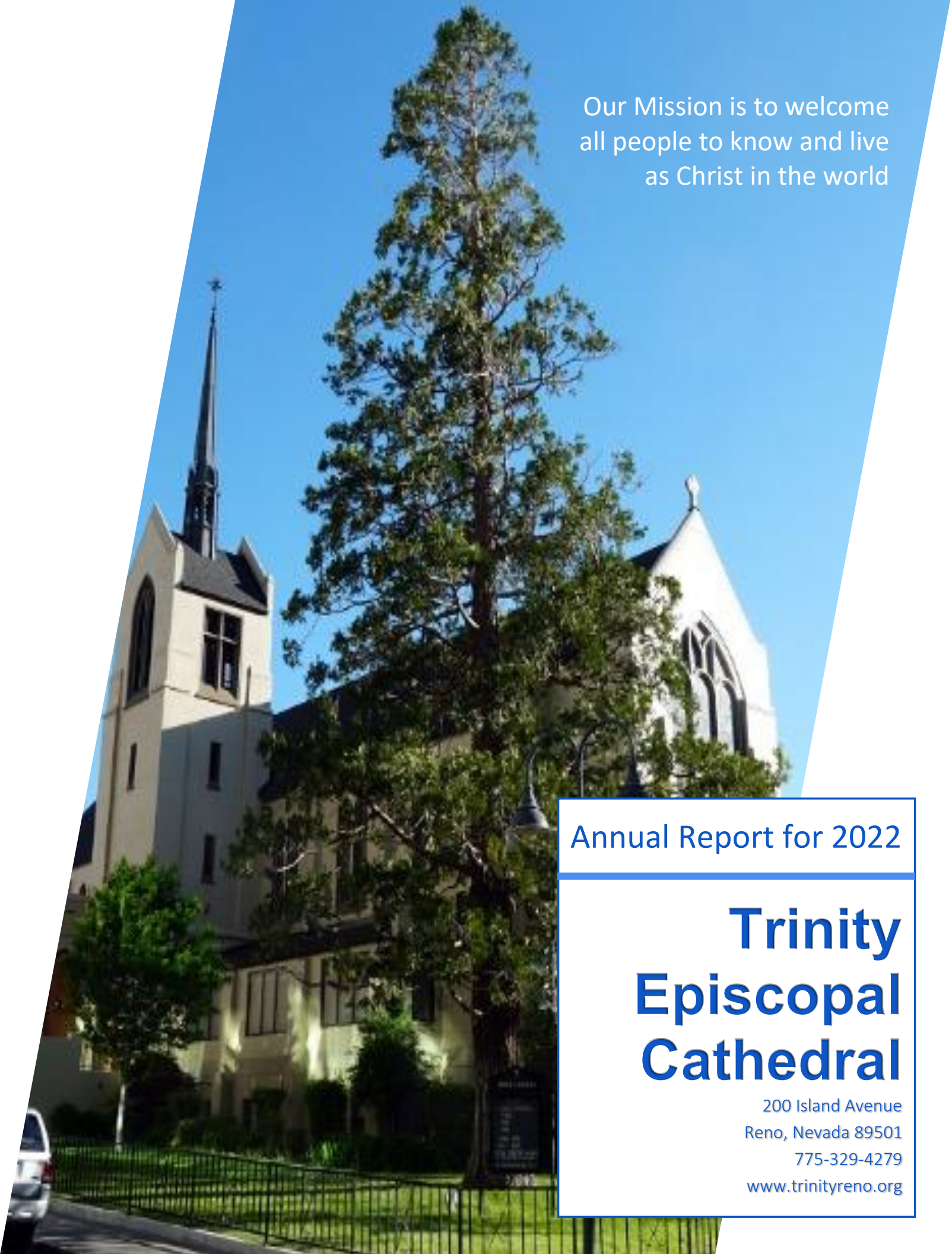


Our Mission is to welcome all people to know and live as Christ in the world

Annual Report for 2022

Trinity Episcopal Cathedral

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Reno, Nevada 89501
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Trinity Episcopal Cathedral

Annual Meeting Agenda

January 29, 2023

1. Opening Prayer
2. Establish Quorum
3. Accept Agenda
4. Approve Minutes from January 2022 Annual Meeting
5. Nominating Committee Report and Voting
6. Interim Dean's Report
7. Wardens' Report
8. Program Reports
    a. Canon for Parish Life
    b. Director of Music
    c. Director of Christian Education/EYC
9. Ministry Reports
    a. Worship Ministries
    b. Outreach Ministries
    c. Support Ministries
    d. Social Ministries
10. Financial Reports
    a. Operating, Restricted, Discretionary, Endowment, and Faith Like a River Funds
    b. 2023 Operating Budget
11. Recognitions
12. Commissioning New Parish Leaders
13. Closing Prayer



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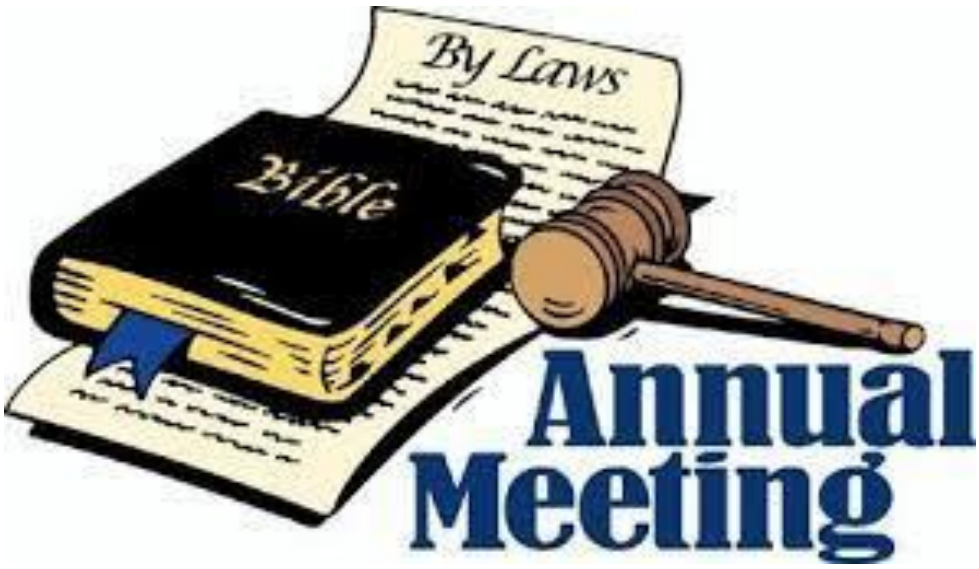
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2022 ANNUAL MEETING MINUTES

January 22, 2022

Opening

Call to Order: The meeting , held virtually via Zoom, was called to order at 12:43 pm.

Opening Prayer: Bishop Jim Waggoner offered the opening prayer.

Quorum: Kait Flocchini, Clerk, established that a quorum was present.

Agenda: The agenda for the 2022 annual meeting was presented. No amendments were proposed. Kurt Mische moved to accept the agenda. Carol Roman seconded the motion. Vote: all in favor, no objections. Motion passed.

Minutes of January 2021 meeting: The amended minutes of 2021 annual meeting were presented. Jim Lamb explained the amendments that had been proposed. No further amendments were proposed. Carol Roman moved to accept the amended minutes. Robert Andrade seconded the motion. Vote: all in favor, no objections. Motion passed.

Nominating Committee Report and Voting

Howard Bennett, Chair of the Nominating Committee reviewed the nominees for various positions and the electronic voting procedures. After nominations, there was a 15-minute break to allow for electronic voting.

New Vestry Members: Howard Bennett presented the nine nominees for six open positions on the Vestry (4 three-year terms, 1 two-year term, and 1 one-year term). No other persons were nominated from the floor. Betsy Bethke moved to close the nominations. Ken Hines seconded the motion. Vote: all in favor, no objections. Motion passed.

Endowment Board Trustee: Howard Bennett presented that Janice Williams has been nominated to serve on the Endowment Board. No other persons were nominated from the floor. David Morgan moved to close the nominations. Susan Cothren seconded the motion. Vote: all in favor, no objections. Motion passed. Nancy Fennell moved to accept the nominated member to the Endowment Board by acclamation. Susan Cothren seconded the motion. Vote: all in favor, no objections. Motion passed.

Delegates to Convention: Howard Bennett presented the 16 candidates for 10 delegate positions and alternates to the Diocesan Convention. It was noted that alternates would serve if any of the elected delegates attend as wardens or otherwise can no participate.

Nominating Committee: Howard Bennett presented that Juliette Leneaux and Diane Sheldon have been nominated to serve on the Nominating Committee as members-at-large. Carol Roman moved to close the nominations. Betsy Bethke seconded the motion. Vote: all in favor, no objections. Motion passed. Betsy Bethke moved to accept the nominated members-at-large to the Nominating Committee by acclamation. Ken Hines seconded the motion. Vote: all in favor, no objections. Motion passed.

Election Results: Following a 15-minute break to allow electronic voting, Howard Bennett announced the results of the elections for Vestry and Delegates to the Diocesan Convention.

Six members were elected to the Vestry of Trinity Episcopal Cathedral: David Bennum, John Buccola, Kait Flocchini, Barbara Marquand, Marne McKimmey, and Nancy Petersen. The Vestry will determine who will serve in three-, two-, or one-year terms.

Ten members were elected to be delegates for the 2022 Diocesan Convention: Betsy Bethke, Terry Cain, Lindsay Campbell, Cleta Dillard, Gerrie Lilley, John Lilley, Ginny Nelson, Diane Sheldon, Nancy Richards, Margaret Zuccarini. Six members were elected as alternates: Bruce Bethke, Ken Hines, Eloy Ituarte, Larry Kirk, Carol Roman, and Bonnie Strader.

Financial Reports

2021 Operating Budget Summary: Junior Warden Terry Cain reviewed the 2021 operating budget summary and announced the great news that the generosity of parishioners resulted in an actual deficit of $43,174, as compared to the budgeted deficit of $132,955. However, the actual deficit was offset by a one-time PPP infusion of $78,800, so the year ended in the black. He invited parishioners to contact Treasurer David Morgan or Assistant Treasurer Lindsay Campbell with any questions.

2022 Operating Budget: Terry Cain reviewed the 2022 operating budget. He gave the tremendous news that pledges are anticipated to be nearly $50,000 greater than last year and extended appreciation to all pledgers. Although the approved 2022 operating budget has a has a deficit of $98,000 and we were unable to accommodate a COLA increase for staff, we were able to budget for the full asking assessment to the Diocese. There were no questions.

Discretionary Fund: Terry Cain reviewed the Discretionary fund accounting. More than $6,000 was provided for individual needs and more than $11,000 to social services organizations in 2021.

Faith Like a River: Terry Cain reviewed the Faith Like River Pledge Summary which reflects continuing contributions from parishioners and others. About $850,000 in pledges were received in 2021. He also reviewed the expenses paid to date for the Capital projects. The remaining anticipated Phase I expenses for 2022 include the final payment to the general contractor and approximately $85,000 to repair the Carillon. Thanks were given to the Finance Committee, the Property Committee, and Senior Warden Jim Lamb for their dedication to the project and bringing this portion of construction in under budget.

Diocese and Cathedral Reports

Senior Warden Jim Lamb referenced the report on the diocesan matters in the Annual Report including the election of Elizabeth Gardner as our new bishop. She will be consecrated in March in Las Vegas and formally seated in Trinity Cathedral thereafter.

Jim Lamb referenced the report on the Cathedral in the Annual Report. He highlighted the number of members received into our parish and the number of members that died in the last year. He celebrated that construction on the Cathedral building renovation, which started in January 2021, came in under budget in September 2021. We resumed in-person services in the summer of 2021 in the Parish Hall. He thanked the task force that created our protocols for safely holding services using national, state and

local guidelines. He also thanked all the staff and volunteers who made it possible for services to resume in the Cathedral in September 2021 and the joy of getting to hold Christmas Eve services with a choir and congregational singing. While the everchanging conditions with the COVID-19 virus has temporarily led to a return to virtual services, we look forward to returning to meeting in-person again. It has been a trying experience living with the effects of the virus and all are appreciated as we weather it together.

