2010

- Inventory and review existing communication vehicles with the goal of improving their overall impact, identifying synergies and efficiencies, enhancing key vehicles (i.e., website, Chimes, Bulletin).
- Develop guidelines for communications throughout the parish, including branding guidelines which provide a consistent “look and feel” that represent the Trinity parish well.
- Establish liaisons to the Communication Commission from each of the church’s existing commissions or departments, and train them on communication processes, vehicles and guidelines.
- Initiate a communication database of audiences to ensure coverage and communication efficiency.
- Provide communication expertise and points-of-view as needs arise.

Accomplishments in 2010

- Upgraded the website including: posting audio sermons and announcements with lessons and Psalms citations; easier navigation; and, more pictures and art.
- Provided alternate points-of-view regarding service announcements, designed to streamline their presentation.
- Developed and upgraded guidelines for website communications, external communications, and internal announcements.
- Developed visual branding guidelines including a new logo with templates for letterhead, envelopes, business cards, invitations, website, and brochures.
- Completed production of the Picture Directory.
- Held October Forum to train commission liaisons in using communications vehicles internally and externally.
- Initiated discussion of enhancements to *The Chimes* and the move to an upgraded monthly issue.
- Created new photographs for use on the Trinity website and other vehicles.
- Began a campaign to collect e-mail addresses.
- Evaluated our Yellow Pages listings and made recommendations for cost savings.
- Assisted in creating announcements for the Blessing of the Animals.
- Evaluated database options for the creation of a single parish-wide database.

Goals/Strategies for 2011

- Establish consistent Trinity branding in all outbound and internal communications, building a better understanding of the goals and mission of our church in all audiences.

- Move all church lists to a single database with the necessary fields to continue to contain and monitor the same information in a single location.
- Continue to develop and maintain a best in class website, continually updating with new content—text, audio, photography and video.
- Develop *The Chimes* into a larger, more in depth monthly publication that arrives on time. Review and advise on a new church bulletin with upgrades to *This Week in Trinity*.
- Develop a journal of Trinity news in external publications.
- Continue to support the other commissions—particularly Outreach--to build and amplify their important work in our community and in the local area.

Members/Participants

Jim Gard (Chair), Chris Kelley (2010 Chair), Jim Swearingen, Diane Gabbard, John Wolfe, Elise Hyder, Rolly and Jennifer Hoyt, Paul Cahill, Mary Ann Weiss, Ann Hicks, Greg Gemeinhardt, Nicolette Papanek

DAUGHTERS OF THE KING

The Daughters of the King is an order for women in the Episcopal Church. Members undertake a rule of life made up of prayer and service. At Trinity we have 12 active members and are always welcoming more. We have serious Prayer and serious Fun. To join us, please contact MaryAnn Wolff or any DOK member.

MaryAnn Wolff

EPISCOPAL CHURCH WOMEN OF TRINITY

We are Trinity's Episcopal Church Women of all ages, ethnic origins and socioeconomic backgrounds. We hold a wide variety of views but are focused on empowering women to do Christ's ministry. We are an intergenerational community seeking spiritual wholeness as well as personal development. We strive to identify and meet the needs of our women, our parish, our community and the Episcopal Church.

The monumental event of 2010 was the much anticipated release of the cookbook "Trinity Eats" under the leadership of Ann Hicks and the guidance of Jean Brann. The book was released before Christmas and sales have been brisk.

Other 2010 highlights include:

- Fun Theme Nights (Global Potluck and Game Night)
- Winter General Meeting & Purse Swap
- Cookies For College Students
- Garden Mart
- Volunteer Party
- Fall General Meeting, Bake Me Home session & Jewelry Making Party

- United Thank Offering (Spring & Fall)

The ECW budget was funded by the annual Rummage Sale held on the first Saturday in March. We also facilitated the Midday Musical Menu events from September to May.

This year's gifts included donations to Adopt-A-Family, John G. Carlisle School, The Mary Fund, St. Agnes House, Welcome House and Reading Camp.

