



Trinity Buckingham Annual Report for the year 2022



February 5, 2023



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

Trinity Episcopal Church, Buckingham PA
Annual Meeting February 5, 2023
Agenda

- I. Call to order (Nancy Dilliplane)
- II. Appointment of Secretary for the annual meeting—Sara Swidorski
- III. Prayer & Listening Hearts guidelines (Nancy Dilliplane)

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

Guidelines for being with one another today:

1. Take time to become settled in God's presence.
2. Listen to others with your entire self (senses, feelings, intuition, imagination, and rational faculties).
3. Do not interrupt.
4. Pause between speakers to absorb what has been said.
5. Do not formulate what you want to say while someone else is speaking.
6. Speak for yourself only, expressing your own thoughts and feelings, referring to your own experiences.
7. Avoid being hypothetical. Steer away from broad generalizations.
8. Do not challenge what others say.
9. Listen to the group as a whole—to those who have not spoken aloud as well as to those who have.
10. Generally, leave space for anyone who may want to speak a first time before speaking a second time yourself.
11. Hold your desires and opinions — even your convictions — lightly.

From Grounded in God, Revised Edition (Farnham, Hall, and McLean, Morehouse Publishing)

- IV. Recognition of outgoing vestry members: (Joanne Welker & Nancy Dilliplane)
Barbara Kroberger, RoseMarie Proctor
- V. Appointment of Judges of Election: Diana Martinez & Rosemarie Proctor
- VI. Elections: (Joanne Welker)

VESTRY

2025 (2-year term)

Suzanne Snyder (filling Marty Gillen’s unexpired term)

2026 (3-year term)

Stephen Downs

Jill Unger

Joanne Welker (2nd term)

Continuing Vestry Members: 2024: Sara Swidorski, Lynda Vesely, Janet Zimmerman

2025: Peter Oliver (2nd Term), Natalie Welker-Marx

DELEGATES TO CONVENTION

Dom De Caprio

Natalie Welker-Marx

Janet Zimmerman (DeCaprio)

Joanne Welker (alternate)

DEANERY REPRESENTATIVES

Kathi Sadowski

Joanne Welker

Dom DeCaprio

Janet Zimmerman (alternate)

VII. CHANGE TO BY-LAWS (first vote, if passed, must pass again in 2024)

Article IV, Section 2:

There shall be nine (9) members of the Vestry.

(Previously this sentence read "There shall be twelve (12) members of the Vestry")

Explanation: Trinity's membership has reduced in size since the time the by-laws were written. The reduction in vestry positions reflects this change in membership.

VIII. Special Recognition: Dave Romero

IX. Stewardship, Budget and Finances (Janet Zimmerman)

X. All Parish Conversation over lunch in Faith Hall

XI. Motion to adjourn

XII. Closing Hymn

TABLE OF CONTENTS

Parish Businessp. 2
Rector’s Report.....p. 4
Associate for Liturgy and Spirituality’s Reportp. 10
Seminarian’s Report.....p. 10
Trinity Buckingham Academy Report.....p. 11
Ministry Reports.....p. 12
Financial Report.....p. 17
Stewardship Report..... p. 25
Report of Assets.....p.27

RECTOR'S REPORT on the year 2022

Dear Members of the Body of Christ at Trinity, Buckingham,

Fifty-one Sundays out of the year we gather to remember who and whose we are. We are God's beloved, created in and for love. We are called to be agents of God's love in the world, and to seek and work for reconciliation, healing, justice and peace, on earth as in heaven.

Fifty-one Sundays out of the year we gather in our beautiful sanctuary with friends and family, to sing our praises, offer our intercessions, receive words of encouragement and challenge and receive food for the journey from none other than Jesus, himself.

One Sunday out of the year we gather to talk about the church that we don't see on these 51 Sunday mornings—the Trinity, Buckingham that exists outside of Sunday mornings. Everything (in addition to God's grace) that allows us to be the church in this place.

One Sunday a year—the Sunday of our annual meeting—we come together and get real with one another about **the 6 "P"s of parish life: People, Programs, Participation, Personnel, Property, and Pennies.**

So, get comfortable, and be prepared to read about some uncomfortable things. This is a report about the hidden church—the 365, 24/7 church—and the things that are invisible to the many of us who only see Trinity Buckingham at our Sunday (or Christmas and Easter) best.

PEOPLE

I am the church, you are the church, we are the church together. All who follow Jesus, all around the world, we are the church together. The church is not a building, the church is not a steeple, the church is not a resting place, the church is a people. (Lyrics by Richard Kinsey Avery)

Who are the people of Trinity church? Every year the national church asks me for a number. The number of people who we count as active members of Trinity, Buckingham. Every year that gets harder, because the idea of "membership" is a fluid thing, and because "active" can mean many things. Counting active members got MUCH harder when a global pandemic has so disrupted patterns of attendance and giving.

But as the world moves back towards "normal"—most people are shopping, going to school, playing sports, going out to eat and travelling again—the national church says we need to try. So these are the criteria I used to determine active membership—and it's a pretty low bar. If I have seen or spoken to someone at 2631 Durham Road in person, on the phone or on zoom, since January 2021 and/or if a person has contributed financially to Trinity since January 2021, they are counted as active members.

Using that criteria—you've come to the church virtually or in person and given a dollar in the last 2 years—I count 181 members of Trinity who are 16 and older, and 28 members of Trinity who are under the age of 16. That's 209 members or 105 households.

I moved 43 adults and 18 children to inactive status because we have not seen or heard or received from them since the end of 2020.

2 families moved.

Although we held 5 funerals (Cyndi Freeburn, Skip Grant, David Jennings, Owen Schabio and Barbara Wheaton) in 2022, none were current members of the church.

We added 2 children by baptism in 2022

We added 3 adults by reason of regular attendance and contributions in 2022.

I added back into active membership 4 adults who had been previously labeled “inactive” because they turned up Christmas Eve.

I therefore report that in 2022 Trinity Buckingham had 209 members in 105 households.

This means that since the pandemic, Trinity has lost ¼ of its members. Many of that number are from the former Children of All Ages service. Of the 14 families who attended that service regularly between 2016 and 2019, only 3 were still present in 2022.

Here are some additional things to consider:

Prior to the pandemic our average Sunday attendance every year from 2016 through 2019 was a steady 98 across 3 services. This past year, with the church open every Sunday for in person worship, our average Sunday attendance was 34 across 2 services, with another 16 people (on the average) who view the service on the website and Facebook. This means that our average Sunday attendance is half what it was prior to the pandemic.

And, percentage-of-membership-wise, before the pandemic about 36% of our members attended church on Sundays. This past year, 22% of our members did so.

We are by no means alone in this—most mainstream Protestant churches and even the Roman Catholic church are experiencing similar trends. But the statistics are sobering.

It is also sobering when we stop to consider that Sunday Morning Worship is just about the only active ministry that takes place at Trinity Buckingham.

PROGRAMS & PARTICIPATION

Be doers of the word, and not merely hearers who deceive themselves. For if any are hearers of the word and not doers, they are like those who look at themselves in a mirror; for they look at themselves and, on going away, immediately forget what they were like. But those who look into the perfect law, the law of liberty, and persevere, being not hearers who forget but doers who act—they will be blessed in their doing. (James 1: 22-25)

I need to address not only our diminished membership numbers and our diminished Sunday Morning worship attendance, but our diminished participation in just about every aspect of what once made up parish life at Trinity. All those ministries that most of us associate with “church”—Spiritual Formation, Pastoral Care, Fellowship, Outreach, Governance and Administration.

It’s no secret that a high and growing percentage of Trinity’s members are retired. I know that the long-retired among us simply no longer have the physical capacity to participate in programs and ministries and that some are no longer able even to come to worship. Those good, faithful folks aside, there remain a majority of *active* retirees who call Trinity home.