Jim Lamb noted that, working with the diocese, Dean William Stomski's departure from the Cathedral was completed in November 2021, and the Bishop has appointed an interim, The Very Rev. Stephen Brehe, to serve Trinity through this transition. He will begin in February.

Jim Lamb noted that this year has presented Trinity with challenges and opportunities. The Holy Cow survey from the summer highlighted the Cathedral's strengths and weaknesses. The Vestry has been working hard to respond to the survey results and looks forward to working with Dean Brehe to move forward together. He thanked the many volunteers who have kept the Trinity community moving forward. The Annual Report shares many stories of success as we embody our mission "to welcome all to know and live as Christ in the world."

Vestry Reports

Jim Lamb referenced the Vestry and *ad hoc* committee reports in the Annual Report and thanked all the people that have tirelessly worked on behalf of Trinity this year. Jim Lamb commended all members of the Vestry for their work and their commitment while he served as Senior Warden. He expressed his excitement in moving forward with Trinity and the Interim Dean/Rector. No questions were asked regarding those reports.

Special Reports

Holy Cow: Junior Warden Terry Cain reviewed the Special Reports in the Annual Report. He highlighted the Holy Cow "Taking Our Pulse" survey report. Many thanks to all who completed the survey. 187 responses were received and showed great participation by our community. The survey results indicated that Trinity has several areas of strength related to openness and structure of religious practice. The survey revealed potential weaknesses include a tendency to become tradition-bound and overwhelmed with needs, as well as weaknesses the decision-making and governance structures.

Terry Cain then discussed that the Vestry engaged Holy Cow for follow-on work to develop how our strengths can be used to address the identified issues. Our consultant, Robyn Strain, was unable to complete the report before this meeting because of an unexpected personal leave. Holy Cow will be providing the follow-up report in the coming week. He invited questions and concerns and answered a question regarding the method for distribution of the report.

Communications: Terry Cain highlighted the methods that Trinity is using to try to keep connected when we are unable to meet in person. He reported that the website was updated and unveiled this past Fall. Terry invited parishioners with interest in helping maintain and update the website to come forward.

No other questions were posed regarding the Special Reports.

Program Reports

Senior Warden Jim Lamb directed all members to review the program reports in the Annual Report beginning at page 31. Jim expressed great appreciation to our staff, The Rev. Ruth Hanusa, Gary Gordon, Judy Landis, and Molly Vanitel. There were no questions of the staff.

Ministries Reports

Senior Warden Jim Lamb directed all members to review the worship, outreach, support, and social ministries reports contained in the Annual Meeting Report. He commented on the multitude of the ministries at Trinity. He highlighted the feat of the Angel Tree providing gifts to 117 children and gift cards to the families. The Daughters of the King were thanked for leadership on the project. He also highlighted that the Sack Lunch Program increased service from three days a week to every weekday, and that Trade Joe's donated a case of bananas each week for those lunches.

Nancy Richards moved to accept the reports provided in the Annual Meeting Report as presented. Gary Fuller seconded the motion. Vote: all in favor, no objections. Motion passed.

Announcement of New Senior Warden

Bishop Jim appointed Terry Cain to serve as Senior Warden for the following year. He expressed great thanksgiving for Terry's work and dedication on the Vestry and anticipated great work going forward for Trinity in the year to come. Terry thanked Bishop Jim for his leadership as Interim Bishop for the Diocese of Nevada.

Commissioning of New Parish Leaders

Bishop Jim led the commissioning of the new Vestry and Endowment Board members.

Closing

A motion to adjourn the meeting was made by David Morgan and seconded by Josette Dornoff. Vote: all in favor, no abstentions, no objections. Motion passed. Bishop Jim closed the meeting with prayer. The meeting adjourned at 2:31 pm.

NOMINATING COMMITTEE REPORT

The Nominating Committee is comprised of retiring members of the Vestry and members of the congregation elected at the prior year's annual meeting. It proposes candidates to stand for Vestry, the Endowment Board, convention delegates, and next year's at-large members of the nominating committee. The 2022 Nominating Committee was comprised of Terry Cain, Cleta Dillard, Juliette Leneaux, Diane Sheldon, and Margaret Zuccarini.

Vestry Nominations



The Vestry is the governing board of the parish and handles the parish's business and non-liturgical policy matters. The Vestry serves many of the functions served by boards of directors or trustees of other organizations or businesses. Among its responsibilities is overseeing the parish's financial health. The Vestry also serves as an advisory council to the Rector who by church law is the parish's chief liturgical and pastoral officer. Four candidates are standing for vacant positions, and their statements are presented below.

Name: William Aldrich
Service Most Often Attended: 11:00 am Sunday service

1. *Explain why you would like to be on the Vestry and the gifts you would bring:*

   I have served on the Vestry (2 years as Senior Warden), Budget committee, Search Committee, Pledge committee and Diocesan Convention Committee. I have prior experience to bring to the Vestry including having served during an interim as well as a transition.

2. *Indicate in which ministries or activities at the Cathedral you are involved:*

   I am not currently involved in any ministries, due to my responsibility levels placed upon me with my former employer. Now that I have changed employment and opened my availability back up, I will be looking to participate.

3. *Discuss other ministries for which you also have a passion:*

   I am considering the Altar Guild as that is one ministry that I have not yet participated in.

4. *Describe where you like to see Trinity Episcopal Cathedral (a) in three years and (b) in seven years:*

When I think about Trinity, I don't think about where it should be in the future. I believe if we call the right spiritual leader, Trinity will be where it needs to be. If we concentrate on the here and now, the future will take care of itself. This coming year the Vestry needs to support the search committee as they conduct our search for a new Rector and Dean. Once the new Rector and Dean has been called the Vestry needs to work to establish the new ministry.

Name: Mikkel Bassett
Services Most Often Attended: 5:00 pm Saturday and 11:00 am Sunday

1. *Explain why you would like to be on the Vestry and the gifts you would bring*:

   Trinity Cathedral will experience significant change in the next several years. As a relatively new congregant, I would not be constrained by any prior congregational history. At my prior church, I held the following positions:
   - One three-year term as a Vestry member.
   - One five-year term on the Endowment Fund, including one year as board chair.
   - Member of the Episcopal Men's Fellowship for more than 25 years, including 20 years on the oversight board and a two-year term as board chairman.
   - Lay Eucharist Minister
   - Member of the parish discernment committee evaluating a congregant in pursuit of holy orders.
   - Member of the leadership team during a capital campaign, leading the congregational prayer aspect.
   - Recipient of the church's Tau, Cross, and Crown award, a Vestry award for outstanding service to the parish.

   These experiences will be helpful in performing the duties of a new Vestry member.

2. *Indicate in which ministries or activities at the Cathedral you are currently involved:*

   - Lay Eucharistic Ministry

3. *Discuss other ministries for which you also have a passion:*

   Three tenants of being an active church member are time, treasure, and talent. Time does not mean only showing up on Sunday morning, but rather donating your time to achieve the goal of seeking and serving Jesus Christ in all persons. If that means you need to step out of your comfort zone, so be it. As an incoming Vestryman, I am sure that there will be many challenges that will push me out of that comfort zone, and I need to accept that challenge.

4. *Describe where you like to see Trinity Episcopal Cathedral (a) in three years and (b) in seven years:*

    a. Three-Year Challenge: I believe Trinity must address two immediate challenges in the upcoming years – selection of a new Dean and Rector, and a commitment to stewardship to get back to a balanced budget. Operating a facility in the red is a huge negative when ministry candidates are evaluating a career change. Trinity needs to be in a strong financial position so our new Dean and Rector in not encumbered by the financial burdens of running a church, but instead can put their efforts towards ministry.
    b. Seven-Year Challenge: Congregational development. Bottom line is that the church needs to grow. We need to attract the next generations to the beauty of the Episcopal liturgy and the good news that can be found in following Jesus Christ. This may require change, but it is change that we must embrace if we are to be successful in the years to come.

<u>Name: Bruce Bethke</u>
Service Most Often Attended: Sunday 7:30 am

1. *Explain why you would like to be on the Vestry and the gifts you would bring*:

    I would like to be on the Vestry to take a more active role in the church and to represent those attending the 7:30 service. Serving on the Vestry would also afford me a reason to attend the other services and get to know those with whom I am not acquainted and serve their needs as well. Gifts I will bring to the Vestry include the ability to listen and to come up with resolutions to problems that satisfy all those involved. I am a solution driven person that likes to complete tasks on time. I prefer to get out in front of issues before they become problems if possible. Another gift I possess is that I know stuff. Stuff I need to know, I find out. I also make people laugh. Appropriate laughter is a gift.

2. *Indicate in which ministries or activities at the Cathedral you are currently involved:*

    I am currently involved as an usher at the 7:30 service. I attend the ALOGM activities. I was a delegate to the diocesan convention this past year. I am attempting the hand chime choir (sorry Jim). I am an as needed participant in the sack lunch program (giving them out not receiving). I received the reader/lector training to serve as backup when others cannot participate.

3. *Discuss other ministries for which you also have a passion:*

    Is there a Quiet and Determined Ministry? If so that's mine. If not, I'm starting one now.

4. *Describe where you like to see Trinity Episcopal Cathedral (a) in three years and (b) in seven years:*

In three years I would like to see Trinity's continued viability with a new Rector/Dean in place. I hope that some that left during the pandemic will return. I also hope that those that left with feelings of being underserved can set those feelings aside and return with a spirit of compromise. In seven years, wow that's a long time. I guess I would like to see a joyful continuation of Trinity's ability to meet the needs of the congregation and the community.

Name: Ann Morgan

Service Most Often Attended: Service most often attended: 7:30 am but at various periods in my life I have primarily attended the 9:00 am service and the 11:00 am service.

1. *Explain why you would like to be on the Vestry and the gifts you would bring*:

   I am a long-time member of Trinity. The parish has supported me, and I want to support it. I am a good listener and a clear thinker. I am optimistic and I have time to devote to this ministry.

2. *Indicate in which ministries or activities at the Cathedral you are currently involved:* Eucharistic Minister/Lector

3. *Discuss other ministries for which you also have a passion:*

   I have served as a Sunday School teacher, an usher, a stewardship chair, a Vestry member, junior warden, an altar guild member and a greeter, and for each of these, at the time, I had a passion.

4. *Describe where you like to see Trinity Episcopal Cathedral (a) in three years and (b) in seven years:*

   In 3 years, I would like to see Trinity Cathedral a growing, open and welcoming community of faith that connects its members to its mission and to each other. I would like to see Trinity Cathedral provide a place of learning, celebration and solace to its members and the community at large. I would like to see Trinity Cathedral maximize the use of technology to affect the above and be on firm financial footing to support all the above. In 7 years, in addition to the above, I would like to have a Youth Minister, a strong young adult program, a strong music program, and inspiring Sunday liturgies, as well as all the goals I hope we achieve in 3 years.

Endowment Board Trustee



Trinity's Endowment Board manages Trinity's endowment of more than $1 million. Unlike operational funds which are typically used for immediate needs, endowment funds are maintained on a long-term basis, providing support of the Trinity's mission into the future. In 2022 Kurt Mische was appointed by the Vestry to a vacancy on Trinity's Endowment Board last spring. His term runs through this annual meeting in January when he will stand for the remaining two years of that term. In addition, the seat held by Mimi Butler becomes vacant, and Cleta Dillard has been nominated a full three-year term.

Delegates to Diocesan Convention



The annual Convention of the Diocese of Nevada takes place in October, and Trinity elects 10 delegates to represent the Cathedral. Delegates elect Diocesan officials, hear reports to the Convention, approve the budget of the Diocese and establish Diocesan policy and procedure by considering and voting on resolutions and approving changes to the Diocesan constitution and canons. Delegates also attend periodic meetings of the Northwest Mission District, comprised of seven Episcopal churches in the region.