The 2010 ECW Board members were: Liz Blincoe, Jean Brann (2009 President), Melissa Dugan, Shannon Gemeinhardt, Ann Hicks, Carolyn Kells, Amy Milburn (Treasurer), Lois Mescher, Laura Mitchell, Claire Outten (Secretary), Darry Rhine, Bonnie Sears and Debra Taylor (President Elect). Lisa Edwards and Diane Gabbard were our Diocesan Representatives.

Gelene Speicher

EYC (EPISCOPAL YOUTH COMMUNITY)

The EYC meet almost every Sunday night at church from 6:00-8:00 P.M. that starts with a pizza dinner and ends with prayer. They play games, watch movies and just enjoy spending time together. All parents of our EYC take an active part in supporting, planning, and chaperoning all of the EYC meetings or events.

The EYC were focused again on service work with their donation drive to benefit Fairhaven in Covington at Christmas. Last year, with the generosity of our Trinity community, the kids put together kits that included combs, toothbrushes, toothpaste, white socks, etc. to answer a great need for that organization. The EYC also provided babysitting services for the Holy Conversations, volunteered to serve dinner at a Soup Kitchen, as well as helped with the Rummage Sale, Garden Mart, and the Easter Egg Hunt. The EYC is again planning a Holiday Shopping Babysitting Day in December, so that parents can shop for Christmas without their children. The EYC also focuses on spiritual work as well, with monthly Bible Study with Mother Nicolette.

The majority of our kids regularly attend many Diocesan Youth Events that include: Sr. Conference Camp, Jr. Conference Camp, Halloween Night at the Domain, New Year in the Spirit, The Bishop's Ball, New Beginnings, Happening, and DYC Meetings. All are planning on attending camps again this summer.

This coming year the EYC is planning events like tubing at Perfect North, going to the movies, rock climbing, and horticultural education, in addition to their service work and fun meetings at church.

All funds used in the EYC budget go towards supporting the EYC efforts in serving Christ through service work and growing spiritually together as a group. All funds used go towards dinners, field trips, and camp/diocesan event fees. In an effort to help offset the cost of EYC, the kids have hosted a bake sale and a spaghetti luncheon. They will be planning more fund raising events in the coming year.

Yours in Christ,
Linda Robinson

EXPERIENCING BENEDICTINE SPIRITUALITY

The Experiencing Benedictine Spirituality Group meets once a month for supper, discussion and a short worship service. Occasionally we go on Field Trips. We take turns preparing the food, leading the discussion concerning the chapters from our study books and setting up and participating in the service. As laypersons we use the Rule of St. Benedict as a guide in our search to reach God.

Darry Rhine

FLOWER GUILD

The Flower Guild at Trinity gathers to decorate the church with fresh flowers and potted plants for Christmas, Easter and other special occasions.

It was helpful to have an advance schedule of seasonal colors and special worship occasions from Nicolette. We followed the tradition of using local, seasonal greens on the altar during Advent. During Lent, 2011, we will also use simple branches and greens on the altar.

Flower Guild is a ministry of thanksgiving for the beauty of God's creation and of fellowship, with many hands working together to glorify God in our church. All women and men of Trinity are invited to join. It is a fun way to become acquainted with other parishioners. We welcome new ideas and new talent. Flower arranging experience is not a requirement!

Amy Heilbronner, 859-363-7588, heilbronner@insightbb.com

GARDENS

The Trinity Garden Committee continues to offer a refreshing green space for the parish and the surrounding urban community. Trinity's four gardens have flourished with the help from volunteers and on occasion with paid help. Due to the lengthy drought last summer we did lose an evergreen bush and holly tree in the north garden. The committee plans to replace these plants.

In 2010 Trinity received a much-appreciated gift of compost from Al Nippert of EnviroSURE Technologies.

The Garden Committee appreciates all of the energy put into the gardens by the many hard working volunteers. In the coming year volunteers will again be welcome and needed to keep the gardens tended.