You know, this could be a real blessing for a church! Imagine what a community with a bit of disposable income and a lot of disposable time can do in Jesus’ name! Imagine what we are now free to do on behalf of God’s kingdom, now that every minute is no longer taken up with work and raising a family! Retirement *could* mean more time to give to the ministries of the church. But it seems to me that just the opposite is true at Trinity. Many of us appear to have retired from the work of the church when we retired from our day jobs.

To an extent, I understand this—I am looking forward to traveling and spending time with family and sleeping in the occasional Sunday when I retire. But I also expect, when I retire, that I will give my time, talent and treasure to God’s work in the world through the church.

Yet, here at Trinity I note that:

- Trinity's Vestry has shrunk from 12 to 9 people, because we simply cannot fill 12 vestry seats.
- We have not been able to find a second warden—an accounting warden—in more than 3 years.
- Our bible study has fewer than a dozen participants.
- The number of people who attended the Peace Vigil held at Historic Trinity in all of the 12 weeks we held it last summer is 5. Not 5 a week. 5 total.
- Despite suggestion box longing for opportunities to meet up for fun and fellowship, the average attendance at our summer series was 4.
- The EfM group that meets Mondays at Trinity actually has no members from this parish.
- I pray alone in Historic Trinity on Tuesdays and Thursdays.
- Of the 18 folks who took part in the Sacred Ground seminars about racial justice, 4, were from Trinity.
- 4 is also the number of people who came out to talk about whether or not to resume in-person Community PeaceMeals. We decided we don't have the volunteers to sustain it

Lack of participation is not just an artifact of the pandemic. I feel like—can I say this to you?—I feel like I have spent 7 ½ years throwing really great parties and creating opportunities to grow in Christ and serve the world in his name that no one has come to.

Trinity has

- no pastoral care group
- no outreach group
- no fellowship group
- no group to oversee property
- no group to support renting our spaces
- few volunteers to teach Sunday school or make coffee for coffee hour

It's not all bad news, of course. We are very good at more passive ministries—and by passive I don't mean to diminish their importance. Our prayer chain ministry is one example. Many of our members pray daily for the needs of the parish, the community and the world. Our prayer shawl ministry meets monthly to knit and crochet the prayers of the parish into shawls, lap robes, baptismal blankets and pocket crosses.

And Trinity members are *very* generous when it comes to giving to those in need, be it food drives, toy drives, gift card drives, bra collections or contributions to disaster relief organizations.

In the end, though, we are most active in ministries that support Sunday Morning Worship. We are truly blessed by the dedication of our choir and hand bell ensemble, and by those who exercise ministries of greeting and ushering, reading and leading our prayers, acolyting and caring for our altar, administering the chalice and running our livestream camera. We could not worship as we do without you. And at the same time, each of these ministries would benefit from having more participants. We especially need acolytes and ushers. Another handbell player or two would make a world of difference to the music we can play. Steve Guidy and Karen Parker are not really octopuses.

So here's where this is all leading. If what most of the current members of Trinity really want—if *all* we really want—is to come to worship on Sundays—when we are not travelling or visiting family or sleeping in—and be uplifted by great music and hear a good sermon (this one excluded, obviously), and maybe to bring a box of cereal, or a Target card or buy a toy once in a while, we just need to be honest with one another about that.

Because Trinity Buckingham was built to be a different kind of church—an active church—with ministries of outreach and spiritual formation and pastoral care and fellowship and governance and administration. Without participation in those ministries, from you, its' members, we can't sustain that kind of church.

And, friends, I'm sorry to have to tell you this, but *other, younger* people are not going to come and do the things we ourselves don't want to do.

The old model of church—the model we grew up with, where you came, worked hard, then handed over your ministry to the next generation and retired—that model is broken. I'm as sorry as I can be about that. Truly I am.

But I guess what I want to say most in this annual report is we can either put our heads together and figure out what God is calling us at Trinity to do and be as an active congregation of retired people, or we need to admit to one another that we don't really want to do that...and then we'll have different decisions to make.

PROPERTY

One thing I asked of the LORD, THAT will I seek after: to live in the house of the LORD ALL the days of my life, to behold the beauty of the LORD, and to inquire in his temple. For he will hide me in his shelter in the day of trouble; he will conceal me under the cover of his tent; he will set me high on a rock. (Psalm 27:4-5)

Trinity has a large and expensive physical plant. It was built when the old model of church was working really well. We outgrew the historic church, we outgrew Pierce Hall, new people were coming, our children were marrying and bringing their children to church. The people who broke ground for this sanctuary in 1964 and created a plan to build a Sunday School wing, and a preschool and a social hall over the next 35 years could not imagine that Trinity would not just keep growing and growing.

And though Trinity did not keep growing and growing, we have been entrusted with the physical manifestation of the last generation's vision. These beautiful buildings and extensive grounds require close to \$100,000 to maintain.

That figure actually hides some good news: Trinity has cared for this property well. We have been proactive about maintenance, we've made improvements, when things break we fix them and not with shortcuts or work arounds. As a result, our property continues to be an asset. We are not—at least not yet—facing huge costs in deferred maintenance.

This asset houses an excellent Pre-School, that is part of Trinity, not an outside organization. The Trinity Buckingham Academy is an active ministry of Trinity Church and it is thriving, well thought of in the community, and already taking reservations for the next school year. Alison Rose is an exceptional preschool director who has brought in over \$100,000 in grant money over the last 3 years. Some of that money has been used for capital improvements to the preschool wing, including doors and security cameras. And the Academy has recently agreed to contribute more to the operating budget of the church.

Anna P. catering operates out of Fay Kitchen and pays us rent to do so.

We could probably rent our spaces more often to help offset our operating costs. But as I said previously, doing so will take an active and engaged group of Trinity volunteers.

Finally, we really need a group of volunteers to help oversee our buildings and grounds. We continue to rely on the talent and good will of Jim Sanders to handle almost all of our maintenance and repair issues. Joanne Welker oversees our grounds, but she is also our Rector's Warden. I'm not asking for volunteers to climb ladders and fix leaky pipes—I'm asking for volunteers to work together to keep a list of vendors and contractors and regular maintenance and things to keep an eye on.

PERSONNEL

The scripture says, 'You shall not muzzle an ox while it is treading out the grain', and, 'The laborer deserves to be paid.' (1 Timothy 5:18)

With few volunteers, Trinity relies heavily on a small and hardworking staff to keep the church operating 365 days of the year, 24/7.

Martha Dudich and I are the staff members that you see on Sunday mornings. Under Martha's creative and deeply spiritual leadership, the choir and the handbell choir help our prayers ascend and often raise the rafters on Sunday Mornings. Her sermons encourage and enliven our faith. Her scholarship and insights invigorate the Fizz Bible Study on Tuesdays. And if you missed this summer's program on the saints, last year's Advent Vespers on Zoom—well, you really missed out.

You'll also see Amy Crawford, who is a postulant for the priesthood in the Diocese of Pennsylvania, and studying at The General Theological Seminary. Amy is doing her field ed placement at Trinity and is with us approximately 8 hours a week. Amy is helping to lead worship, led and Advent book study and will lead the youth confirmation program this year in anticipation of the Bishop's visit on May 21, 2023.

You don't see Alison Rose, our preschool director, or the 12 dedicated teachers and aids who are here during the week. Their salaries are funded by the preschool operating budget, but they are Trinity employees—your employees.

Caroline Oakes isn't seen either, but her 5 hours per week is the reason why you can see an up-to-date website and Facebook page, and those of you at home can access the weekly bulletin for the livestream service.

You'll see Cynthia Goode, our parish administrator, if you come into the office during the week. But what you don't see is the changes that have taken place in her role in the last 18 months.

Cynthia has taken on bookkeeping for Trinity.

That sentence simplifies an issue that has taken up a huge amount of the vestry's and my time for the last 6 years. Ray Perisho stepped down as Trinity's Accounting Warden at the end of 2015, and we have not yet successfully replaced him. Part of the reason is that the Accounting Warden role previously included keeping the books for the parish using our accounting software, Church Windows. It is a 15 to 20 hour per week job.