The following candidates are standing for election as delegates to the 53rd annual Convention to be held on October 5-7, 2023, in Ely:

Betsy Bethke
Bruce Bethke
Terry Cain
Lindsay Campbell
Cleta Dillard
John Lilley
Marne McKimmey
Nancy Richards
Carol Roman
Diane Sheldon

In addition, up to five alternate delegate positions will be elected. Alternates serve if any of the elected delegates participate as wardens or if individuals can not otherwise participate. Margaret Zuccarini has been nominated as an alternate, and four additional slots are open for nomination at the annual meeting.

2023 Parish Nominating Committee



Trinity's bylaws provide that outgoing members of the Vestry, along with two at-large members from the congregation who are elected at the Annual Meeting, will serve on the following year's nominating committee. Cleta Dillard and Gretchen Wolfe have been nominated to serve as parish members on the 2023 Nominating Committee.

DIOCESAN MATTERS

Annual Diocesan Convention

Trinity Cathedral participated in the 52nd annual diocesan convention held in Stateline on October 6-8, 2022. In addition to the wardens and clergy, the following members served as delegates: Betsy Bethke, Bruce Bethke, Lindsay Campbell, John Lilley, Ginny Nelson, Nancy Richards, Carol Roman, and Diane Sheldon. During her convention sermon, Bishop Elizabeth challenged us to go forward by being courageous, innovative, and focused on the future. Accordingly, with new episcopal and lay leadership, the diocese took some bold action. After years of deficit spending and draining reserves to pay bills, the annual convention that met at Stateline passed a balanced 2023 diocesan budget and adopted a more favorable assessment model. The annual convention also welcomed a new treasurer and new standing committee members. In addition to the business meeting, there were several workshops for clergy and laity.

Mission District Meetings

The Northwest Mission District is one of five mission districts in the Diocese and is comprised of these churches: St. Peter's Episcopal (Carson City), St. John's in the Wilderness (Glenbrook), St. Patrick's Episcopal (Incline Village), Coventry Cross Episcopal (Minden), St. Catherine of Siena (Reno), Trinity Cathedral, and St. Paul's Episcopal (Sparks). The purpose of a Mission District is to bring together clergy, wardens, and convention delegates from geographically similar churches to foster communications, plan for shared events, and elect representatives to the Diocesan Standing Committee. Two meetings were held this year. Trinity participated in the August 14 meeting held at St. Patrick's in Incline Village. That meeting focused primarily on the 2023 proposed diocesan budget. In addition, Terry Cain was elected as a lay member of the Diocesan Standing Committee.

Seating of the Bishop



Following her consecration in Las Vegas in March, Bishop Elizabeth was formally welcomed and seated in the cathedral on May 1. This ancient tradition, rich in pageantry, was a spectacular event. Thanks to all who made it happen. Special appreciation went to Sandi Brooke and her crew for the lovely reception, members of the St. Cecilia Choir, St. Paul's Choir (Sparks), and the Nevada Gay Men's Chorus for sharing their musical talents, and all those generous folks at the service who donated more than $1,600 for Camp Galilee.

TRINITY EPISCOPAL CATHEDRAL REPORT

Report of the Interim Dean
The Very Rev. Stephen Brehe

With the consent of the Wardens, Bishop James Wagoner appointed me as Interim Dean and Rector of Trinity Episcopal Cathedral. I was charged with stabilizing the congregation and preparing it to call a permanent Dean and Rector in about 18 months. My first day at Trinity was February 22, 2022.

Covid and conflict had taken a toll on the cathedral congregation. I told leaders I had no magic plan other than to be a non-anxious presence who would care for the congregation and listen deeply. Churches are like families. They are interdependent emotional systems. They have expectations, needs, and upsets. Add stressors to any family system, like the pandemic and conflicts, and community and cooperation are lost. This is what happened at Trinity (and many other churches). Behind the scenes, there were angry outbursts, plotting, posturing, and destructive gossip. The pandemic had shut down the cathedral, so these conflicts remained hidden from most members. But it all became public in 2022 when an analysis by the consulting firm Holy Cow reported "toxic and unhealthy behaviors."



I set up a three-fold plan to stabilize Trinity. I named the plan "HOF." That stands for Healing, Organizing, and Forward. To begin the healing process, I set aside office hours for members to come by and share anything they wished. Many came. During Lent, I led a workshop on forgiveness that led to several reconciliations of conflicted members. I sent the staff on a week-long retreat, which included a day at the Carmelite Monastery. Staff members in the undercroft moved into the parish hall. Slowly but surely trust began to return. We were becoming a team.

Transparency was an important priority. Trinity held three "town hall meetings" in 2022 to brief members on the status of Trinity's healing, organizing, and moving forward (March 20, June 26, and October 23). A weekly e-newsletter brought members up to date in a timely manner. (Printed copies are sent to members who do not have computers.)

At the April 23 Vestry retreat at the Carmelite Monastery, I introduced a new model to empower the Vestry called "Hub, Spokes, and Wheel." Each Vestry member was assigned a liaison role to stay in touch with ministries where the rubber meets the road and communicate how those ministries work to the hub (dean, Wardens, and Vestry). The Vestry also came to terms with what I call "right-sizing." Trinity had been living beyond its people resources and

financial means. Three factors caused this: [1] Covid, [2] conflicts, and [3] changing church-going habits everywhere. Trinity had been a multi-cell program-size church. Trinity is now a transition-size church with fewer people. But it had been trying to do everything a larger church typically does. Unrealistic expectations and the covid shutdown made Trinity prone to upsets and conflicts. Now that Trinity understands itself better, it can adjust its goals to align with reality. Three difficult but important right-sizing actions were taken. I asked my salary to be reduced. The pastoral care position became three-quarters time. And the music director position became half-time.

The reports in this annual report reveal how ministries and programs began coming out of "covid hibernation." By the fall, Trinity's life had renewed energy and a general sense of normalcy. Members had worked hard on healing and organizing, and it was showing.



Trinity has the word cathedral attached to its name. It is one of the newest cathedrals in the American church, having been a parish church most of its history. To live into its new calling, Trinity invited Bishop Elizabeth Gardner to have her office in the undercroft. She was formally seated in the cathedral on May 1 in what I characterize as a grand and glorious service.

One of the remarkable developments in 2022 was stewardship. Last year Trinity approved a $98,000 deficit budget. Thanks to generous and committed members, Trinity ended up in the black. That spirit of generosity and commitment continued to show in this year's stewardship drive. Pledges for 2023 made it possible to pass a nearly balanced budget for this year.

With God's help and a lot of work, Trinity had become a stable congregation by the end of 2022. I want to say a personal word about the leadership team that met weekly. None of the above could have happened without Terry Cain, Cleta Dillard, and Kait Flocchini working long and hard, coordinating and communicating, and supporting all of us as we worked toward a hopeful future. They have been extraordinary leaders. I want to thank the cathedral staff: Anke Riesner, administrator; Canon Ruth Hanusa, pastoral care; Judy Landis, Christian formation; Bryan Chuan, organist and music director; David Morgan and his financial team (all volunteer ministers); Harold Campbell, facilities manager. They have been great. But dozens more throughout the cathedral congregation need a big thank you. Space does not allow that in this brief report, but know that you are deeply appreciated. Thank you. Thank you.

The healing and reorganizing took place because so many of you stepped forward. It was truly an "all hands on deck" experience. I thank God for you. These developments and your goodwill make me hopeful as Trinity begins the search for a permanent Dean and Rector.

Remember, we're in this together,

Dean Stephen Brehe

2022 Parish Statistics



Trinity undertook a review of its membership database in 2022. An active member is defined as a baptized, communing member who contributed any amount during the preceding three years. Accordingly, 571 adults and 74 children are considered active members of Trinity Episcopal Cathedral.

As noted below, 11 individuals were baptized, and 11 individuals were confirmed in 2022. Three couples were united in marriage. Nine individuals were buried from Trinity, and six other deaths occurred among active members in 2022.

Baptisms in 2022

- Hazel Bage
- Ashley Fennell
- Gino Pisani Fennell
- Thomas McCarthy Fennell
- Joseph Rai Gatpolintan
- Marie Louise Glick
- Bodie Nolan
- Lindsay Pisani
- Adrian Riesner-Knierieme
- Julia Bautista Roscom
- Murphye Sweet Stickney

Confirmations in 2022

- Beverly Collins
- Ashley Fennell
- Patsy Meyers Kennedy
- Robert Kennedy
- Benjamin Kumar
- Kathryn Pickens
- Robert Pickens
- Lindsay Pisani
- Adrian Riesner-Knierieme
- Naomi Thompson
- Garrett White

Marriages in 2022

- Stephen Brown and Lindsey Kern
- Daniel Mendoza and Joseph Teixeira
- Richard Corn and Eleanor Harvison

EPISCOPAL CATHEDRAL TRINITY

Buried from Trinity Cathedral in 2022

*Paul Aakervik
John Barber
*Leilani Bennum
*James Dickey
*Kirk Gardner
Marcello Leonardi
*David Moore
*Vincent Sauer
*Stephanie Wolff

**Indicates baptized communing member of Trinity*

Other Deaths in 2022

*Ginny Hestmark
*Dawna Johnson
*Jose Lopez
*Laura Neidert
*Mercedes Parsons
*Raymond Peterson

Worship Notes

Trinity was able to return to regular services and offered several in-person and online worship opportunities in 2022.



- Saturday at 5:00 pm: Because of its small size, worshipers experimented with gathering in the chapel. After several months the Dean and worshipers returned to nave because the chapel was too small and too dark. John Seelmeyer schedules ushers, lectors, and leaders for the prayers of the people. While a small group, the service is widely participatory and has a quiet, friendly, and contemplative atmosphere.

- Sunday at 7:30 am: Worshipers like the quiet style, traditional Rite 1 language, and sense of reverence. They also like the early hour.

- Sunday a 9:00 am: The "Family Service" attracts all ages and stages, Members value its spontaneity and singing with piano. Attendees without children say they like the energy the kids bring. This service offers a child-friendly focus with a chancel talk on the steps, as well as a short message for adults.

- Sunday at 11:00 am: This is our most formal liturgy, and attendees feel that this style of worship links them to God and others. Music and preaching are high on their list of

important components. This service is also live streamed on our YouTube channel and subsequently posted to our Facebook page.

- Monday through Friday, 7:30 am: Morning prayer, which is a short worship service reflecting the ancient tradition of the Daily Office. Morning prayer on Tuesdays and Thursdays was offered in person in the Bishop Lewis Chapel but moved early in 2023 because of better lighting; morning prayer is offered via Zoom on Mondays, Wednesdays, and Fridays.

- First Wednesday of Each Month, 12:10 pm: Holy Eucharist with a focus on healing in the Bishop Lewis Chapel.

Adult Forums



Trinity resumed regular adult forums between the 9:00 and 11:00 services in the Bishop Lewis Chapel. These programs feature presentations and discussions on a wide range of historical and contemporary topics and issues that affect the church and its members. Since the fall, several programs have been offered, such as these:

- Bishop Elizabeth shared what is happening in the diocese as well as what she is doing as bishop.
- Dean Stephen and Joan Peyser led a six-week series to discuss doubt and faith.
- Dean Stephen presented a four-week series on the origins of the Bible.
- Dean Stephen and Canon Ruth examined the Matthew's and Luke's Nativity narratives during Advent.