Emery Schmidt & Gay Smith Co-Chairpersons

NEEDLEPOINT GUILD

The Needlepoint Guild, formed by the Altar Guild in 1957, completes memorial kneelers and other needlepoint projects as they are commissioned. No kneelers were commissioned in 2010. If you have any questions or would like more information on having a memorial kneeler stitched, contact Ann Hicks, 859-341-6788 or annhicks312@gmail.com.

Ann Hicks, coordinator

NOMINATING COMMITTEE

The Nominating Committee was appointed by the Vestry in October 2010 for the purpose of selecting the Rector Candidates. The Nominating Committee members include Esther Parton, Shannon Gemeinhardt, Brandon Gabbard, Chris Kelley, John Lucas, Barbara Baglien, Brian Finley, Andrew Piaskowy, Sylvia Jordan, and Jim Swearingen.

In October 2010, the Committee attended a training retreat to organize itself and to become familiar with the nominating process. During the month of November, all members of Trinity's Parish were invited to participate in a series of "Holy Conversations," which included the following topics of discussion:

- The Things I Value
- When I Have Been Hurt, Disappointed, and Angry
- Looking Across the Bridge of Transition to God's Future
- Our Spiritual Family: The Way We Connect with God

During the month of December, the Committee met several times to review the significant amount of data collected. The Committee members then began the process of formulating the Goals and Challenges as part of the requirement of completing the national Search Request form. Both the Goals and Challenges are required to be approved by the Vestry and the Bishop. It is anticipated that the Search Request form will be finalized with all approvals by the end of February. In addition, the Committee will prepare a brochure that will contain specific information about Trinity and the Community, which will be distributed to the identified Rector Candidates. In addition, the Committee members are preparing a display so that members of the Parish can view the progress of the nominating process as it moves forward.

The Nominating Committee will receive numerous candidate applications for the Rector Candidate position at Trinity that will be screened and narrowed down to approximately twenty to twenty-five names, which the Committee will review and evaluate. The Committee will develop a method for evaluating each Rector Candidate. A list of no less than two to three names

will then be presented to the Vestry from which it will call a new Rector. At this time, the Nominating Committee cannot predict when the nominating process will be completed, but the goal is it will be concluded by the fall season.

OUTREACH COMMISSION

The generosity and kindness of the people of Trinity is much appreciated. There is no doubt that God's hand is at work, as our parish in 2010 was able to donate to charities on the local, diocesan, national, and international levels.

Funds distributed in 2010:

Reading Camp	\$5,000.00
10/10 Program	2,000.00
Tony Powell (Haiti)	1,600.00
CASA of Kenton County	2,000.00
Episcopal Relief	100.00
IHN Funding for dinners	250.00
Community Dinners	1,500.00
Rector's Fund	500.00
Mosquito Net Project	500.00
Franciscan Haircuts	250.00
St. Paul's Food Pantry	2,250.00
9 th District School, Covington	250.00
Hosea House	1,000.00
Brighton Center	1,000.00
St Mary's, Middlesboro	1,000.00
St. Agnes House	500.00
Welcome House	500.00
Virginia Seminary	200.00
Parish Kitchen	500.00
First Christian Church	300.00
John G. Carlisle Playground	10,000.00
Emergency Shelter of NKY	1,250.00

Outreach Projects and Leaders/Groups:

St. Paul's Food drive – Susan and Fred Gilliam, Barbara Baglien
School supplies for John G. Carlisle – Linda Tabeling, Joni Finnell
Coat drive for John G. Carlisle and Bell County - Joni Finnell, Linda Tabeling
Pet Food Drive – Susan Gilliam, Lisa Edwards
Fair Haven toiletries for men - EYC
United Thank Offering – Peggy Lietzenmeyer
Heifer International – Karen Vannasdall
Adopt-a- Family – Katherine Terwort
Toilet Paper for Fairhaven Mission – Joni Finnell

Many thanks to those that served on the Outreach Committee during 2010:

Charlie Pangburn, Diane Gabbard, Gary Gabbard, Susan Gilliam, Fred Gilliam, Linda Tabeling, Linda Sherman, Joni Finnell, Gary Leach, Richard Stevenson, Lisa Stevenson, Tony Milburn, Don Will, and a special thanks to Rev. Nicolette Papanek.