Eventually the Vestry realized that we needed to hire a bookkeeper, and Cynthia, because of her familiarity with parish life and our day to day financial operations proved to be the best candidate, and has spent the last year learning Church Windows and catching up our books from several years of inattention. It is a 15 to 20 hour per week job.

Unfortunately, Cynthia already has a 20 hour per week job as parish administrator. We then created another paid office position to take over the facilities management piece of Cynthia's job: ordering supplies, overseeing inspectors and vendors and contractors and cleaning and landscaping. The person hired into this role over the summer was terminated in September, and to help balance the 2022 budget, we did not replace him. All of the facilities tasks ended up back on Cynthia's desk, along with the bookkeeping and the e-blast and office administration.

Long story short, absent regular volunteers to oversee facilities and office tasks, Trinity really needs to add a staff position. Something we cannot afford. And you, Trinity's members, need to know this.

You also need to know that we *still* need an Accounting Warden—a parishioner willing and able to have final oversight of the parish’s finances.

PENNIES

Everyone shall give as they are able, according to the blessing of the Lord your God that has been given you. (Deuteronomy 6:17)

The finance, stewardship and budget portions of the annual report have more detailed information about the financial realities of our faith community. The “Pennies” part of my rector’s report will just highlight a few of them.

It costs approximately \$344,000 per year to operate and sustain Trinity Episcopal Church in Buckingham. And that is without a second and needed office staff position.

Our projected income for 2023 is \$312,000.
That is a deficit of approximately \$32,000.

We can cut few expenses without significant impact to our common lives, including those precious 51 Sunday Mornings (and Christmas and Easter).

The Finance Committee and the Vestry agree that we don’t have an expense problem so much as we have an income problem.

It is a problem that 1/3 of our “active members” do not pledge to our operating budget. I am aware that many of our non-pledgers put money in the offering plate when they are at church, but that equates to an average gift of \$350 per year per person.

It is a problem that 9 pledges make up almost half of our pledged income. The loss of any one of those pledges would require approximately 10 new, “average” pledges to make up.

(And, by-the-way, if you are one of Trinity’s 71 pledgers, I encourage you to consider putting Trinity, Buckingham in your will, so that your commitment to sustaining this faith community during your lifetime can become a lasting legacy for the future of the church)

The challenges I have written about today are not an insignificant one, and they are not challenges that your Vestry or I can solve easily, quickly or alone.

Which is why the Vestry and I are inviting you to make this a dialogue, and not a one-sided report.

Please join us in Faith Hall after the dismissal on Sunday, February 5, 2023.

You are the body of Christ, and individually members of it.
(1 Corinthians 12: 27)

The Rev. Dr. Nancy Burton Dilliplane, Rector

Report from the Associate for Liturgy and Spirituality

Though more than a few months behind us, I can close my eyes and quickly return to the enthusiastic participation at our *Service of Music and Song* last summer. The hymns requested by the congregation shaped prayer and praise raised with energy and joy. While not everything offered in support of the liturgical and spiritual life of our Trinity family this year was met with such enthusiasm, I lean into wisdom from a few hymn texts we proclaimed together on that August Sunday morning, as we consider the good, important work to which we're all called as a community of faith.

*Many the gifts, many the people, many the hearts that yearn to belong.
Let us be servants to one another, making your kingdom come.
Christ, be our light! Shine in our hearts. Shine through the darkness.
Christ, be our light! Shine in your church gathered today.*

How grateful we are for those who steadfastly attend to our weekly Feast of Word and Table: ministers of hospitality, music and the Eucharist, proclaimers of the Word, acolytes and Altar Guild, our “paparazzi” who keep us united to those praying at home. Our worship is deepened by their care and commitment. Please be alert, as Spirit may indeed be prompting you to offer your own gifts in this meaningful and essential way.

*'Tis the gift to be simple, 'tis the gift to be free, 'Tis the gift to come down where we ought to be.
And when we find ourselves in the place just right, 'Twill be in the valley of love and delight.*

How good to come down in those places “just right!” A variety of opportunities for spiritual growth were offered throughout the summer – stimulated by a book, a film, a question, a creed, a date on the calendar. Valleys of love and delight that, sadly, did not draw as many participants as we hoped.

*Lord, your summons echoes true when you but call my name.
Let me turn and follow you and never be the same.
In your company I'll go where your love and footsteps show.
Thus, I'll move and live and grow in you and you in me!*

How blest we remain accompanying one another with intentional presence, unique gifts and abiding care, actively seeking inspired ways to move forward, answering the call to live justly, to love openly and to walk humbly with our God.

*Let every instrument be tuned for praise! Let all rejoice who have a voice to raise!
And may God give us faith to sing always: ALLELUIA!*

Martha Dudich, Associate for Liturgy and Spirituality

Report from our Seminarian

What a warm, generous, and loving welcome I have received here at Trinity Buckingham! I've only been here a few months, but the kindness of everyone makes me feel as if I have long been part of the community. This kind of reception is the sort of thing that seminarians dream of – especially because going back to school in mid-life can be a bit of a shock! 50+ hours of schoolwork a week, alongside balancing school and parish life and a family can be deeply challenging – but the joy and openness with which I've been embraced at Trinity has meant that my time here is wonderfully fulfilling.

It's been such a joy to learn new things – not only from Nancy (who is an exceptionally gifted supervisor and priest), but from the congregation as well! One of the primary ways I stay close to God and stay inspired in my spiritual life is by hearing how God shows up in your own lives, and I have already heard so many incredible stories from folks about the way that God has moved, is moving, and will continue to move at Trinity. Everyone at Trinity is a vital part of my formation as a priest – the way that you pray for me, teach me, come alongside me, and love me is how I will learn to pray, teach, come alongside, and love my own someday-parishioners. What a gift each and every one of you are to me.

Already I have gotten chances to preach, LEM, teach, lead, vision, pray, and listen. I wish I could say enough what a joy this is – many seminarians get placed in very large parishes, where they often sit on the sidelines, and are lucky to preach or teach maybe a few times in their entire two-year placement. The way that Nancy has invited me into the everyday life and work of the parish has been so wonderful – particularly because I get to learn vital skills that many seminarians don't get to learn!

This placement comes in the middle of a many, many-year process. The road to ordination is a difficult one – I began discernment all the way in 2018, but there are quite a few steps between discernment and school. There are months of talking with one's sending parish rector, a year of discernment meetings with parish members, vestry votes, interviews with a larger board of priests and laypersons representing the diocese, meetings with the Bishop, applying and interviewing with schools – it has been quite the whirlwind! God has sustained me – often in miraculous ways – throughout this process, and being held and loved by God in this way is the *only* way through the ups and downs of many challenging years.

I so look forward to continuing here as I faithfully follow this call. I invite everyone at Trinity to walk alongside me as I journey into a deeper life in Christ, and I hope that together we can grow and learn and love in profound and transformational ways.

Amy Crawford, GTS Seminarian

Trinity Buckingham Academy Report

The Trinity Buckingham Academy (TBA) was happy to welcome 60 students for the 2022-2023 school year, **our largest enrollment in over 5 years!** To meet the needs of our community TBA supplements our traditional jump start, preschool and pre-kindergarten classes with before school, lunch bunch, kids club and enrichment programs.

Our student population includes: 17 pre-kindergarten, 20 preschool, 16 jump start and 7 kindergarten enrichment students. TBA was thrilled to open up a second jump start class, now we have 2 jump start, 2 preschool and 2 prekindergarten classes.

Along with opening up a new class, several new staff members joined the TBA team. TBA classroom programming is also enhanced with specialty offerings such as YOGA, Play and Praise, and Chapel classes.

TBA works hard to maintain our PA Department of Education and PA Department of Human Services licenses. At the end of January each staff member renewed their CPR/First Aid certification as well as completed an online health and safety update as required by our licensing.

TBA Director Alison Rose applied for and was awarded **two** Work Force Support Grant's for the 2022-2023 school year through the Office of Child Development and Early Learning. These grant awards provided our hard-working staff a monetary bonus as part of staff retention and recruitment.