EpiscoPAL Mini Retreats



Dean Stephen offered three EpiscoPAL mini retreats during the year to prepare candidates for baptism, confirmation, and reception into the Episcopal Church, as well as providing a refresher course for anyone interested. Approximately 20 parishioners took advantage of this opportunity in 2022

VESTRY REPORTS

Wardens' Message

Terry Cain (Senior Warden) Cleta Dillard (Junior Warden) and Kait Flocchini (Secretary)

When we began our terms as Vestry officers a year ago, Trinity was in a very different place than it is today. To address the situation, we implemented a new model where the senior

warden, junior warden, and secretary formed a core leadership team, meeting weekly with Dean Stephen, sharing responsibilities and developing synergy with each other and with the parish. Among our most important priorities were increased transparency to foster better communications; improved management of our resources to live within our means; and greater involvement of our parish family in all aspects of Trinity.

Throughout this report, you can see growing vibrancy and a wonderful array of ministries and programs. Our deep thanks go to all the leaders and parishioners who made these activities so successful. We are grateful for the dedication of the Vestry and volunteers who donated their time and expertise throughout the year. We appreciate our paid staff: The Rev. Ruth Hanusa, Canon for Pastoral Care; The Rev. Julius Rogina, Associate Priest; Dr. Bryan Chuan, Director of Music; Judy Landis, Director of Christian Education/EYC; Anke Riesner, Cathedral Administrator; and Harold Campbell, Facilities Manager. We are especially thankful for the ministry of Dean Stephen and for the ongoing support of Bishop Elizabeth.



We are happy to report that in 2022, working together as a community, Trinity has built a strong bridge to its next chapter, filled with new and exciting opportunities of worship, fellowship, and growth. We can't wait to see what comes next!

Vestry Committees

The Vestry is supported by some standing committees which play an invaluable role in supporting Trinity's operations and management. They will all have openings for members in the coming year. If you have an interest in a particular area and would like to serve, please contact a Warden or a member of the Vestry.

Finance and Administration Committee



The Finance and Administration Committee closely monitors the ongoing financial management and administrative operations of Trinity Episcopal Cathedral and makes recommendations to the Vestry and/or Dean as appropriate. The Committee is comprised of the following members: Nancy Richards (chair) Lindsay Campbell, Cleta Dillard, Carol Roman, Stephanie Tall, Terry Cain (ex-officio) and Dean Stephen (ex officio). In 2022, the Committee reviewed insurance policies and monthly reports on the status of Trinity's operating accounts. It also oversaw the first comprehensive independent review of our financial policies and procedures in several years. The auditors determined the accounting of 2021 finances to be properly recorded and found no evidence of malfeasance. They identified areas for improvement and made eight recommendations to reduce potential financial vulnerabilities. The Finance and Administration Committee worked with Church Procedures Audit on developing a living financial policies and procedures manual, which was approved by the Vestry in January.

Human Resources Committee

The Human Resources Committee advises the Dean, Wardens, and Vestry on matters related to personnel policies and management. The Committee includes the following members: Ann Morgan, Gary Fuller, Terry Cain, (ex officio), Cleta Dillard (ex officio) and Kait Flocchini (ex-officio). In 2022, the Committee considered personnel issues as they arose. It is expressly understood that all Cathedral employees report to and are supervised by the Dean.

Stewardship Campaign Committee

Caring and Sharing was the theme of Trinity Cathedral's 2022-23 Stewardship Campaign. The focus of the campaign was similar to the theme of Trinity's 2021 Campaign, where every gift given, including Time, Talent, and Treasure, are gifts that the Cathedral family shares throughout the year. And, like last year's focus, we, individually, are gifts to each other and to a world in need of our love. Each of us has many gifts to share and, in sharing, we communicate our care for each other and the world outside Trinity Cathedral. *"Where your treasure is, there your heart will be also" Matthew 6:21 NRSV.*

Trinity's campaign planning began at the September 20, 2022, Vestry meeting, when it was agreed that the 2023 Campaign would be sponsored by the Vestry. Dave Bennum, Mimi Butler, Cleta Dillard, Donna Fuller, Barbara Marquand, and Margaret Zuccarini led the Campaign. The committee's plan and actions were as follows:

- Bulk mail a letter to the parish introducing the 2023 Caring and Sharing Stewardship Campaign from the Cathedral Vestry.
- Create a volunteer list and invite Ministry Moment speakers, representing some of the major Cathedral programs to speak at each of Trinity's four services (beginning on October 8-9 and ending on November 19-20):
  - Prayer (Joan Peyser)
  - Service (John Buccola)
  - Music Program (Margaret Zuccarini)
  - Youth Ministry (Rayann Pezonella-Brown)
  - The Christian Family (Brandon Harjer)
  - Baptism and Welcoming of Newcomers (Harvey Fennell)
- Publish a transcript of each week's Ministry Moment in the weekly *Carillon*; mail a hard copy to all parishioners without email capabilities.
- Share the proposed 2023 Cathedral budget of $570,000 in the Asking Letter, sent to all parishioners on behalf of the Vestry.
- Track total pledge amounts received via a "Giving Thermometer" placed at each Cathedral entrance to keep the congregation apprised of weekly campaign progress.

- Send a reminder postcard to all those from whom no pledge had been received as of mid-November.
- Publish a status of campaign progress in the weekly *Carillon* on December 16, 2022.
- Phone follow-up by Vestry members and others in early December. Dave Bennum, Cleta Dillard, John Lilley, Donna Fuller, Mimi Butler, Barbara Marquand, and Margaret Zuccarini completed phone calls to a total of 43 people.
- Sent thank-you notes to all parishioners from whom pledges had been received (147 thank-you notes were mail-merged by Anke Reisner, signed by David Morgan, and mailed first class on December 16, 2022.
- In Progress: Additional thank-you notes will be mailed to all remaining pledgers.

The Stewardship Committee is most grateful for all who have responded with pledges as of this writing: 166 pledges amounting to $577,092. Additional pledges are anticipated being received to meet our Stewardship Goal and to fund the Vestry 2023 Budget of $585,000. Pledges can be submitted by returning the pledge form, by pledging on-line at www.trinityreno.org, or by sending an email with your pledge information to finance@trinityreno.org.

Communications

Town Hall Meetings



The Dean and Wardens held several in-person town hall meetings in 2022. The first meeting in March focused on Dean Stephen's first impressions and changes around the Cathedral. Much of the discussion at the second meeting in July was about "right-sizing" the Cathedral to reflect who we are and how we work together. In August, the Dean and Wardens held mini meetings after each service to hear thoughts and get feedback on the various worship services. The October meeting focused on the upcoming search process. All these meetings were well attended, and parishioners had opportunities to ask questions about anything on their minds.

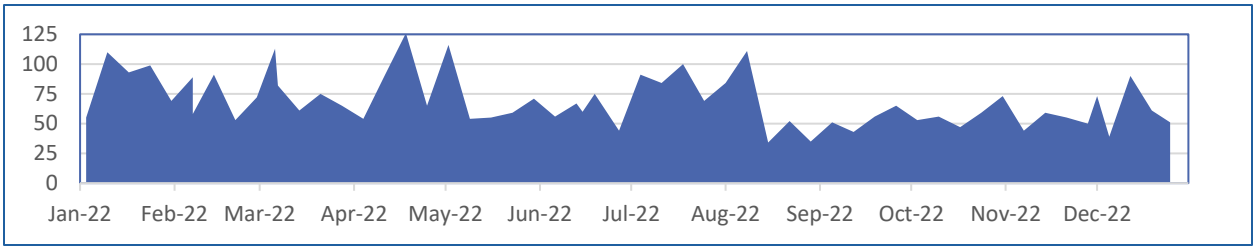
The *Carillon*



The *Carillon*, our weekly e-newsletter, provides up-to-date information about upcoming events and services at Trinity. It is sent electronically every Friday to approximately 500 email addresses and by traditional mail to parishioners who do not have computer access. The Dean serves as editor and receives articles from staff and parishioners.

Facebook Page and YouTube Channel

Facebook and YouTube, along with other social media, represent a great potential to enhance our community presence in the future. Trinity's on-line services are live streamed on our YouTube channel and subsequently posted to our Facebook page. As illustrated in the chart below, Trinity's 2022 worship services posted on YouTube received a total of 4,721 views over the course of the year. (This statistic excludes special broadcasts, such as the Seating of the Bishop and Town Hall meetings. Increased in-person attendance correlated to a slight reduction in on-line viewing in the latter part of 2022.



Trinity Website (www.trinityreno.org)



In today's world, websites are essential to establishing credibility and giving a positive impression for any organization. According to research, more than 60 percent of churchgoers say that a church's website is important to welcoming them and facilitating their participation. Our website – found at www.trinityreno.org – provides current information about Trinity. While the site is visually pleasing and easy to navigate, the challenge for the future is ensuring the website remains attractive, relevant, functional, and useful.

Vestry Communications Liaisons



To facilitate communications, the Vestry embarked on a "hub/spoke/wheel" model of leadership in 2022. The hub consists of the Dean, Wardens, and Vestry; the spokes are Vestry members who are liaisons; and the wheel where ministry takes place. Liaisons advocated to the Vestry for their assigned ministry area(s) and communicated status, progress, accomplishments, significant problems, and financial needs. The 2022 Vestry members were liaisons to these areas:

- Worship (5 pm Saturday Service -Barbara Marquand
  - 7:30 am Sunday Service - John Buccola;
  - 9:00 am Sunday Service -Brandon Harjer
  - 11:00 am Sunday Service - Dave Bennum

- Outreach: Nancy Peterson, Barbara Marquand, and Dave Bennum
- Music: (assisted as appropriate by the worship liaisons) Margaret Zuccarini
- New members: Gary Fuller and Lindsay Campbell
- Children's formation: Kait Flocchini and Brandon Harjer
- Adult formation: Marne McKimmey
- Parish social life: Barbara Marquand, Nancy Petersen, and Marne McKimmey
- Communications: Terry Cain and Marne McKimmey
- Stewardship: Cleta Dillard and Margaret Zuccarini
- Buildings and grounds: Kait Flocchini
- Technology and IT: John Buccola and Terry Cain

PROPERTY REPORTS

Historic Preservation Award

Trinity Episcopal Cathedral received the 2022 Historic Preservation for Historic Landmarks Award in recognition of outstanding efforts to preserve the cathedral. Deborah Hinman, chair of Reno's Historical Commission, called the award "well deserved," and the certificate is signed by Hillary Schieve, Mayor of Reno. The award was presented to Jim Lamb, chair of the Cathedral Renovation Committee, along with Harvey Fennell and Carolyn and Dick Hoffmann. Dean Stephen and Mercedes de la Garza, architect of the renovation also attended the May 12 ceremony. Not able to attend but also a part of the renovation committee are John Lilley, Howard Bennett, and Bob Snavely.



Stained Glass Windows



Trinity Episcopal Cathedral has a collection of about 70 beautiful stained-glass windows, most of which are unprotected and subject to vandalism. For example, rocks have been thrown through our Te Deum window over the river entrance several times over the years. Through the generous donation of a parishioner, Nzilani Glass Conservation has evaluated the condition of all our windows and is putting together a proposal to protect our windows in priority order. Nzilani has provided an extensive report which is now under review. Thanks to Howard Bennett, Kait Flocchini, Karen Henke, and Margaret Zuccarini for their working with Nzilani Glass Conservation. Restoring and maintaining our inventory of stained-glass windows will be a multi-year effort, and the Vestry is committed to seeking financial support from multiple sources to fund this work.

Bonnie Jean Richardson Carillon



The 35-bell Bonnie Jean Richardson Carillon, located over the tower entrance, is one of only two in the entire state of Nevada. It was dedicated in the 1973. Due to exposure to the elements and with the passage of time, several of the bells were not functioning. There were deteriorating clapper operations and general equipment failure. While the Vestry entered a contract in late 2021 to repair and update the carillon, supply chain issues delayed the project through 2022. However, new strikers have now been installed and several electronic control panels have been replaced. While some fine-tuning is still needed, the renovated bells were blessed by Bishop Elizabeth on January 8, 2023. A working carillon can now greatly enhance Cathedral's music ministry program. Thanks to Harold Campbell for performing the unexpected electrical work needed to finish the renovation.