The gracious giving of the people of Trinity Church has touched many lives throughout the world. It's all about being the presence of Christ, and this is what we call mission.

Thank you,
Robert Edwards

PARISH GROWTH

The Nurture and Parish Growth Commission continued its mission to nurture the parish community with an emphasis on visitors and newcomers. In 2010 we hosted a newcomers reception in the spring and the annual Red Door Rally in the fall.

In 2010 following the launch of the updated website, responsibilities for parish communications have been spun off into a new Communications Commission that is currently Chaired by Jim Gard. The nurture commission will continue to provide input and work to enhance communications at Trinity.

The N&PG Commission will refocus its attention to visitors and newcomer needs in 2011. The weekly greeters group that Elise Hyder organized has become a regular and important part of the Sunday worship service. Our continuing challenge is to make sure new members feel welcome and become integrated into the faith life of Trinity. New members of the commission have formed a new sub-committee to come up with potential plans for integrating members.

Two potential options for integrating new members that have been discussed include a mentoring program and a parish dinner for newcomers. For mentoring we are considering developing a list of member mentors that could be matched to new members to encourage dialog about Trinity and promote a sense of inclusion. The parish dinner might replace one of the Newcomer Receptions and be designed to honor newcomers in a more intimate social setting.

Over the summer months the commission will continue to be responsible for Punch in the Garden following the Sunday 10 A.M. service.

The much delayed photo directory was finally finished with the help of many proof readers and was published using the new office printer. New pages will be added periodically as new members join the parish.

Membership continues to be open to parish members interested in helping to support parish members.

Currently the commission is co-chaired by **Jim Swearingen and Karl Lietzenmayer** and is linked to the Vestry by Gay Smith and indirectly by the Junior Warden, Mary Ann Weiss.

PHYSICAL RESOURCES

The Physical Resources Commission has the responsibility for the maintenance and preservation of the soundness and appearance of all physical entities of the church property, and the planning and documentation of all changes thereto with the objective of facilitating the worship, educational, and community activities of the parish. This commission encompasses the Buildings and Grounds, Gardens, and Decorating committees.

Trinity Bylaws

The Building and Grounds Committee takes care of approving bills associated with the upkeep and improvement of the building, hiring and managing contractors to complete projects, recruiting and utilizing volunteers to complete small repair jobs, managing the annual Buildings and Grounds budget, planning for and carrying out long-term maintenance, and generally doing whatever it takes to keep the aesthetics of the building at a very high level. Serving on the 2010 Building and Grounds Committee were Linda Sherman, Darry Rhine, Gay Smith, Robert Edwards, Gary Gabbard, Emery Schmidt, Tony Milburn, Richard Stevenson, Tony Powell, Andrew Piaskowy, Michele Kelley, Jim Adams, Brian Finley, Greg Gemeinhardt, and Dennis Kelley. This has been a very busy year for the Building and Grounds Committee.

Planned Maintenance

In 2010, several important projects were completed at Trinity. Many of these projects were funded by the Planned Maintenance Fund. This fund allows Trinity to take care of larger projects that do not occur on an annual basis. These items are managed on a schedule that keeps us from waiting until something becomes an emergency and helps us stay ahead in the long-term maintenance of our historic building. Some projects completed in 2010 include:

- Painting the second-floor hallways and the second-floor classrooms.
- Windows – The first window on the north side of the Nave was restored, and new vented protective glass was installed. This is the fifth window to be completed in a 25 – 30-year plan to restore and protect Trinity’s windows.
- Carpet – The worn and stained carpet in the hall outside of the May Room was replaced.
- Pews – Several cracked pews and broken hymnal holders were repaired.