To benefit both Church and TBA, American Rescue Plan Act grant funds were used to upgrade the Aiphone doorbell/camera system and building locks for the doors at the front lobby, preschool, and Faith Hall.

Our staff has done an amazing job keeping our students happy and thriving throughout the school year. We are grateful to our wonderful families who entrust TBA with their children. We are thankful for the support from TBA's Board of Directors and church staff to help make this year successful. Our last day of school will be June 2nd.

Alison Rose, Director

Ministry Reports

ACOLYTES 2022

A lot of what we mean by living our faith is to serve others. If you have thought about how you could serve Trinity, be a part of a faith community and get a great amount of joy in doing so, you might want to consider being an active acolyte whose responsibility is to assist the minister with the liturgy. You may not know that acolytes (altar boys/ men/girls or women) have been assisting Christian services since 250 AD. Initially they were a clerical order. It was quite recently, in the 1980s, that girls were permitted to be acolytes. The word acolyte means "follower" or one who helps or serves. Acolytes perform a number of functions before, during and following the service. If you, your son or daughter (age 10 and older) are interested in finding out more about becoming an acolyte in serving Trinity's faith-based community please talk to Pastor Nancy and Jill Unger. All of us would be delighted to tell you about this important ministry.

When acolytes first helped with the service they carried candles in religious processions. Now they can do other duties such as "assist in worship by carrying a processional cross, lighting candles, holding the Gospel book for the Gospel readings, candle bearers or "torches", assisting a deacon or priest with the Holy Eucharist, swinging a censer or thurible, carrying the incense boat, handing the offering plates to ushers, and many other tasks as seen fit by the minister or deacon. (From Wikipedia/Acolytes/Christian Denominations-Anglican Church)

Active Acolytes in 2022 were: Joanne Welker, Deborah Grant, Susanne Snyder, Ewan and Rachel Swidorski.

Ms. Jill Unger, Acolyte Coordinator

ALTAR GUILD

Trinity's Altar Guild is composed of dedicated volunteers who prepare the altar for all Eucharist services, as well as weddings and funerals. Other tasks include polishing the silver and brass, laundering and ironing the linens, ordering flowers, seasonal decorating, and hanging the altar frontal, banners and scarves. The work of the Altar Guild is one of the fundamental ministries in the church.

Thanks to Pastor Nancy's Worship Ministry Coffee Hours this past summer, we have a wonderful group of new volunteers. The Altar Guild members currently are Marjorie Guidry, Bonnie McCabe, Morley Ewing, Sue Snyder, Janet Zimmerman, Deb Grant, Sara Swidorski, Kathi Sadowski, Meg Perry and Joanne Welker.

Also, thank you to Pat Cook and Jane Eastwood for continuing the task of coordinating the flowers for the altar each Sunday. And thank you to Joan Noveske for continuing to develop the yearly liturgical schedule for the paraments.

Meg Perry and Joanne Welker, Altar Guild Co-Chairs

DEPUTIES TO THE EPISCOPAL DIOCESE OF PENNSYLVANIA (DIOPA)

Trinity's 2022 elected diocesan deputies were Dom and Janet De Caprio and Joanne Welker; the alternate was Natalie Welker-Marx.

The 239th meeting of the Episcopal Diocese of Pennsylvania ("Convention") was held October 21-22, 2022, at the Philadelphia Episcopal Cathedral, 38th and Chestnut Streets. The Convention was a hybrid format, i.e., participants could attend in-person or virtually. Trinity delegates attended in-person with Rector Nancy Dilliplane.

A recap of the Convention is available at <https://www.diopa.org/news/2022-convention-recap>.

Janet Zimmerman DeCaprio

ECW - Episcopal Church Women

The women of ECW unfortunately met just once this past year due to COVID restrictions. We decided not to have a Fall Sale as there just aren't enough workers available who are able to do the setup work.

In October we met and made the following distributions - \$300 to both FISH, the New Britain Food Bank, and \$400 to address other church needs. Since we all missed getting together after church on Sunday we voted to resume coffee hours. They will be on the first Sunday of each month as long as there are volunteers to help. Several of us met in November to make vegetable soup and corn chowder to sell. The profits will be used to supply the kitchen with coffee, etc. The sale was very successful as the soup all sold within a couple of weeks.

Elizabeth Crooke, who has been our secretary for many, many years, decided to retire from her job. I have been most grateful to her as she has done a fantastic job keeping track of the attendance and all business we discuss. Thank you, Elizabeth!!!!.....Rose Marie Proctor is the treasurer and I remain the President.

For those new to our parish, any woman who attends our church can be a part of ECW. There are no dues or mandatory duties. You also need not be retired to participate. All are welcomed.

Mary Beth Perisho, President of ECW

FINANCE COMMITTEE

After a lapse of several years, Trinity's Finance Committee (FC) resumed regular meetings in 2022. The FC met six times in 2022: March 29, April 19, August 3, October 12, November 15, December 13.

Members of the FC are Dan Christiansen, Janet DeCaprio, Deb Grant, Marjorie Guidry, Barry McCabe, Peter Oliver (Chair), Ray Perisho, and Lynda Vesely. Ex officio members are Rector Nancy Dilliplane (Rector) and Cynthia Goode (Parish Office Manger) and Joanne Welker (Rector's Warden).

In the absence of an accounting warden (AW), the FC will need to take a more active role in advising Vestry on financial matters. Marjorie Guidry, Joanne Welker, Rector Dilliplane, and Cynthia Goode met on December 6 to prepare a 2023 budget worksheet for the December Vestry meeting.

Janet Zimmerman DeCaprio

JAZZ & JOE

If you want a fun evening out, you might want to check out our Jazz & Joe events, usually held are on the second Thursday of the month at 7:30 in Faith Hall.

A \$5 donation is requested and coffee and snacks, some homemade, are included. Music is provided by The Jazz Sanctuary. It is well supported by the surrounding community and is important to our parish as the proceeds go to our music program and other church activities.

Karen Parker, Jazz & Joe Coordinator

OFFICE VOLUNTEERS

Cynthia Goode, our Parish Administrator, has assumed the bookkeeping responsibilities of the church following a multi-year absence of a parish Accounting Warden. This leaves her with significantly less time to accomplish her former duties within her allotted 20 hours. Therefore, we are in need of volunteers to perform these tasks on a regular basis and when Cynthia is working remotely or is on vacation. Responsibilities would include: answering the phone, responding to voicemail, answering the doorbell/greeting visitors, picking up and distributing mail from the post office, assisting with bulletin production, coordinating periodic parish mailings, maintaining the bulletin boards, being present to interact with scheduled vendor visits and assisting with the Parish Administrator with other projects as they arise.

With a robust group of volunteers to help, it takes only a few hours of your time per week, especially if you would like to work in teams. It is a wonderful opportunity to offer your time and talent to the parish and enjoy fellowship as you do God's work. Please contact Natalie Welker-Marx nwmarx@yahoo.com or 732-513-2937.

Natalie Welker-Marx

Thank you to:

2022's Office Volunteers: Judy King, Jill Unger and Natalie Welker Marx

2022's Finance Ministry Volunteers: Deb Grant, Marjorie & Steve Guidry, Barry & Bonnie McCabe, Pam Oswald, Mary Beth & Ray Perisho, Dave Romero, Lynda Vesely, and Janet Zimmerman.

Cynthia Goode

OUTREACH

This year Trinity participated in a local gathering of toys for needy children. "Little Santa's Big Shop" is a grass roots gathering of friends and neighbors in Bucks County. Together with local organizations they gather toys, toiletries and holiday decorations for anyone in the community who is in need of assistance. On a designated day parents or guardians can "shop" for their kids at the "store." This year, through the generosity of Trinity parishioners, 125 children from 47 families had a happier, brighter Christmas.

Barbara Kroberger

Christmas in July Food Drive - During the month of July, members of Trinity donated 525 pounds of shelf stable groceries to the food pantries at the New Britain Baptist Church and the Doylestown Family Shelter.