Columbarium (Howard Craig-Aakervik)



"…From earliest times, people have been concerned about their final earthly place, especially that it be near the gathering place of their families so that each may be held in lasting, loving remembrance…"

Here at Trinity Episcopal Cathedral this final place for many is the columbarium in Trinity's Holy Innocents Chapel. Trinity's columbarium currently has 275 niches for the cremated remains of members of the community. Of these, 220 are single niches which have space for cremains of two people, and 55 are double niches which have space for the cremains of up to four people. A total of 161 niches have been sold, and 105 niches are occupied. The Columbarium Ministry is staffed by Linda Richards and Howard Craig-Aakervik. Karen Henke joined the Columbarium Ministry team.

Around the Grounds



Throughout the year, many matters, both large and small, emerge. We are grateful for the dedication of many parishioners who regularly step up and help address issues such as these examples:

- Office Moving: the Wolfe and Flocchini families, for helping relocate furniture as staff offices moved;
- Excess Furniture Removal: Rodney McKimmey for arranging for the disposal of excess and non-functioning furniture from the parish hall and undercroft;
- Kitchen Organization: Sandi Brooke for organizing the kitchen in the parish hall;

- Building photography: Rodney McKimmey for conducting an engineering and photographic study of the cathedral before pile-driving begins next door;
- Sanctuary Improvements: Harold Campbell for building a custom platform for our lectern and installing racks to store frontals used on the altar;
- Sunday School Classrooms: Marne McKimmey for working with Judy Landis on organizing and improving Sunday School classrooms;
- Nursery and Family Space: Marne McKimmey for creating a welcoming space in the undercroft that is open for families to take care of the needs of their young children while attending services.
- Office Volunteers: Howard Craig-Aakervik, Josette Dornoff, Pat Gardner, Karen Henke, Marne McKimmey, Nancy Petersen, Joan Peyser, and Barbara Small for working in the office before our new Cathedral Administrator arrived;
- Window Repair: Howard Bennett for repairing damage to the Te Deum window caused by vandals;
- EYC Space: Rodney McKimmey and team for revamping the lighting in the EYC space and the Sauer family for funding the revamped space with new tables, seats and accessories;
- And so many more!

PROGRAM REPORTS

Canon for Pastoral Care (The Rev. Ruth Hanusa)

2022 was a time of transition at Trinity. Dean Stephen Brehe arrived just before Ash Wednesday and we were off in a whirlwind with the usual busyness of the Lenten season, a new bishop on the scene, and getting to know each other and learning to work together. While busy, it has all-in-all been a good time. With the easing of Covid restrictions (in January we still had several weeks of shutdown) and learning to live in the renovated worship space, things have taken on a semblance of pre-Covid normalcy.

However, not everything is back to the way things were. You will notice in the reports below that some activities have kept their Zoom meetings even while restoring in-person versions. Zoom allows participation by those who live out of the area as well as those who no longer drive. I made more home visits in 2022, more communion visits with those unable to come to church, as well as making get-acquainted visits with those new to Trinity. The latter group, about five families, got together for a dinner party so they could meet each other.

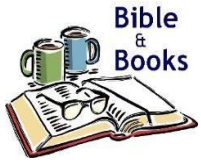
Perhaps the biggest transition for me was going from full-time to three-quarter-time on September 1st. My job description was reworked, and you can see those changes reflected

in the program reports. Some groups went away, two new ones were created, and one remained the same.

I continue to be grateful to be the Canon for Pastoral Care at this Cathedral. Preaching, leading worship, listening to your joys and sorrows, deepening our sense of community—all give me a sense of great joy. Thank you for all your support and interest in the ministry I have in this place.

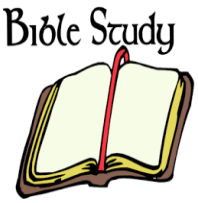
Adult Education

Bible and Books (The Rev. Ruth Hanusa)



Bible and Books met weekly on Sunday mornings at 9:00 a.m. via Zoom with twelve people participating in 2022. This year we read and discussed *Good News of Jesus* by William Countryman; *Half-Truths* by Adam Hamilton; *Inspired* by Rachel Held Evans; and *Cranky, Beautiful Faith* by Nadia Bolz-Weber. With a reduction in staff hours and a revised job description, the group discussed its future. The consensus was that it had served its purpose and the time had come to disband. An alternative group, meeting at a different time and in-person, was suggested, but there was insufficient interest.

Ecumenical Bible Study (The Rev. Ruth Hanusa)



This Friday morning Bible Study met every other week from January through June in 2022, studying *Jeremiah* and meeting via Zoom. The group is composed 18 participants, including Trinity members, Lutherans, Methodists and some with no faith tradition. The group has returned to its former situation as a personal ministry of Canon Hanusa. Please contact her if you would like details.

Director of Music (Dr. Bryan Chuan)

2022 was a year of transition for the Music Ministry at Trinity Episcopal Cathedral. When the Director of Music position was vacant earlier this year, several members of the congregation filled voids: Jim Heller continued with the hand chimes choir, Josette Dornoff stepped up to direct the choir as well as choosing anthem material, Pat Gardner faithfully covered choir accompaniment and playing for our 9:00 am Sunday services, and Howard Bennett covered the organ for the duration of the vacancy.

We were graced with the hiring of Dr. Bryan Chuan in November to be our Director of Music. We are weekly blessed with the skill of Bryan's playing and his rich repertoire. Further, the choir is enjoying his leadership and has 18 to 20 active members, an increase since the pandemic. Bryan continues to seek vocal and instrumental talent of all ages to join the choir, hand chimes choir, and other solo opportunities. He also will continue to find ways to publicize and promote musical events at Trinity.



The Music Guild worked to continue with the Pipes On The River programs held on the first and third Fridays at noon. Overall, they have been quite successful. We would always appreciate a larger attendance, but the quality of the music has been excellent.

On December 18, the St. Cecilia Choir, Hand Chimes Choir, Jim Heller, and Bryan Chuan performed a community concert titled "The Music of Christmas." This was the first live concert performed by musical talent from Trinity in a long while, and the music was received enthusiastically by the congregation and community. Both Christmas Eve services had full attendance and were supported by youth musicians and a community string quartet. We hope that music at worship will continue to be vibrant going forward.

Director of Christian Education/EYC (Judy Landis)

We have been blessed with gifted volunteers, students, families, staff, and teachers. We have added new programs. In 2022, we welcomed more than 40 participants in various classes, services, and activities. As I review Christian Formation in this report, I would like to express my heartfelt gratitude to this community for coming together to spread God's love to one another, the local community, and the world. In my part-time position as Minister of Christian Formation/EYC, my role is to support children, teens, teachers, and families by building and maintaining the Christian Education community and provide quality spiritual formation. In this way, the love of Christ lives and spreads. One of my favorite Christian songs states, "…it only takes a spark to get a fire glowing. And soon all those around, will warm up in its glowing. That's how it is with God's love when you experience it. You want to sing, it's fresh like spring, you want to pass it on." It has been my honor to work with this community.



The goal for all Christian Education and EYC was to develop, maintain, and grow connections with our community. This was accomplished by increasing adult volunteers, providing mini retreats for volunteers, and group events engaging the whole Sunday School community. This year, we implemented Godly Play and Weaving God's Promises as our guiding curriculum. I agree with The Rev. Potts who states, "What we can do, however, is to show our children, in word and in deed, that our Christian teaching is a description of God's love; that our Christian Scripture is a testament to God's love; that our Christian worship is a celebration of God's love; that our Christian ethics is an application of God's love…. what we can give them is this trust in God's love."

Trinity's Christian education program is bustling with energy this year as we grow together in our love of Christ and the church. We have been successful so far because we have a dedicated team of Sunday School teachers, families and volunteers. We are also blessed with children

who are eager to learn, participate, and share their faith with each of us. This report will highlight the key programs available for Trinity's Sunday School and Youth and how we work together to accomplish the goals as stated above.

Sunday School Programs

Nursery and Family Space and Baptismal Ministry Program (Infants through Age 3)



The Baptismal ministry program provides a warm welcome to children and their families. We provide a Baptismal cross to each candidate and invite them to join our Nursery and Family Space. So far this year, we have welcomed several toddlers to our program. For the first time, we included the toddlers in the Christmas pageant.! This group is led by Marne McKimmey and Andrea Glick. If you see them, please thank them for sharing their gifts with us!

Godly Play (Children from Age 4 thought First Grade)

Godly Play meets every Sunday during the Sunday School hour. They follow the Godly Play curriculum. Christian Formation for this group of young children focuses on developmentally appropriate ways to introduce biblical stories and concepts. The goal is for the kids to grow in love for Christ and his church and to enjoy our time together. Godly Play prepares students for the more abstract spiritual concepts they will receive in later years. I would like to express gratitude for the teaching staff: Gretchen Wolfe, Kait Flocchini, Cindy Humphries, and Dennise Howard. If you see them, please thank them for sharing their spiritual gifts with these students.

Holy Moly (Students in Second through Fifth Grades)

Holy Moly meets every Sunday during the Sunday School hour. This group is currently using Weaving God's Promises, which provides a Bible story and suggested crafts. We are most grateful to Rebecca Dixon and Ginny Nelson for teaching this class. They both have a strong connection with their students. If you see them, please thank them for sharing their spiritual gifts with these students.

Episcopal Youth Community (EYC) and Teen Forum

Episcopal Youth Community (Students in Sixth through Twelfth Grades)



God is actively working through the hands of our youth community. EYC builds relationships, prays for one another, and performs community service projects. In 2022, EYC held the following group events: The CROP Walk, which contributed $4,000 to the cause of world hunger; several HUGS days to provide food to the local food-insufficient population; making and donating more than 30 doggie blankets to Noah's animal shelter; and making Thanksgiving centerpieces for a local nursing facility. All these opportunities develop relationships, enhance our visibility in the community and strengthen interfaith relationships. This sheds light on how our church community can become inspired to come together to engage in meaningful outreach activities that benefit our local community

Rayann Pezonella-Brown deserves special recognition for volunteering to be our Youth Leader. She loves working with our teens and she has been doing a wonderful job! We also have several families who are always there to lend a hand: Gretchen and Doug Wolfe, Kait and Patrick Flocchini, Cindy Humphries, Kim McNamara, and Brandon and Meghan Harjer. If you see them, thank them for their generous support to our community.

Teen Forum (Students in Sixth through Twelfth Grades)



The Teen Forum meets every Sunday during the Sunday School hour. Currently, we are using *Weaving God's Promises for Youth,* an Episcopal program. Students explore stories of the Bible with theological and historical Anglican threads woven into each session. In addition, we plan an activity or project each week. This maintains student engagement and generates enthusiasm for the scripture and traditions of the Episcopal Church. It is the first time we have offered a Sunday School curriculum for this age group. It has inspired them to be an active part in the worship services. We are growing, praying, and encouraging one another which builds community. We are blessed to have the following teaching staff: Karen Wagner, Lisa Kaye-Bryan, Dennise Howard, and Elinor Walquist. If you see them around the halls of Trinity, please thank them for the spiritual gifts they share with the youth.

Puppet Ministry



We began a monthly puppet ministry this year during the 9:00 am worship service. We are learning and growing! I would like to recognize Marne McKimmey for providing the puppets and her insights into this new ministry.

Christmas Pageant



The Christmas pageant at the 4:00 pm Christmas Eve service was a huge hit with staff, children, youth, and family excitement permeating this service. Children from the Cathedral as well as visitors participated. Thanks goes to the following volunteers helped with the pageant: Marne McKimmey, Dennise Howard, Ginny Nelson, the Wolfe family, Lisa Kaye-Bryan, Elinor Walquist and the Flocchini family.

Other Events

- Shrove Tuesday
- Pretzel and soup making
- Making lavender-scented neck wraps
- Ninja Easter Bunny
- Advent Family Workshop

TRINITY MINISTRIES REPORTS

Worship Ministries

Many people work together to prepare for Sunday and weekday worship at Trinity Episcopal Cathedral. The guilds and ministries described here provide invaluable support for the many aspects of worship. If you are interested in any of these opportunities, please contact the appropriate ministry lead through the Cathedral office at 775-329-4279.