Office

This year we tackled a special project that went above and beyond regular planned maintenance. The finishing touches are being put on the renovation of the church offices. Many parishioners had begun to notice that the offices were looking a little run down, cluttered, outdated, and in need of an upgrade. This transitional time seemed a perfect opportunity to bring the offices up to par with the rest of the building. A conference table, ten chairs, and a desk (all donated by the Davidson family) became the anchor for a great new look for the offices. This project included the following:

- A new copier
- A new folding machine
- New built-in shelving in each office
- New office furniture

- A new conference table and chairs
- Fresh paint
- New baseboards
- New window blinds
- A new coat rack
- New mail boxes
- New networking equipment (now everyone is online)

A special thanks to Irma Beuttel, Gay Smith, Mother Nic, Judy Long, Chris Kelly, John Deaver, and Gary Gabbard for their donation of time and talent to this project.

Repair Suggestion Cards

Also new this year are the green repair suggestion boxes located in the office and outside the May Room. These have been a great success. Filled-out repair cards help the committee keep a record of repairs and prevent small projects from slipping through the cracks. Many suggestions are completed immediately, and others are scheduled as future projects.

Examples of suggestions completed in 2010 are:

- Repaired drawers in sacristy
- Fixed a dripping outside faucet
- Fixed a stopped-up gutter
- Installed hanger for ice scoop in the ice machine
- Repaired several lights throughout the building
- Fixed broken handle on the flower refrigerator
- Fixed a broken kneeler
- Changed light bulbs
- Repaired sprinkler system
- Fixed the knob on the top of the staircase banister
- Repaired broken trim in sanctuary
- Tightened loose toilet seat

Examples of repair suggestions to be completed in the future:

- Lighting for the ramp that connects the corner parking lot to the garden
- New motors for the exhaust fans in the second-floor bathroom
- New door closer in the sacristy
- Repair cracked plaster in the front hall
- Install toilet paper holder in Godly Play room
- Repairs to wallpaper in first-floor ladies restroom
- Clean and repair carpet in parlor

Upcoming Projects

The Building and Grounds Committee is very excited about the upcoming year. There are many projects to look forward to such as:

- Several improvements to reduce clutter in the Narthex.
- Repair of cracked and broken pews.

- New banners for the 4th Street banner hanger.
- New lights for the organ. (existing lights are failing)
- Continuing improvement of controls on the parking lots.
- Additional improvements to the HVAC system.
- Painting exterior woodwork in water garden area
- Upgrading one office computer

Thank you to all volunteers who helped out during 2010. Many of the projects listed above could not have been completed without the work of the building and grounds committee and volunteers.

Brandon Gabbard

Physical Resources Commission Chair

PRAYER SHAWL MINISTRY

Those who gather to knit prayer shawls believe that the work of our hands and hearts, blessed in a service, will convey comfort, love, and a sense of belonging to friends and parishioners who are suffering or alone. We depend upon parishioners to request shawls.

A new project is knitting warm caps for seamen whose water work is perilous!
We meet on the 3rd Monday evening at 6:00 P.M. for a simple supper and then enjoy good conversation while we knit and crochet. Several of us work on needlepoint kneelers!

The ECW sponsor us by paying for the materials and being generally supportive.

All are welcome – call Michele Kelly, Cynthia Walker or Gay Smith for information.

Gay Smith

THE VESTRY

OUR THANKS TO the following whose term expired at the end of 2010:

Jim Adams, Alla Holland, Elise Hyder, Chris Kelley, Don Will

Terms Expiring December 2011: Greg Gemeinhardt, Mulford Martin, Charles Pangburn III, Mary Ann Weiss, Paula Wolfe

Terms Expiring December 2012: Barbara Baglien, Judy Clements, Brandon Gabbard, Tony Milburn, Gay Smith

Terms Expiring December 2013: Jean Brann, David Davidson, Dennis Kelley, Joe O'Brochta, Julie Wharton

PARISH STATISTICS

January 1, 2010 through December 31, 2010

BAPTISMS: 4 people were admitted to the family of Christ by Baptism: Avery Thomas Robitaille, John Patric Bullock, Cameron Richard Dille, Jocelyn Ann Shrontz

CONFIRMED: 3 people were confirmed by Bishop Stacy F. Sauls: Donna J. Deal, Natalie Germaine Roenker, Jean St. John

RECEIVED : 2 people were received by Bishop Stacy F. Sauls: Robert Eugene Deal, Jr., Joseph W. O'Brochta, Jr.