Bucks County Housing Family Shelter - After a collection at church, Trinity provided a welcome basket to a new family of six who moved into apartment five this fall. The basket included bedding (sheets, comforters, and pillows), towels, paper products, cleaning supplies, and groceries. With Doylestown Presbyterian we also provided holiday meals and Christmas gifts. Thanks to Barbara Kroberger for help with the purchasing and delivery of the gifts.

In June, thanks to the generosity of Trinity parishioners, we delivered summer activity backpacks to the 19 children, ages 9 months to 14 years, living in the temporary Doylestown shelter provided by BCHG <https://bchg.org/>, including our co-sponsored Apartment 5 family. The kids, parents, and staff were thrilled with the gifts. Thanks to Janet Zimmerman for overseeing this summertime activity.

In December, generous Trinity parishioners donated more than \$500.00 in gift cards to our Apartment 5 family.

Bonnie McCabe

PASTORAL CARE

This past year one of our new pastoral care ministries has been to send out birthday cards. This has been coordinated by Natalie Welker-Marx and Janet Zimmerman DeCaprio. If you have not received a birthday card this past year, your name may not be on our list. If you would like to add your name please contact nwmarx@yahoo.com. Janet and I look forward to sending you birthday greetings.

Natalie Welker-Marx

PRAYER CHAIN MINISTRY

One of Trinity's lesser utilized ministries is the Prayer Chain. We are a group of fifteen men and women, of varying ages, who do exactly what the name implies – we pray. Ours is a private ministry in the sense that the names of those in need of prayer are kept confidential. In fact, confidentiality is the only prerequisite for joining our team.

Divided into groups of four the chain collectively prayed for 116 people in 2022. Each group individually prays for 13-15 people each month. Many prayer recipients stay on our lists for lengthy periods of time, others have short term prayer needs. The way it works is each month I update prayer requests which are then sent out to the Intercessors. As prayer needs change, i.e.: someone passes away, an emergency arises or prayers simply are no longer needed, the respective Intercessors are made aware.

Many times after a prayer is no longer needed the recipient or their families have expressed their appreciation for our prayers. During times of illness or crisis people often turn to prayer. Hopefully we provide a little comfort by knowing others, known or unknown to them, are lifting them up in prayer. Prayer requests will stay active for a month unless an update is provided saying prayers continue to be needed.

My wish is to add Intercessors in 2023. This is a great volunteer opportunity for anyone not wanting to be tied down with meetings or specific dates and times. Prayer is a very flexible activity. Some people prefer the self-discipline of a certain time of day in a particular chair at home. Others find driving or in the shower as the best time to pray. The lifting up of a person and their needs to God, no matter where that occurs, is all that is needed.

Thank you to our dedicated prayer team members. Intercessors include Deb McLean, Bonnie McCabe, Leslie Jaedicke, Barbara Torok, Jackie Moore, Woody Kiel, Joan Bradbury, Betty Kitson, Marty Gillen, Mary Beth Perisho, Christine Bradbury Kunkel, Heather Carbo, Lauren Gillen, Joanne Welker and Patty Bradbury. Interested people please contact me @ pabradbury@verizon.net.

Patty Bradbury, Prayer Chain Coordinator

PRAYER SHAWL MINISTRY

Our Prayer Shawl group has 12 members, most of whom are Trinity members. We are happy to welcome anyone who is interested in making things for people in need of them. We make prayer shawls, lap robes, baby blankets and doves for christenings, and hospice blankets. Meetings are held on the last Friday of the month from 12:00-2:00 in Reed Chapel. If you are interested in joining us or if you need any of the things we make, please contact Karen Parker. 267-629-9125.

Karen Parker, Prayer Shawl Ministry Coordinator

PROPERTY

There is no property report because there is currently no property committee. Where would we be without Jim Sanders, our in-house Mr. Fix-it and General Contractor? Thank you, Saint James. Thanks, too, to Joanne Welker for overseeing landscaping and snow removal contractors this year.

SUNDAY SCHOOL

Following conversation with interested parents in the spring of 2022, Trinity launched a 12-week Sunday School program, using curriculum resources provided by Pastor Nancy. We are grateful to teachers Elisabeth Goggin, Carla Koshi, Soju Kurup, Deb McLean, Julianne Pupa and Mike Prasto, and Sara Swidorski, who also coordinated the pilot.

Meeting over the summer, a group of parents decided to continue holding Sunday School during the 10 am service. Children gather at the front of the church following the opening hymn for a prayer and dismissal to a multi-age class where they hear a story and participate in crafts and share a snack and return in time to receive Communion. Teachers this fall: Deb McLean, Carla Koshy, Soju Kurup and Amy Crawford.

Nancy Dilliplane

WORSHIP MINISTRIES

Over the summer Pastor Nancy and Martha held a series of gatherings intended to reinvigorate our Sunday morning worship and music ministries. While we always welcome new participants, and indeed, our handbell choir and our usher ministries are truly in need of a few more members, Trinity is blessed by the time and talent so many parishioners give to being ushers, greeters, acolytes, altar guild members, lectors, intercessors, chalicists, operating the livestream camera, singing in the choir and ringing bells on Sunday mornings.

8 am

Heather Carbo
Amy Crawford
Dom DeCaprio

Steve Downs
Pam Oswald
Meg Perry

Joan Noveske
Janet Zimmerman

10 am

Amy Crawford
Morley Ewing
Deb Grant
Elisabeth Goggin
Keith Goggin
Marjorie Guidry
Stee Guidry
Bob Kinney
Kay Kinney

Jeff Kroberger
Diana Martinez
Bonnie McCabe
Deb McLean
Joe McLean
Joan Noveske
Kathi Sadowski
Jim Sanders
Suzanne Snyder

Ellie Swidorski
Ewan Swidorski
Rachel Swidorski
Sara Swidorski
Jill Unger
Lynda Vesely
Joanne Welker
Natalie Welker-Marx

Choir Members (Martha Dudich, Director)

Amy Crawford
Brad Cagenello
Nancy Dilliplane
Bob Kinney

Kay Kinney
Steve Mann
Karen Parker
Kathi Sadowski

Wayne Sadowski
Suzanne Snyder

Hand Bell Ringers (Martha Dudich, Director)

Nancy Dilliplane
Marjorie Guidry
Steve Guidry

Bob Kinney
Kay Kinney
Karen Parker

Suzanne Snyder

Nancy Dilliplane

FINANCIAL REPORT 2022

Trinity finished the year very close to what had been budgeted.

As expected, our annual expenses exceeded our annual income, but also as expected, we were able to offset this deficit in 2022 by using the remainder of the COVID-related Payroll Protection Plan government grant money, and money from an insurance settlement for property damage along 413.

The largest over-budget expense—an accounting consultant to support Cynthia Goode as she learns the bookkeeping and software functions of the parish—was offset by the elimination of the Rentals Coordinator position in May.

The Vestry is doing a good job managing our operating expenses, however, Trinity's income continues to be insufficient for its current needs.

BUDGET 2023

2023 Budget Narrative for Trinity Buckingham

After much prayerful discussion and study of the past year's (2022) budget and the ingathering of pledges for 2023, the Finance Committee and the Vestry of Trinity, Buckingham have determined an operating budget for 2023. The budget itself is attached, but here are the highlights.

We expect that our operating expenses will be approximately \$343,700.

Personnel/salary expenses	\$181,230
Property expenses	\$ 95,950
Administrative expenses	\$ 30,520
Diocesan Pledge	\$ 18,600
Programs and Ministries	\$ 11,430
Sabbatical Expense	\$ 6,000

We expect that our income will be approximately \$312,000.

Pledged income	\$240,000
Offering plate income (not pledged)	\$ 13,000
Donations for specific purposes	\$ 13,500
Income from Trinity Academy	\$ 9,000
Rental income	\$ 24,600
Interest and Endowment income	\$10,000
On-line donations	\$ 700
Jazz n Joe	\$ 1,100

As you can see, the projected deficit is approximately \$32,000.