Eucharistic Ministers



Eucharistic Ministers are members over 16 who carry the cup during Communion. During Covid and post-Covid the clergy touch the blessed bread to the wine in the cup that the Eucharistic Minister carries (as a public health measure). They also assist by lighting and extinguishing candles, carrying the Cross or torches, ringing the sanctus bells, serving as be thurifer (censor), or assisting with setting the table at Eucharist. They participate in all the church services, including each Saturday, Sunday and weekday Eucharist, weddings, funerals, and additional celebrations and Feast Days.

Dean Stephen offered several training sessions for Eucharistic Ministers this year, and we are working with the Dioceses to get licenses as appropriate. The current slate of trained Eucharistic Ministers includes Susan Lombardi and Barbara Marquand (Saturdays at 5:00); Betsy Bethke, Ann Morgan, and Gary Warren (Sundays at 7:30 am); Rayann Pezonella-Brown, Tod Brown, Matthew Brown, Raymond Brown, Christina Pezonella, Kait Flocchini, Denisse

Howard, and Gretchen Wolfe (Sundays at 9:00 am); and Frank Baird, Dave Bennum, Cathy Brewster, Terry Cain, Lindsay Campbell, Aubrey Dixon, Josephine Flocchini (Thurifer), Juliette Leneaux, Lisa Otterson, Linda Richards, Anne Towner, and Sophia Zepeda (Sundays at 11:00 am).

Lectors and Intercessors



Lectors and intercessors read the scriptures and lead the prayers of the people. With the resumption of regular services this year, more parishioners are participating in all these roles. Current lectors and intercessors include Mikkel Bassett, Susan Cothran, Gary Fuller, Barbara Marquand, and John Seelmeyer (Saturdays at 5:00 pm); Betsy Bethke, Bruce Bethke, Eloy Ituarte, Ann Morgan, and Gary Warren (Sundays at 7:30 am); Margaret Brown, Reynolds Cafferetta, Kait Flocchini, Olivia Flocchini, Susan Kim, Dennise Howard, Natalie Humphries, Doug Wolfe, Gretchen Wolfe, Jack Wolfe, and Luke Wolfe (Sundays at 9:00 am); and Frank Baird, Dave Bennum, Jackie Brehe, Cathy Brewster, Lindsay Campbell, Pat Gardner, Juliette Leneaux, Kurt Mische, Lisa Otterson, Nancy Petersen, Joan Peyser, Nancy Richards, Anne Towner, and Nan Marie Wollam (Sundays at 11:00 am).

St. Martha's Altar Guild (Juliette Leneaux, Carol Roman, and Ann Crase)



St. Martha's Altar Guild continues to thrive, adapt, and grow. The work of preparing for worship is an ongoing and vital ministry that sets up the chancel and altar areas for worship, and then dismantles and cleans up after the service. We set up Eucharist for all worship services including special occasions. Additionally, we tend to the linens and inventory of items needed to have a deeper understanding of worship and rituals, and the various elements which are a part of that.

This past year we welcomed an interim rector who has helped to focus our ministry. With Dean Stephen's guidance we sorted through Trinity's vestments and were able to make a sizeable donation to other parishes within our diocese. These were taken to the Nevada Diocesan Convention in October, and many of our smaller parishes were able to benefit. Many of our members helped organize and discuss this venture, and for that we are very appreciative.

All Altar Guild members are instrumental in fostering a sense of community and spirituality with the members of our Parish. The fellowship and devotion of members to this ministry continues to be a blessing to all of us. The following are the active members of St. Martha's Altar Guild: Dave Bennum, Betsy Bethke, Dawn Brisbane, Terry Cain, Lindsay Campbell, Ann Crase, Cleta Dillard, Darla Garey-Sage, Karen Henke, Pat Ikehara, Juliette Leneaux, Barbara Marquand, Jody Robinson, Carol Roman, Sharla Scott, John Seelmeyer, and Anne Towner. We encourage anyone interested in this meaningful ministry to reach out to Juliette Leneaux, Carol Roman, or Ann Crase.

In conclusion, the fellowship and devotion of members to this ministry continues to be a blessing to all of us.

Ushers (Tom Anderson)



The main duties of the ushers are as follows: greet congregates as they enter the sanctuary and distribute the bulletins for the service; make a count of the congregation during the service; collect the offering and deliver it to the altar; direct congregates to communion in the front of the sanctuary.

A workshop was conducted for the ushers this year where safety issues were emphasized. Also, a new statement of usher duties was presented by Dean Stephen and discussed by the ushers present.

- *5:00 pm Saturday:* John Seelmeyer schedules ushers for this service.
- *7:30 am Sunday:* Bruce Bethke has been coordinating ushers for this service.
- *9:00 am Sunday:* Kait Flocchini, Gretchen Wolfe, and Harvey Fennell work together to ensure that the collection is done and presented by children selected from those in attendance on any given week.
- *11:00 am Sunday:* Nine members of the congregation have been active in ushering: Tom Anderson, Harold Campbell, Karen Henke, Clyde Ikehara, Kurt Mische, Gene Nelson, Gary Parks, Steve Peeck, and Tom Anderson.

All our services could use more volunteers to usher. If interested, please contact Tom Anderson at renoretired@yahoo.com or the Cathedral office.

Floral Guild (Howard Bennett and Sandi Brooke)



The Flower Guild purchases from the wholesale house and arranges flowers for the altar for our worship services. Through a generous donation from Howard Bennett, two upright brass flower stands were purchased and are located near the reredos. This past year the Vestry approved increasing the suggested donation amount since purchasing costs were not being met by the prior donation amount. At present there are two large arrangements done for the altar in the cathedral. The cost for the arrangement is $50 each with multiple dedications possible for each week. The little money that is more than what is needed each week covers the cost of flowers for Sundays when there is only one or no sponsors. Please note that at the beginning of every new calendar year there is sign-up chart (located in the tower entrance) for sponsorship of the altar flowers.

Sandi and Howard are anxiously seeking additional members for the floral guild. If you are interested, we would be willing to train individuals. This ministry is very satisfying as we create a focal point to Glorify God in our worship. Please let the Cathedral Administrator know of your interest or contact Howard or Sandi in person.

Eucharistic Visitors



Although visits were suspended during the pandemic, , this ministry will return in 2023. Eucharistic Visitors are trained by the Dean and licensed by the Bishop to bring the Eucharist to the homebound or infirmed. Currently Betsy Bethke is trained and licensed.

Outreach Ministries

Trinity has a long history of serving the community. We serve to help others, but we also find joy through that service. If you are interested in any of these opportunities, please contact the appropriate ministry lead through the Cathedral office at 775-329-4279.

Sack Lunch Program (Nancy Richards)

Let's cut to the chase, shall we? The heart and soul of our outreach ministry are getting it done.

Our leads – Betsy Bethke, Ken Hines, Joan Johnson, Ginny Nelson, Nancy Petersen, Linda Newman, and Barbara Small – steer the crew during shifts. The added spark comes from the rest of our volunteers: Nancy Aalberg, Bruce Bethke, Julie Brown, Margaret Brown, Carol Clarke, Steve Gladfelter, Barbara and Hal Goss, Gerrie Lilley, Eric Meagher, Gary Parks, Steve Peeck, Joan Peyser, Bill Roche, Lee Ryan, Sally Sapunor, Diane Sheldon, and Marty Stancil Many thanks too to Heidi Buccola and Lori Miller for being on the team most of the year.



In addition to the momentous accomplishment of handing out 10,255 sacks this year, there were heartwarming surprises. Our ministry was able to serve as a conduit in giving to those on our streets by the third and fourth graders from Sage Ridge School in South Reno. These children brought us beautifully decorated sacks with not only glittery designs but words of encouragement. The contents were carefully thought out and listed toiletries, socks, treats, and of course, some candies. They came by twice. The second surprise came from the Nevada Interfaith Association, who presented its 2022 Vision Award "for extraordinary vision in the face of unprecedented times." We were honored for taking our services from three days a week to five in 2021 as COVID was racing through the country. At the

ceremony, we also received Congressional Certificates from our two Senators, Catherine Cortez Masto and Jacky Rosen.

We are so blessed for all the donations we receive not only from our parishioners but many in the community. We thank the Flocchini family for every bottle of water in the lunches, Robyn Powers and Paul Hewen for dog food and milk bones, 40 pounds of fresh bananas weekly from Trader's Joe's, homemade soaps from Brenda Strunk and all the socks from everyone for our annual sock drive. Then there are all the items given routinely by our volunteers. Coffee, sugar, milk, and cups for every gift of warmth, handed to cold hands. Hats, gloves, tarps, blankets, oranges, and sometimes baked goods appear. Sincere thanks for everything.

The biggest challenge this year, as for all of us, has been finding supplies and lest we forget, steady increases in price when we do find them. A big thank you to Ken Hines who accompanies me with supply shopping, including at various times all over Reno in our panicked hunt for sack lunch contents. Ken helps not only with hauling, and restocking shelves, but graciously covers for me when I take off for parts unknown.

Also continued are the weekly donations of supplies carried to the Eddy House, the shelter for homeless youth in our community. They too have seen a significant increase in youngsters needing assistance for their services.

It is love, kindness, generosity, and caring for those with so much less that drives our ministry. The words "thank you" can never be enough

Order of the Daughters of the King
St. Hildegard Chapter (Ginny Nelson, President)

The Daughters of the King (DOK) is an international organization whose mission is "the extension of Christ's kingdom through prayer, service, and evangelism." In 2022, the St. Hildegard Chapter met on the second Sunday of each month at 12:30 pm. We meet in Conference Room A in person, with the option of attending via Zoom. We began 2022 with 11 members and will end it with 10. Our beloved sister, Laura Neidert, passed away on November 14, 2022.

In pursuit of the number 1 goal of the DOK Strategic Plan for 2022 to "inspire spiritual growth and development," the St. Hildegard Chapter experienced *The Way of Love – A Practical Guide to Following Jesus* by Scott Gunn. We have added a card-writing time and a few minutes of silence as we continue to make our meetings a sacred space. Prayers for clergy, vestry, staff, congregation, and one another continue to be an essential part of our mission.

We were delighted to host the Angel Tree Dinner again in 2022 after a two-year hiatus due to Covid restrictions. Our thanks to Sandi Brook for the wonderful meal she prepared for 100 attendees. A delightful group of teens cleared tables and helped with dishes. The entire evening

was a joyous celebration of the Angel Tree tradition that our generous congregation has supported for many years. Congregants adopted 103 children from Stead Elementary School and gifted each of them with clothing, a toy, and a gift card for shoes. The parents of each family received a $75 gift card to Walmart. Several days before Christmas, the school's counselors asked if we could provide gifts for an additional 14 students. Thanks to Dean Stephen's discretionary fund, these children each received a gift card for Christmas.

The year 2022 was the seventh that the Daughters of the King organized the Angel Tree project. Once again, Debbie Zalmana accepted the role of Head Angel. She communicated with the school staff, created spreadsheets to track the gifts, and organized the delivery. Marne McKimmey served as Head Elf as she shadowed Debbie. Thank you, Debbie and Marne! And thank you to all the volunteers who helped check in and deliver gifts. And last, but far from least, we wish to thank Harold Campbell, who helped with all the heavy lifting and assembling.

The members of the St. Hildegard Chapter feel blessed to be nestled within the loving community of Trinity Cathedral. A discernment class for any women interested in joining us will be offered beginning January 28, 2023.

Baby Bundles (Ann Crase and Sue Lombardi)



Sharing Our Blessings With Others

In 2022 we continued our successful mission of providing "Bundles" of necessary items to the underprivileged parents of newborns at St. Mary's and Renown Hospitals. This past year St. Mary's discontinued its obstetrics program, but Renown has been more than grateful to accept the additional bags we are now able to provide.