BURIALS: William Droege Sander, Gordon Hubbard Hood, John Karl Papajohn

MARRIAGES: Nico Vlok Coetzee and Megan Marie Goderre, Jeremy Braddon Chappell and Jessica Lynn Otten, Clifton Jay Broadus and Molly Lynn Birkenhauer

TRANSFERS IN

Communicants: Hilda Weaver, Jane Lycan Owen, John Arthur Wolfe

TRANSFERS OUT

Communicants: Charles E. Stevenson, Thomas Carter Gaither

COMMUNICANTS:

We reported 429 Communicants at the end of December 2009. We added 3 by Confirmation, 2 by Reception, 2 by transfer, for a total of 7. We lost 3 by death. Total Communicants: 433

FINANCIAL RESOURCES COMMISSION

The Vestry has charged this Commission with oversight of the “raising, management, expenditure, and communication of the financial resources and needs of the parish in a fiscally responsible manner to promote the mission of Trinity Church.”

Trinity’s 2010 is inspiring! We celebrated the Pennington’s service and “graduation,” welcomed Nicolette as interim priest, and then “didn’t miss a beat” as we continued our mission:

“...celebration and worship of Jesus Christ in a parish nurtured by education and fellowship. As Christ’s servants, we strive to share God’s love in the greater community.”

This despite “conventional wisdom” that says, after the loss of a cherished, long-term priest, parishes should anticipate a decline in enthusiasm, leadership, attendance and, in particular, financial support. This did not happen at Trinity!

- We saw no slippage in 2010 pledged financial support -- in fact, pledged income exceeded that pledged. As a result of this outstanding support, coupled with Judy Clements volunteering to fill Gail Pennington’s Christian Formation Director slot and lower transition spending than anticipated, we were still able to maintain our programs, meet our budget obligations, and close out the year with an operating income surplus.
- We lost no pledgers for 2011 and grew the average pledge, resulting in a 10% increase in pledged dollars. This, along with carryover of 2010’s surplus, enables us to not only fund the 2011 asking budget, but to also continue to set aside dollars for our Staffing Fund. Growing this fund is a vital planning strategy as we anticipate working together with our new priest to determine a staffing and funding plan that enables continued delivery of our mission.

(For details, see Stewardship Report below, and Financial Reports following this overview.)

Trinity is also blessed with an endowment established in 1943 – the Book of Remembrance Trust – the income from which has enabled us, unlike many downtown churches, to continue our mission and maintain our wonderful historical site. Last year we indicated that, after the 2008 financial debacle, our portfolio was poised for continued recovery following a 10% total return gain. I’m pleased to report a 9.5% rate for 2010, continuing to compare very favorably to similar endowment funds. As an example, the University of Cincinnati endowment grew only slightly more than 7%; Yale’s 8.9%.

The Book of Remembrance Trustees (Robert Edwards, Peg Johnson, John Lucas, Tony Milburn, and “yours truly”) believe our Guidelines (*included, along with asset class absolute value and distribution exhibits, later in this Report*) and diversification and bond laddering strategies are sound. We will continue to monitor closely both our portfolio holdings and market trends.

The Trustees and Commission members also continue to monitor and update our adopted long term financial strategy of weaning our operating budget from dependence on Book of Remembrance Trust income by designating use as follows:

- The Rector's Compensation Package, starting with the new rector.
- The Preservation and Maintenance Fund established by the Vestry in 2005 for future major renovation and maintenance projects to preserve Trinity's physical building facilities and its grounds and gardens.
- Special Project opportunities like the possible purchase of the Schlachter property, reconfiguration of Church School space to address changing demographics, and/or projects perhaps not yet envisioned.
- Operating budget income shortfalls projected for the near term future. Sustaining our Operating Budget primarily through parishioner annual support and weaning ourselves from dependence on Trust income is a worthy goal that we should continue to work toward. However, we are not yet there.