There is very little that we can cut on the expense side of the equation and still sustain the Trinity that we want to have.

We want to state that this is not an expense problem—we have cut our costs everywhere we can. What we have is an income problem.

Here are some of the most important things to know about our expenses.

Trinity Buckingham Annual Report for the Year 2022

Staff

At 53% of our budget, our salary costs are in line with those of other churches and non-profits. We have one full time rector, one half time parish administrator who has recently added bookkeeping to her extensive job description, one half time music minister whose position also includes spiritual growth, and one very part time (5 hours per week) communications specialist who oversees our website and social media presence. (We also have a preschool staff, whose salaries are funded by the Trinity Buckingham Academy budget).

We eliminated the part-time rentals coordinator position in May of 2022. This position was then reconfigured to include some administration and facilities management tasks, but we were unsuccessful in finding a viable candidate for the new position. The facilities manager/administrative support position is not funded in the 2023 budget, not because we do not need this staff position, but because we can see no way to fund it with our current income projections.

There are consequences to this decision. Trinity no longer has parishioners able to volunteer their time to manage our day to day finances, so our parish administrator has become Trinity's bookkeeper. Although we have budgeted 20 hours per week for this position, in actuality, administrative and financial work required to manage the parish is closer to 35.

Unless we receive more income, we are going to need Trinity volunteers to pick up many of the administrative and facilities related tasks of running a church, freeing our paid parish administrator to concentrate on our financial operations.

Despite their hard work and rising inflation, our staff has received neither merit nor cost of living adjustments in three years. The 2023 budget reflects a 5% salary increase for the full- and half-time members of our staff. We feel we it is important to retain our current staff and to compensate them more justly for their hard work.

Property

Trinity has a large and expensive physical plant that includes extensive grounds, two buildings that are centuries old and a large main building that, while newer, is expensive to maintain, heat and cool. There is no substitute for keeping our buildings in good repair, and the good news is that Trinity has not deferred maintenance on our buildings in order to balance the budget. We are committed to keeping up with the regular maintenance and repair of the main sanctuary, the administrative and music wing, the preschool space and Faith Hall as well as Historic Trinity and the Rectory. We do not want to cut corners.

We are now paying others to do what volunteers once did (fall and spring clean-up, for example), and with an older and physically limited membership, we see no way around this. Our buildings and grounds are going to remain a substantial piece of our operating budget. It is difficult to see how we can reduce these expenses.

Administration

As with property, the money budgeted for administration is simply what it costs to be an institutional church in the digital age. We have made all the cuts that we can. We cannot do without computers, telephones, the ability to livestream our services, or gather for meetings and Bible study on Zoom. Our website and Facebook page are the front door of the parish and the major way that we let others know who we are and what we do.

Diocesan Pledge

Trinity Buckingham exists as part of a network of 135 parishes that belong to the Episcopal Diocese of Pennsylvania. Just as your pledge is your part of helping Trinity to operate, Trinity's diocesan pledge is our part of helping our Diocese to operate. It helps to pay for the salaries of the bishop and the diocesan staff, and helps us to bring the Good News of God in Christ Jesus and to care for the poor and powerless beyond Buckingham.

Part of our diocesan pledge goes even farther, to support the work of The Episcopal Church. This year, for the first time, our Vestry has decided we are unable to give what the bishop has asked us to give (\$20,088) and will instead give the amount we have given the last 3 years.

Programs and Ministries

You will see that our ministries and programs are the smallest part of our budget, at just 3% of our budget. As we grow fewer in number and greater in years, we are doing less and less as a parish. What you *don't* see in this budget is what we fewer and older folks *do* do: give frequently and generously to outreach projects like the Code Blue Shelter, the Bucks Housing Group apartment in Doylestown, the Rector's Discretionary Fund, Christmas in July, Free the Girls, and the local Santa Shop.

Of our programs and ministries, Sunday Morning Worship Ministries are where we spend most of our program monies and have the majority of Trinity's lay volunteers.

Sabbatical

We added a new budget category this year. Pastor Nancy will be taking a 12-week sabbatical—6 weeks in 2023 and 6 weeks in 2024. This budget pays for a priest to preside and preach the Sundays that Pastor Nancy is away, to be available for pastoral needs and limited time in the office and to lead us in a time of envisioning how we and our rector will renew our mutual ministry when she returns.

A Few Words about the Income side of the Budget

As you will see in the Stewardship report, 71 households made pledges this year for a total of \$240,000.

There are 105 households currently counted as active members of Trinity (meaning that they have come to worship at least once and/or have given money to Trinity in the last two years.

This means that roughly 1/3 of Trinity's members do not contribute to our operating budget. Many of these members *do* put money in the plate when they come to worship, but based on our actual income from unpledged Sunday offerings, this is less than \$350 per household per year.

It is also worth noting that 9 households contribute nearly one half of all pledged income.

We are grateful to those parishioners who so generously increased the amount of their annual pledge this year.

Other sources of income include:

- gifts for particular projects or improvements (for example, those who gave generously to purchase new tables, or to offset the cost of sanctuary repairs after the leak under the chancel)
- revenue from our endowments
- rental income (mostly from the regular rental of the kitchen by Anna P. catering)

If we do not address our income problem, our vestries will have to make very difficult choices and changes.

As we consider ways to increase our revenue these options come to mind:

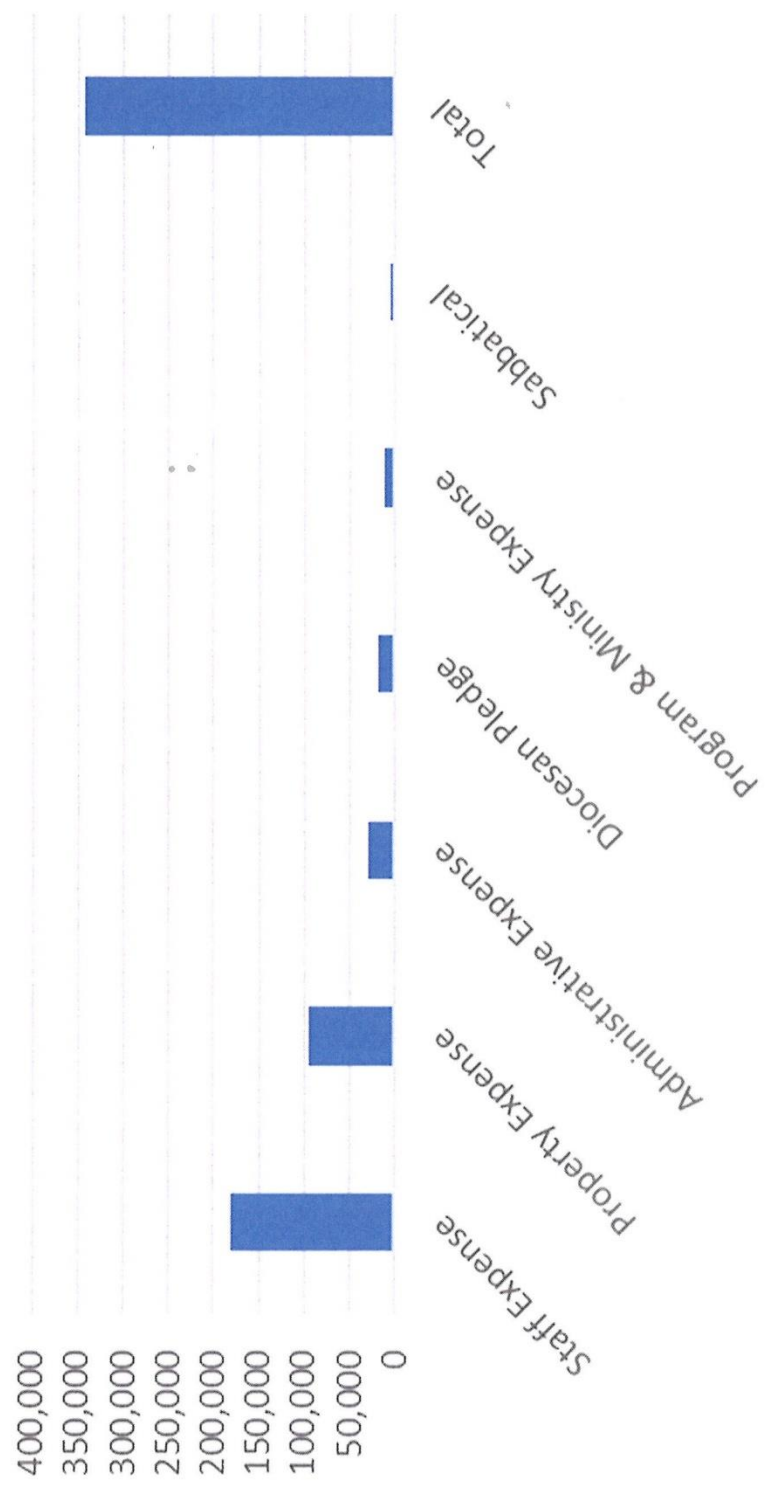
- increased parishioner giving, particularly among those who do not pledge
- regularly asking parishioners to fund particular capital projects or activities
- increasing our endowments so that there is more interest income available for our annual operating budget
- fundraisers
- encouraging members to include a bequest to Trinity, Buckingham in their wills
- renting our spaces