The Baby Bundles committee is comprised of Susan Lombardi, Debbie Zalmana, Sandi Brooke, and Ann Crase. We would like to thank the congregations of Trinity and St Catherine's for their generous support that makes this ministry possible.

St Paul's Food Pantry (Marty Stancill)



Since moving back into the Cathedral full-time and with Covid-19 diminishing (although not gone), our parishioners are again generously filling the red barrels with much needed nonperishable food items and diapers for St. Paul's Food Pantry. Some donations are also being dropped off by parishioners at the office in the Parish Hall. My husband, Burke, and I make a monthly run with these generous donations to St. Paul's Food Pantry.

The food pantry is always so appreciative of what is donated and are effusive in their thanks. There are a few parishioners who donate checks to the food pantry, which is most appreciated as the food pantry must purchase nonperishables from the Food Bank of Northern Nevada. Burke and I are happy to be involved with such a worthy ministry.

KIVA (Margaret Zuccarini)

KIVA is a 501(c)3 Non-Profit Organization, founded in 2005 and based in San Francisco, that promotes small grant-lending via the internet to low-income entrepreneurs and students in the USA and 77 countries. KIVA's mission is "to expand financial access to help underserved communities thrive." Trinity has been involved with the KIVA organization since 2012. Since that time, Trinity has lent $13,995 to applicants in 45 countries. The Vestry is the investing agent, making the decision about which loans to make. Each recipient repays their grant over an agreed-upon period, usually 12 to 24 months. Since 2012, Trinity has "suffered" a net loss of only $51.97, which truly is remarkable. Currently, Trinity has outstanding loans in the amount of $1,051.

Trinity's overall portfolio distribution has supported loans to more female than male applicants (66 percent versus 34 percent) and historically has invested more heavily in loans to residents of the Philippines (15 percent) and Kenya (13.5 percent), although investments have spanned 45 countries. The overarching goal when selecting loan recipients has been to support loans that enable individuals to become educated, remain healthy, and to achieve financial self-sufficiency.

Trinity's investment portfolio primarily includes enterprises ranging from farming/agriculture (35 percent), food and retail (22 percent each), and services (8 percent). Countries in which Trinity has recently invested include Tajikistan, Columbia, Philippines, Vietnam, and Kenya.

KIVA's website is www.Kiva.org Additional information about KIVA's work can be found there and on Wikipedia: https://en.Wikipedia.org/wiki/Kiva Please feel free to contact the Wardens or Margaret Zuccarini with any questions.

Support Ministries

At Trinity Episcopal Cathedral, we are blessed with a wealth of opportunities to support and nurture each other, both in times of need and celebration. Parishioners reach out to grieving, ill, or recovering members of the congregation. If you are interested in any of these opportunities, please contact the Cathedral office at 775-329-4279.



Spiritual Journeys Book Club (Nancy Petersen)



This is a relatively new book club started in October 2022. It meets at 1:30 pm on the third Friday on of the month. We started by meeting at the church, but our last two meetings have been in our homes, so location is flexible. We are reading books that describe spiritual journeys and alternate fiction books with nonfiction books. So far, the fiction books have included *The Book of Longings*, by Sue Monk Kidd, and *The Robe*, by Lloyd C. Douglas. The nonfiction books have included *An Altar in the World*, by Barbara Brown Taylor, and *Traveling Mercies*, by Anne Lamott. We choose the books together and are have a wonderful time talking about them! We are all finding that they are expanding our thinking and our exploration of our own spiritual journeys. (This is not a typical Bible book club, which may be more familiar to many of you.) This book club is open to anyone interested in the spiritual life and the spiritual journeys of others, fictional or nonfictional. Please contact Nancy Petersen if you are interested in joining us. We are new and growing!

Circle of Friends (Dorothy Walrath)



This small group has been in existence for several years now and mainly are single women living on their own. They telephone with a chain call to check in and make sure everyone is doing well. If they have any needs, this contact allows for ministering to one another.

Centering Prayer Support Group (Joan Peyser: joan.peyser1435@gmail.com)

- Number of people Involved: Anywhere from 8 to 15
- Total number of hours: 1 hour per week = 52 hours



Centering Prayer is a daily spiritual practice that is encouraged by a weekly support group, a time when we pray in silence for 20 minutes together. For ten years Trinity Cathedral has offered this spiritual practice in a sacred space to an ecumenical community.

A few more words about the practice of Centering Prayer: God just is – without any limitation and the way to connect with this "Is-ness" is to just be, too.[1] Centering Prayer leads to contemplative prayer. Contemplative prayer is union with God – rest in God.[2] Centering Prayer is simple: 1. show up; 2. let go; and 3. open your heart. God will do the rest. . . Rich Lewis says: When I center, I let go and trust the silence. Letting go comes first, and then comes trust. I don't know what will happen next. I let go of expectations. I let myself be vulnerable. I do not know what feelings and emotions I will experience both during and after my sit. I trust that God is in charge and knows what is best. Centering prayer is a continuous practice of trust in God who waits in the fertile silence.[3]

After our twenty-minute prayer in silence, we have been reading contemplatively using a series of booklets from the *Bridges to Contemplative Living* with Thomas Merton (and other voices). "The selected readings move participants in and out of four dimensions of contemplative living – Awakening to an ever-deepening awareness of "true self;" Contemplation of a life experienced from a God-centered perspective; Compassion in relationships with others; and Unity realized in our undeniable and essential interconnectedness with all of creation. . ."[4]

We are currently meeting in person and on Zoom, in the Church Library on Mondays, at Noon All are welcome! I want to thank all those folks who have participated so faithfully in this ministry that we do together from various faith traditions, and for the gift Trinity Episcopal Cathedral gives to the community by offering this "sacred space" for the opportunity to be in union with the Divine Presence and with each other!

1 *Manifesting God*, Thomas Keating (New York, NY: Lantern, 2005), p. 2
2 "Resting in God" is a phrase Gregory the Great (d. 604) used to summarize the essence of silent prayer. This was the classical meaning of contemplative prayer for Christianity's first sixteen centuries.
3 *Sitting with God*, Rich Lewis (Vestral, NY: Anamchara Books, 2020), pgs. 48-49
4 *Bridges to Contemplative Living with Thomas Merton*, ed. by Jonathan Montaldo and Robert G. Toth

Prayer Chain (Betsy Bethke)



This ministry consists of numerous, dedicated individuals from the Parish who pray for those in need as part of their regular prayer practice. Prayer requests are usually received through the Church office, or they can be sent directly to the Prayer Chain coordinator. Typically, the requests are for healing and comfort for family and friends who are suffering physically, medically, or emotionally. Our prayers might also be for the souls of those that have passed into the Heavenly Kingdom, the bereaved, requests for safe travels for family and friends, or for any reason experienced by the individual asking for prayer. Requests for prayers are passed onto group members only after the individual in need has agreed to be added to our prayers. Group members hold these prayer needs in strict confidence. Otherwise, and only if agreed upon by those desiring prayer, their name(s) can be included in the weekly church bulletin and the *Carillon.*

Membership in this group is open to everyone in our Parish. God's gift of prayerfulness through regular intercessory prayer may be one of yours! Contact the Prayer Group Coordinator for more information.

You Are Not Alone: A Support Group for Those with Chronic or Debilitating Illnesses
(The Rev. Ruth Hanusa)



You are Not Alone met monthly via Zoom, until by mutual consent, a second monthly meeting was added. Attendance was spotty (three to zero), and in October, after a frank conversation with the one person in attendance, the Zoom group disbanded. The group was re-named (Support Group for Those with Life-Limiting Illnesses) and made in-person. Word went out in the Carillon

reporting these changes and asking for names of interested persons. To date, there have been no takers.

Grief Support Group via Zoom (The Rev. Ruth Hanusa)



The Zoom Grief Support Group began meeting via Zoom during 2020 and has continued without fail since then. It is an open group (new people can join at any time) and a drop-in group (people attend when they are able). Twelve persons attended in 2022. The group is for those who have lost someone through death and in each meeting, they share the stories of their grief process. There are tears and laughter and before long a sense of community forms and members feel supported and sustained by one another. Meetings are every other Tuesday at 6:30 p.m. A reminder email with a Zoom link goes out before each session.

In-Person Grief Support Group (The Rev. Ruth Hanusa)



This group began in December 2022 and meets every other Thursday at 10:30 am at Trinity. Eight people are attending. Except for meeting in person, this grief group is in every other way just like the Zoom Grief Support group that meets on Tuesday evenings. (See above for more information.)

Walking Group (The Rev. Ruth Hanusa)



In the summer of 2022, a new widow wanted Rev. Hanusa to take walks along the Truckee River with her which was something she had done with her husband. Very quickly others heard of the group and by the end of 2022, 13 people had said they were interested. A group text goes out the day before as a reminder. We meet on Wednesday mornings at the California building in Idlewild Park and walk the paths along the River. Conversations vary and are not necessarily focused on grief concerns. Walking in nature can be so stabilizing for those who have been unmoored by the death of a loved one. But everybody can benefit from a walk outdoors, so we are a mixed group, defined more by a love of walking than by a recent death.

Social Ministries

At Trinity Episcopal Cathedral, we are blessed with opportunities to engage in social opportunities to strengthen our sense of parish family and cultivate fellowship



A Lot of Good Men (Clyde Ikehara cnp_reno@yahoo.com, John Hill jahill@charter.net, and Tom Anderson tom.anderson@sonoma.edu



A Lot of Good Men (ALOGM) was formed by Joe Duggan, husband of the Rector at that time, the Rev. Stefani Schatz, in 2009, to encourage all men of Trinity to come and know each other in a more causal environment. The group also aids and supports members in need. The group has recently resumed monthly "no agenda" meetings following a lull due to the pandemic. We are now sharing monthly breakfast (first Saturday) and lunches (third Saturday) at various venues in Reno. The E-Mail distribution has increased to 65 men and the monthly attendance averages about 20 men. Several events have seen the attendance exceed this number. All men of Trinity are welcome at our events.

Parish Picnic



Trinity parishioners resumed their traditional summer picnic in August in Whitaker Park. Members enjoyed getting to know or getting reacquainted with fellow Trinitarians. Thanks to David Carbon and Doug Wolfe for barbequing all the hamburgers and hot dogs and to all those who brought side dishes and desserts.

Angel Tree Dinner



The Angel tree kick-off dinner took place in the Parish Hall on November 5. The event featured delicious food, fellowship, kids' activities tables, and the opportunity to release some goodness into the lives of young people who otherwise might not have a merry Christmas. This year's dinner honored original organizer Lani Bennum, who died in 2020. Special thanks to the Daughters of the King, with the help of Sandi Brooke and her team, for hosting this special annual event.

Coffee Hour



Another beloved tradition – coffee and fellowship after Sunday services – returned to Trinity in 2022. Coffee hours are more than hot beverages. They bring us together for more fellowship and to give newcomers and old-timers alike a chance to stay a little longer, get to know each other better, and make church more than just an hour-long to-do in their day. Many thanks to Helen Heller, Sandi Brooke, and all those who help make coffee and serve snacks. If you would like to host or help, please contact the Cathedral office.

FINANCIAL REPORTS

Treasurer's Report
David Morgan, Treasurer

This report is drafted before January 15, 2023, and is of necessity a preliminary report, as all the information to complete the report has not yet been received.

The Operating Fund reflects Revenues of $742,410, including Tithes and Offerings of $707,000. Your generosity exceeded the budget by nearly $100,000! The Operating Expenditures were $726,407, consisting of Personnel costs of $402,074, Ministry costs of $171,869 and Facilities costs of $152,463. The Personnel cost excludes the final sum paid in January 2023 regarding the separation of a former employee, and with that exclusion, we were able to operate in the black. The Operating Fund balance at the beginning of 2022 was $172,746 and will show a net decrease of around $10,000.