This strategy greatly enhances Trinity's attractiveness to new and current parishioners and, importantly, to clergy candidates as it clearly illustrates our parish's ability and willingness to: **-compensate a top-quality rector, -maintain our historic site without the resource drain of periodic capital fund drives, -tackle big opportunities, and -fund unusual expenses.**

Now for important recognitions:

- Gary Gabbard, our Financial Administrator, has the day-to-day responsibility for check writing, accounting, and financial report preparation. Thanks to his great work, we pay our bills and pass our annual audits with flying colors.
- Mulford Martin and his "unsung heroes" Ellen Garrison, Brenda Israel, Sylvia Jordan, Robert Edwards, Gary Leach, Jim Kells, Don Will, Tony Beranek and Audrey Board continue their "behind-the-scenes" work of counting and depositing your contributions. We welcome Joe O'Brochta to the team, and sincerely thank our recent retirees, Karen Vannasdall and Alla Holland.

My gratitude to you for your continued support of the Commission's work, to Nicolette, to all our hard working lay leaders mentioned above (hopefully none inadvertently missed), and to my fellow Commission members (Robert Edwards, Gary Gabbard, Keith Johnson, Chris Kelley, Mulford Martin, Tony Milburn, Charlie Pangburn, and Joe O'Brochta who has recently joined the Commission). Trinity's financial gifts are in good hands!

Jean Brann
Commission Chair

Stewardship

The Stewardship campaign for 2011 was extremely successful. The pledges given during the campaign for 2011 rebounded compared to 2010 in terms of total number of pledges, total pledge amount and average pledge. In these still somewhat uncertain economic times it is a testament to the commitment and generosity of the parish that the pledges have started to return to their past levels.

For 2011, we received a total of \$317,921 in pledge dollars. This represents an increase of nearly \$30,000 from the pledges received for 2010. This of course does not include the “historic supporters” who neglected to turn in a 2011 pledge card, yet will continue to support the parish throughout 2011. While we appreciate their support we also would ask that everyone consider a written pledge as it makes planning for the future much easier.

The largest factor affecting the increased pledge amount is the increase in average pledge, which was nearly \$2,350 and increase of almost \$200 per pledge unit. This represents the single largest year over year increase in average pledge in the last 10 years. The total number of pledge units was 136, an increase of 6 pledging units from 2010, including a total of 10 net new pledgers. We are still trailing the historical high of around 150 pledge units, so there is still room for improvement in 2012.

Overall as a parish we should be extremely proud of the results of the 2011 stewardship campaign. It represents a more than 10% growth from 2010 and the largest increase in average pledge in 10 years. What’s more it represents the love and commitment that we all have for Trinity Episcopal Church, Covington.

Chris Kelley
Stewardship Chair

TRINITY CHURCH OF COVINGTON, INC. BOOK OF REMEMBRANCE TRUST

Background

Trinity’s Vestry, pursuant to a Resolution adopted by the Parish at its regular Annual Meeting on January 21, 1943, established the Book of Remembrance Trust on July 9, 1943, with a \$500 War Bond.

The original terms of the Trust include:

- Vestry election of three Trustees, one of which to be an incorporated trust company for safekeeping of Trust funds and property.
- Trustee responsibility for receiving and holding donations and management, control, investment and reinvestment of the principal.

- Net Income availability for the payment of operation and maintenance expenses of the Church.

On May 14, 1990, the Vestry adopted additional policies governing the administration of the Trust, which included a revision in the number of Trustees and term length of years, from three to five serving 5-year staggered terms.

On November 9, 1998, the Vestry and Trustees agreed to the following Income distribution program: \$165,000/year to the Church's Operating Fund, the balance of any Trust Income to be used by the Trustees for renovation debt retirement.

On December 10, 2000, the Vestry adopted a Resolution authorizing Trustees to:

- Annually withdraw from the Corpus of the Trust, for the purpose of renovation debt reduction only, an amount not to exceed 5% of the valuation of the Trust as of the preceding December 31st, reduced by the estimated annual Trust income for the current year, and
- Reposition the Trust's portfolio in pursuit of Total Return versus the historical focus on income.