The Vestry and the Finance Committee would be very glad to know of your ideas for increasing our income and how you will help us act on those ideas.

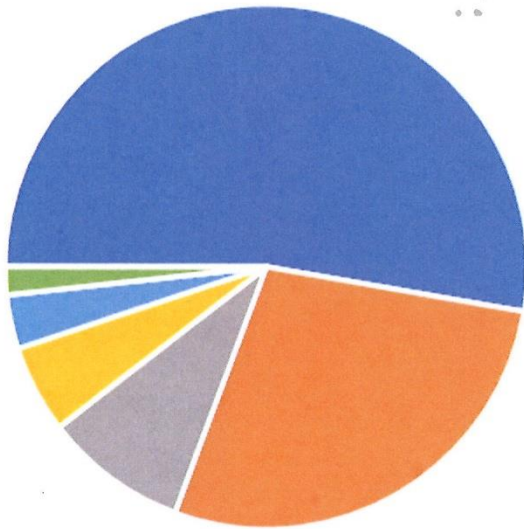
Trinity Buckingham Annual Report for the Year 2022

Trinity Expenses 2023

Total: \$343,730



Trinity Expenses 2023: \$343,730



Personnel: \$181,230 or 53%

- Full time Rector
- ½ time Office Manager
- ½ time Musician
- 5 hour per week Communications

Includes pensions & benefits, does not include value of rectory

Sabbatical: \$6,000 or < 2%

- 6 weeks of Sunday & Pastoral coverage + consulting

Property: \$95,950 or 28%

- Maintenance & Repairs
- Improvements
- Insurance
- Utilities
- Cleaning & Supplies
- Landscaping/Snow Removal

Administration: \$30,465 or 9%

- Office expenses, including copier
- Telephone
- Livestream
- Tech support/computers
- Accounting Support

Diocesan Pledge: \$18,600 or 5%

- Our support of diocesan staff and ministry

Programs and Ministries: \$11,430 or 3%

- Worship & Music
- Pastoral Care
- Spiritual Formation
- Outreach

Expenses**2023 Budget**

CW Account #	Account Name	2022	2023
Staff Expenses			
Rector			
5.100.600	Clergy Salary	65,845	69,137
5.100.601	SECA Allowance Clergy	7,180	8005
5.104.600	Rector's Equity Allowance	1,500	1500
5.100.609	Clergy Pension	22,341	20,546
5.100.615	Health Insurance	10,650	10,919
5.100.616	Life/Disability Insurance	447	447
5.700.676	Continuing Education	1,200	1,000
5.104.605	Clergy Professional Fees	0	350
5.200.621	Auto & Travel	3,600	2,400
Lay Staff			
5.100.602	Creative Ministry Specialist	7,995	7,400
5.100.601	Organist Salary	25,000	26,250
5.102.600	Office Manager Salary	26,656	27,989
5.102.601	Asst. Secretary Wages	375	0
5.102.610	Facilities Coordinator Salary	9,840	0
5.102.610	Payroll Taxes	6,141	4,715
5.200.612	Workmans Comp	572	572
Total Staff		189,342	181,230
Diocesan Pledge			
5.700.680	Diocesan Pledge	18,600	18,600
Administration			
5.200.622	Office Expense	1,700	1,700
5.200.624	Telephone	3,000	2,800
5.200.627	Copier Lease	5,100	5,300
5.200.628	Technology	10,000	10,200
5.200.630	Vestry Expense	250	250
5.501.684	Publicity Expense	2,000	1,000
5.700.670	Miscellaneous Expenses	200	200
5.700.672	Dues & Subscriptions	400	400
5.700.674	Professional Fees	10,000	6,000
5.700.675	Stewardship Expense	500	500
5.700.710	Vanco Fees (ACH)	0	1,500
5.700.705	Bank Fees	1,500	315
new account	Audit Fee	0	0
new account	payroll service fee	0	355
Total Administration		34,650	30,520

Property

5.300.630	Grounds Maintenance	17,000	15,000
5.300.631	Maint & Repair (not FH or kit)	16,000	16,000
5.300.670	Faith Hall Maint & Repair	2,000	1,000
5.300.675	Fay Kitchen Maint & Repair	3,000	4,500
5.300.635	Utilities	26,000	27,000
5.300.636	Cleaning Service	13,000	14,500
5.300.637	Janitorial Supplies	1,500	1,250
5.800.960	B & G Improvements	2,790	4,500
5.300.615	Building Insurance	3,780	4,400
5.300.626	Property Taxes	7,676	7,800
Total Property		92,746	95,950

Program & Ministry*Worship*

5.400.643	Altar Supplies	500	800
5.401.645	Altar Flowers	2,500	2,500
5.402.600	Other Worship Expense	150	150
5.402.605	Substitute Clergy	1,700	1,500

Music

5.400.640	Music Maintenance	2,000	2,000
5.400.641	Music Expense	1,000	1,000
5.402.606	Substitute Organist	1,000	500

Spiritual Formation

5.500.650	Sunday School/VBS	200	250
5.500.652	Christian Formation	1,500	1,000

Pastoral Care

5.600.684	Pastoral Care	750	1,000
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Fellowship

5.700.683	Parish Life	0	250
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Outreach

5.600.670	Rector Discretionary Fund	480	480
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Total Programs		11,780	11,430
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Sabbatical Expense

<i>new category</i>			6,000
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Total Expenses		347,118	343,730
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Income

Account #	Account Name	Budget 2022	Budget 2023
4.100.401	Plate	520	900
4.100.402	General Operating Pledges	225,000	240,000
4.100.407	Special Holiday Donations	10,000	12,000
Total Pledge&Plate		235520	252900
4.100.403	Altar Flowers	2,000	2,500
4.100.404	Memorial Gifts	1,000	1,000
4.100.460	Building/Grounds gifts	6,600	7,000
4.100.406	Special Contributions	3,000	3,000
Total purposed gifts		12,600	13,500
4.200.420	TBA operating contribution	5,400	9,000
4.200.516	Music & Arts/Jazz n Joe	1,600	1,100
Total ministry contribs		7,000	10,100
4.200.470	Rental income Faith Hall	5,000	2,500
4.200.471	Rental income Fay Kitchen	18,000	21,600
4.200.472	Rental income other spaces	0	500
Total Rental Income		23,000	24,600
4.200.429	Amazon Smile	200	200
new category	on-line donations		500
Total passive donation		200	700
4.200.430	Other Income	0	0
4.200.420	<i>Cemetery Plot Income****</i>	0	0
4.300.410	Interst/ Dividend income	3,000	10,000
4.300.415	V2020 interest income	25	
Total Endowment inc.		3,025	10,000
Transfer Accounts			
4.100.442	Other Outreach Contributions	0	0
4.100.445	Rector's Discretionary Fund	480	0
4.10.448	ECW Income	400	0
Total Transfer		880	0
		282,225	311,800

STEWARDSHIP 2023

Our annual giving program began in September with “Stewardship Season is Upon Us” notices in the biweekly e-blasts. The campaign ran from October 23 to November 13, 2022, with announcements made on Sundays to both services. Our mailing was an 8 x11 bright green envelope with a letter, an electronic payment form, pledge card, return envelope, and a pamphlet, *Stewardship as a Way of Life*. All available pledges were blessed by Rector Nancy on Giving Sunday, November 13. Follow-up phone call reminders were made to parishioners through the end of December. Each pledger received a handwritten thank you note.