The Capital Campaign (Faith Like a River) fund shows $885,197 in receipts, $241,687 in expenditures, and an ending balance of $2,789.439, all held in liquid assets.

The Endowment received $18,560 in Contributions plus earnings, but due to market fluctuations will end the year with a balance just over $950,000. The Endowment contributed $5,000 in 2022 to support Camp Galilee.

The other Restricted Funds received $135,256 in receipts and expended $60,383, leaving balances of $541,707. These Restricted Funds include Dean's Discretionary Funds, Altar Guild, Memorials and Flower funds, Pipes on the River funds, several outreach funds, and other funds restricted for specific purposes by either the donor(s) or the Vestry.

I am grateful for Assistant Treasurers Stephanie Tall and Lindsay Campbell, to the posting crew of Bob Snavely and Ann Crase, and to the counting crew of Frank Baird, Dave Carbon, Richard McCoy, Jacquie Reinhartsen, Jody Robinson, Diane Sheldon, Bonnie Strader, Gary Warren, Janice Williams, and Leslie Wittkopp. They are the treasures of Trinity! They have been a joy to work with.

A full financial report will be completed by the end of February 2023 and is available on request by contacting the Treasurer.

Respectfully submitted,

David Morgan, CPA (Ret.)
Treasurer

Operating Fund Revenues and Expenditures

Throughout 2022, the Finance Committee and spent considerable time reviewing Trinity's current and future financial situation. Over the past several years, our budgeted expenditures regularly have exceeded our budgeted revenues: for example, in 2022 the approved operating budget had a deficit approaching $100,000. We are grateful that the generosity of donors, coupled with keeping expenses at an absolute minimum, allowed Trinity to end 2022 with a small surplus.

However, continuing these levels of budgeted deficits is unsustainable and will eventually consume all our resources. Therefore, as we work towards "right sizing" budget expectations to match our congregation, the Vestry made some difficult but necessary decisions. As a result, the 2023 approved budget has a deficit of less than $15,000.

The following chart summarizes the actual operating budget in 2022 and approved budget for 2023.

Operating Budget Summary

	2022 Budgeted	2022 Actual	2023 Budget
Operating Revenue			
Pledge Commitments	$ 585,000	$ 619,612	$ 585,000
Contributor and Open Plate Offerings	$ 45,000	$ 87,412	$ 65,000
Facilities Revenues	$ 2,250	$ 11,810	$ 12,500
Other Receipts	$ 2,500	$ 23,577	$ 2,500
Total Operating Revenue	*$ 634,750*	*$ 742,410*	*$ 665,000*
Operating Expenses			
Personnel Expenses	$ 427,902	$ 402,074	$ 368,426
Ministry Expenses	$ 146,980	$ 171,869	$ 145,675
Facilities and Administration Expenses	$ 158,725	$ 152,463	$ 165,182
Total Operating Expenses	*$ 733,607*	*$ 726,406*	*$ 679,283*
Net Surplus/(Deficit)	***$ (98,857)***	***$ 16,004***	***$ (14,283)***

Faith Like A River

FAITH LIKE A RIVER
The Campaign for Trinity Cathedral

For many generations, faithful parishioners have loved and lifted Trinity, laying a firm foundation for today's dynamic worship and ministries. Today, even more possibilities emerge as Trinity embraces its wider role as Trinity Cathedral. Accordingly, we are in the middle of a five-year capital campaign to fund renovations to the Cathedral and a new Parish Hall. The first phase – improving accessibility and creating a more welcoming sanctuary through new lighting, heating and cooling, sound system, and upgrades to the organ – was successfully completed in September 2021 on schedule and within budget.

In the coming year, we plan to begin a Phase 2 assessment for a new Parish Hall. The current Parish Hall suffers from several problems including structural weakness of the roof and the decaying concrete slab exterior. We need a new building that has inviting space for fellowship and celebrations, clergy and staff offices with modern technological capabilities. We seek a building that allows us to minister to downtown needs better.

We are very grateful that donors faithfully continued to fulfill their pledges to the Faith Like a River Capital Campaign in 2022. Faith Like a River campaign pledges can be paid over a five-year period (2019-2024).

Faith Like a River Pledge Summary		
Total Amount Pledged	**$**	**5,729,080**
Pledges Received in Prior Years	$	3,844,150
Pledges Received in 2022	$	875,997
Total Pledged Received to Date	**$**	**4,720,147**
Remaining Pledges (December 31, 2022)	**$**	**1,008,933**
Non-Pledge Gifts Received to Date	**$**	**632,053**

Discretionary Fund



The Discretionary Fund is a resource all Trinity clergy use to help the poor. Funds are owned by Trinity and may be distributed at the sole discretion of clergy for charitable purposes. The Discretionary Fund is funded by member donations, the plate offering from the fourth Sunday of the month (required by canon law as one Sunday a month), and by fees paid to the clergy for weddings and funerals and baptisms. In 2022, a total of $1,451 was provided to meet 12 individual emergencies. In addition, funds were provided to support social services agencies locally or nationally. In 2022, six grants totaling $5,730 were made.

2022 Discretionary Fund Summary		
Beginning Balance (January 1, 2022)	**$**	**14,562**
Plus Net Receipts	$	6,146
Less Net Expenditures	$	8,252
Ending Balance (December 31, 2022)	**$**	**12,456**

Donor-Restricted and Vestry Designated Funds

Trinity Cathedral has restricted or designated assets such as the following:



- Memorial Funds, consisting of donations (memorials, altar guild, or flowers) given in honor or memory of someone.
- Donor-Restricted Funds, consisting of donations made and earmarked for a specific purpose by the donor. These funds may not be repurposed without the specific approval of the donor as well as the Vestry.
- Vestry-Designated Funds, consisting of funds set aside and designated for specific purposes by the Vestry. Such action may be reversed or modified at any time by the Vestry.

The following chart summarizes balances in these funds.

Memorials, Donor-Restricted and Vestry Designated Funds	Balance 1/1/2022	2022 Receipts	2022 Disbursements	Balance 12/31/2022
Memorial Funds				
Memorials	$ 30,854	$ 5,407	$ 1,838	$ 34,423
Altar Guild	$ 30,901		$ 1,564	$ 29,337
Flowers	$ 1,888	$ 2,456	$ 2,892	$ 1,452
Donor Restricted Funds				
Orvis - Concert Piano	$ 45,000			$ 45,000
Pipes on the River	$ 10,824	$ 7,767	$ 5,077	$ 13,514
Designated Outreach	$ 9,356			$ 9,356
Baby Bundles	$ 576	$ 1,500	$ 155	$ 1,921
Prayer Shawls	$ 200			$ 200
Sauer Memorial		$ 50,000		$ 50,000
Daughters of the King	$ 421	$ 70	$ 70	$ 421
Organ CD	$ 21,965	$ 27		$ 21,993
Vestry Designated Funds				
Angel Tree	$ 6,503	$ 6,541	$ 4,740	$ 8,304
Columbarium	$ 16,231	$ 1,620	$ 316	$ 17,535
Discernment/Search		$ 16,628		$ 16,628
Youth Groups	$ 4,970	$ 5,726	$ 6,605	$ 4,091
Ignation Spirituality	$ 405			$ 405
Retreats	$ 599			$ 599
Capital Projects (FLAR)	$ 2,145,927	$ 885,197	$ 241,688	$ 2,789,436
Labyrinth Fund	$ 455			$ 455
Parish Dinners/Hospitality	$ 1,750	$ 1,411	$ 1,764	$ 1,397
Orvis Grant*	$ 235,854			$ 235,854
Music/Choir Fund	$ 1,045	$ 895	$ 125	$ 1,815
Vacation Bible School**		$ 1,000	$ 36	$ 964
Refugee Resettlement	$ 3,512	$ 2,000	$ 2,000	$ 3,512
Unallocated Interest	$ 20,013	$ 18,009		$ 38,023
Insurance Reserve	$ 11,000			$ 11,000
Columbarium CD	$ 11,000			$ 11,000

*Vestry approved Funds to be applied to FLAR organ upgrades (March 2021)

**Vestry approved Funds to be transferred to Youth Formation (December 2022)

Trinity Endowment Fund



The Endowment Fund was established in 1999 to promote Trinity's mission of proclaiming by work and example the Good News of God and Christ, seeking and serving Christ in all persons, and respecting the dignity of every human being. In 2022, the Endowment provided a $5,000 grant to Camp Galilee, which paid for about six one-week camperships for under resourced youth.

The Endowment Trustees meet quarterly and include three lay members (who serve a three-year term), Junior Warden/Vestry liaison, Dean and Rector of the Cathedral and the Treasurer. Each member attends meetings, reviews financial statements, manages the Fund to ensure the best net return of investments, with the goal of growing the Fund holdings to promote Trinity's mission. Except for a small investment held by the Community Foundation, the rest of the funds are invested through the Episcopal Church Foundation with State Street Global Advisors. The Funds with State Street Global Advisors suffered depreciation of 13.9 percent for the year and ended with a balance of $937,250. This was not unexpected, given the performance of the stock markets in 2022.

Please join your fellow parishioners who contributed $18,560 to the Fund in 2022 and consider contributing to the Endowment Fund. Donations of any amount make a difference at Trinity Cathedral for years to come. If you would like more information, please contact Harvey Fennell, chair; Cleta Dillard, Junior Warden/Vestry liaison; or Kurt Mische.

2022 Endowment Fund Summary		
Beginning Balance (January 1, 2022)	**$**	**1,097,591**
Plus Contribiutiopms	$	17,560
Less Disbursements	$	(5,000)
Net Interest/Dividends/Fees/Gains/Losses	$	(142,793)
Ending Balance (December 31, 2022)	**$**	**967,358**

Audit

Church Procedures Audit

After exploring several firms and internal options, the Finance and Administration Committee recommended, and the Vestry approved with the concurrence of the Diocese, engaging Church Procedures Audit to audit our financial procedures and internal controls; verify income and expenses; and review and evaluate payroll, financial record-keeping, endowment management, cash receipts and cash disbursement policies and procedures. Church Procedures Audit also examined funds management, including endowments, restricted funds, and designated funds to ensure compliance with the Uniform Prudent Management of Institutional Funds Act (UPMIFA).

The auditors determined the accounting of 2021 finances to be properly recorded and found no evidence of malfeasance. They identified a few areas for improvement and made recommendations to reduce potential financial vulnerabilities. The Vestry subsequently approved a guide to financial policies and procedures that codifies and clarifies current practices.

COMMISSIONING NEW PARISH LEADERS

The newly elected leaders are introduced.

Outgoing Senior Warden: On behalf of the congregation of Trinity Episcopal Cathedral, I present:

_____ for Senior Warden
_____ for Vestry
_____ for delegates to the Diocesan Convention
_____ for membership on the Endowment Board and
_____ for at-large membership on the 2023 Nominating Committee
_____ for membership on the Dean Search Committee

Celebrant: Have these leaders been elected by the congregation or appointed by the Vestry in accordance with the bylaws of our congregation?

Outgoing Senior Warden: They have.

Celebrant: (to the new leaders) Do you commit yourselves to carry out the responsibilities of the office to which you have been appointed?

Leaders: I do.

Celebrant: Do you reaffirm your commitment to follow Christ and to serve this congregation in his name?

Leaders: I do.

Celebrant: *(to the congregation)* Will you do all in your power to support these leaders with your prayers, your honest yet gracious communication with them, and your willingness to help them carry out Christ's ministry in this church?

Congregation: We will.

Celebrant: In the name of Trinity Episcopal Cathedral, I commission you for this work, and pledge you our prayers, encouragement, and support. May the Holy Spirit guide and strengthen

you, that in this, and in all things, you may do God's will in the service of the kingdom of Christ. Amen.

Celebrant: Let us pray. Almighty God, look with favor upon these persons who have now reaffirmed their commitment to follow Christ and to serve in his name. Give them courage, patience, and vision; and strengthen us all in our Christian vocation of witness to the world, and of service to others; through Jesus Christ our Lord. Amen