On September 9, 2008, the Vestry, in anticipation of a 2009 renovation debt pay off and in recognition of extraordinary financial requirements associated with the transition to a new Rector, adopted a resolution designating future Trust income for the following:

- The Rector's Compensation Package, starting with the new rector.
- The Preservation and Maintenance Fund established by the Vestry in 2005 for future major renovation and maintenance projects to preserve Trinity's physical building facilities and its grounds and gardens.
- A Special Projects Fund for opportunities like the purchase of the Schlachter property, possible reconfiguration of Church School space to address changing demographics, and/or projects perhaps not yet envisioned.
- Operating budget income shortfalls projected for the near term future, primarily associated with the transition to a new Rector. However, sustaining our Operating Budget primarily through parishioner annual support and weaning ourselves from dependence on Trust income is a worthy goal that we should continue to work toward.

Investment Policy Statement

Adopted by Trinity's Vestry August 9, 2004

Updated January 18, 2009

Updated January 10, 2011

PURPOSE

The purpose of this Investment Policy Statement is to establish a clear understanding of the philosophy and the investment objective. This document will further describe the standards that will be utilized by Trinity Church of Covington, Inc. Book Of Remembrance Trustees in monitoring investment performance. This document, with 1/18/94 and 12/13/10 updates, supersedes those policies adopted April 9, 1990.

TRUSTEES

The Trustees are responsible for determining investment policies and strategies, and are given full discretion relating to individual assets and asset allocation consistent with the Investment Objective described below. The Trustees will meet at least quarterly, with the Finance Resources Commission Chair and Rector as ex-officio, non-voting participants, for portfolio review. The Trustee Chair will present a report to the Vestry on the status of the Trust at least bi-annually.

The Vestry will elect five voting Trustees to serve at the pleasure of the Vestry. Effective January 1, 2005, Trustee terms will begin on January 1 and expire December 31 of the third year of service. Trustees may be re-elected by the Vestry upon the expiration of a term of service.

The Vestry will nominate Trustee candidate(s) at its November meeting and elect Trustee(s) at its December meeting each year. Nominees should have a investment-oriented background (career or personal), have been an active member of the parish for the past five years, have the reasonable expectation of completing a three-year term of service, and be willing to meet at least quarterly.

INVESTMENT OBJECTIVE

The primary Trust investment objective is intended to produce Total Return on the investment portfolio without undue exposure to risk of loss. The minimum goals are Corpus and income growth at least equal to inflation.

ASSET ALLOCATION

In order to guard against capital loss, the portfolio will be comprised of a mix of marketable, diversified, high quality equity and debt securities within the following ranges:

Asset Class:	Equities (Common Stocks and Funds)	Debt (Fixed-income US, Government Agency, and Corporate Bonds and Funds)	Short-term Reserves (Money Market Cash and <=1-Year Notes)
Range:	50-80% (0-10% for International)	10-50%	0-10%

ASSET QUALITY

There shall be no short selling, securities lending, option trading (other than covered calls), financial futures/indices, derivatives or other specialized investment activity.

Equities: Rated B+ or better, as established by Standard & Poor's or other equivalent rating services. Preference is for dividend-paying "blue-chip" growth corporations.

Debt: Rated AA or better, as established by Standard & Poor's or Moody's. The portfolio may consist only of traditional principal and interest obligations (no derivatives).

Short-term Reserves: A-1, as rated by Standard & Poor's, P-1, as rated by Moody's, or better. Assets of any money market mutual funds must comply with the quality provisions for Debt securities or Short-term Reserves.

DIVERSIFICATION

Trustees will maintain reasonable sector allocations and diversification at all times.

As a general guideline, investments in the equity securities of any one corporation should not exceed 10 percent of the portfolio, and investments in US or Corporate Bonds should be laddered over a 5-7 year horizon.

PERFORMANCE MEASUREMENT

Comparison to:

Equities:	Standard & Poor's 500 Stock Index
Debt:	BarclaysCapital Int Corp Index
	Barclays Capital Int Gov/Credit Index

POLICY REVIEW

This policy will be reviewed on an on-going basis. The Vestry will approve all changes.

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