Summary of Results (Tables 1-2)

- Total pledges: 71 (loss of 4 or 6%)
- Total amount pledged: \$239,452.00 (gain of \$7,458.00 or 3%)
- Median pledge: \$2,206.00/yr, \$184/mo, \$42/wk
- New pledges: 2 (3%)
- Increased pledges: 34 (48%)

As positive as some of the above may seem, there are several worrisome 2023 trends and results to consider if Trinity is to stabilize and return to the vibrant faith community it once was (Tables 1-5):

- Declining no. of pledges starting before COVID
- Mostly flat total annual pledging starting before COVID
- Unchanged pledges (30) or decreased pledges (5): 49%
- Pledges below \$2,000.00/yr: 34 (48%)
- Pledges below median of \$2,206/yr: 36 (50%)
- Pledges below DIOPA (Episc. Diocese of PA) pledge data of \$2,992/yr: 46 (65%)
- Pledges below TEC (The Episc. Church) pledge data of \$3,339/yr: 49 (69%)
- Pledges over \$5,000 (9) = \$113,840.00 (48%) of 2023 total pledge
- Pledges under \$5,000 (62) = \$125,612 (52%) of 2023 total pledge

Year	# Pledges	Amt Pledged	Median Pledge
2023	71	\$239,452 (+\$7,458 or +3%)	\$2,206
2022	75	\$231,994 (-\$13,951 or -6%)	
2021	84	\$245,945 (+\$7,218 or +3%)	
2020	82	\$238,727 (+\$6,605 or +3%)	
2019 (pre-COVID)	83	\$232,122	

# Givers increasing pledge in 2023	34 (48%)
# Givers decreasing pledges in 2023	5 (7%)
# Givers unchanged pledges in 2023	30 (42%)
# New pledges in 2023	2 (3%)
# Lost pledges in 2023	6 (8%)

Under \$500	5
\$500-\$999	8
\$1,000-\$1,499	13
\$1,500-\$1,999	8
\$2,000-\$2,499	6
\$2,500-\$2,999	6
\$3,000-\$3,499	4
\$3,500-\$3,999	9
\$4,000-\$4,999	3
\$5,000-\$9,999	5*
Over \$10,000	4*

* These 9 pledges = \$113,840.00 (48%) of the 2023 total pledge.

Above \$2,206/yr	35
Below \$2,206/yr	36

Trinity Buckingham 2023 (Median)	\$2,206.00/yr (\$184/mo; \$42/wk)
The Episcopal Diocese of Pennsylvania (DIOPA) 2021*	\$2,992/yr (\$249/mo; \$57/wk)
The Episcopal Church (TEC) 2021*	\$3,339/yr (\$278/mo; \$64/wk)

* Source <https://www.generalconvention.org/stewardship-and-giving>

We are grateful to these **71** families and individuals who made a 2023 financial commitment to support Trinity Buckingham and do the work God has asked of us (based on pledges received by January 15, 2023):

Bernhardt, Deborah
Bradbury, Rich & Patty
Brice, Marilyn
Brooks, John & Ruth
Cagenello, Brad & Dale
Carbo, Heather
Christiansen, Dan & Janice
Cook, Pat
Copeland, Jean
Crooke, Elizabeth
DeCaprio, Dom & Janet
Dilliplane, The Reverend Nancy & Steve
Downs, Steve & Carol
Eastwood, Jane
Erk, Fred & Mary Lou
Ewing, Jay & Morley
Fielder, Linda
Fuchs, Al & Pam

Gilbert, Tom & Erin
Goggin, Keith & Elisabeth
Grant, Deb
Gross, Bernadette
Grosz, Henrietta “Hank”
Guidry, Steve & Marjorie
Harar, Paul & Kelley
Henry, Jim & Jane
Huddy, Dave & Dina
Huntley, Sarah
Jerman, Diane
Kiel, Woody & Jo
King, Judy
Kinney, Bob & Kay
Kitson, Betty
Koshy, Shane & Carla
Kroberger, Jeff & Barbara
Lasala, Jerry & Meryl

Lord, Bob & Sallee
Mann, Steve
Martinez, Diana
Massias, Paulette
May, John & Mary-jo
McCabe, Barry & Bonnie
McCabe, Sean
McConeghy, Jan
McCreary, Terry & Jennifer
McLean, Joe & Deb
Mennin, Felicia
Mochel, Tobias & Wannie
Moore, Jackie
Noveske, Joan
Oliver, Peter
Oswald, Pam
Parker, Karen
Perry, Meg

Proctor, Rose Marie
Romero, Dave & Deanna
Sadorski, Wayne & Kathi
Sanders, Jim & Charlotte
Seckinger, Charlie
Slim, Betts
Snyder, Suzanne
St. Claire, Kyle, The Reverend & Tam
Stalker, Stacy
Struble, Stan & Barbara
Swidorski, Jake & Sara
Trunzo, Carol
Unger, Jill
Vesely, Lynda
Welker, Joanne
Welker-Marx, Natalie
Wilmes, Rebekah

As a member of this Christian community, each of us is a steward of our church and ministries. In addition to pledging, honor special occasions to financially support Trinity, e.g., holidays, memorials, birthdays, confirmations, and anniversaries.

Also, consider making a bequest to Trinity Buckingham in your will so that your legacy of support for the church and its ministries will long outlive you.

After reading this report and sharing in the conversation at the annual meeting, discern how you will show your gratitude to God. To give is a joyful and blessed act of love.

Yours in Faith,

Janet Zimmerman DeCaprio & Natalie Welker-Marx, Stewardship Co-Chairs

REPORT of ASSETS (as of December 31, 2022)

Cash (Univest Checking Account)	+/- \$45,000
Vision 2020 (Money Market Account)	\$39,000

Church Foundation Endowments (Interest income only)	
General	+/- \$95,000
Altar Guild	+/- \$ 5,000

State Street Global Endowments (Interest income and up to \$10,000/year may be used for property exp.) (Established 2014 by Trinity Endowment Committee)	
Fay	+/- \$ 78,000
Kern	+/- \$112,000

The Most Rev. Michael B. Curry, Presiding Bishop
The Right Rev. Daniel G. P. Gutierrez, Bishop
The Rev. Dr. Nancy Burton Dilliplane, Rector rector@trinitybuckingham.org

SEMINARIAN

Amy Crawford

VESTRY

Joanne Welker, Rector's Warden
Janet Zimmerman De Caprio, Barbara Kroberger,
Peter Oliver, RoseMarie Proctor, Sara Swidorski,
Lynda Vesely, Natalie Welker-Marx

STAFF

Cynthia Goode, Parish Office Manager office@trinitybuckingham.org
Martha Dudich, Lay Associate for Liturgy & Spirituality
liturgymaven@aol.com
Caroline Oakes, Minister of Media Communications caroline@trinitybuckingham.org

VOLUNTEERS

Ray Perisho, Assistant Accounting Warden
Jill Unger, Acolyte Coordinator
Meg Perry & Joanne Welker, Altar Guild

TRINITY BUCKINGHAM ACADEMY
215-794-5530 www.trinitybuckinghamacademy.org
Alison Rose, Director

CHURCH OFFICE HOURS

Monday through Thursday – 11 a.m. – 3 p.m. Friday – Closed



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