



Welcome to Trinity Church

Discover, share, and live God's love with us in Easton, Pennsylvania

Welcome! Thank you for considering Trinity Church, Easton as a place to call home. We are looking forward to meeting you and introducing you to our parish family. Our church has roots over two centuries old. We cherish much of our history, and we are looking forward to writing the next chapter with our new rector.

Trinity is a parish in the Episcopal Diocese of Bethlehem. We are a downtown church serving people from Easton and the surrounding area. Our congregation includes people of all ages - from the very young to seniors. We are married, single, widows, widowers, gay and straight. Although our backgrounds are varied, we have this in common: knowing God cherishes each of us with an infinite love, and that in Christ we are brothers and sisters. Together we discover, share, and live God's Love!

Thank you for taking the time to read our parish profile, and again, welcome!



Our Parish Staff:

The Rev. Canon Clifford B. Carr, Supply Priest

M. Chad Levitt - Director of Music Ministry and Organist

Alison Evans - Parish Administrator

Bill Korp - Bookkeeper

Maria Flores-Barahona - Housekeeper

Sherman (the dog) - Pastoral Therapy Companion

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Our Search Committee Prayer

Loving God, walk with us as we journey through our search for a new rector. May we be led by Your Holy Spirit every step of the way. Grant us the wisdom to discern Your will, the courage to carry out Your purpose for Your people, and the strength to work with diligence. Let only Your will be done as we seek You with all our hearts. Through Jesus Christ our Lord. Amen.



An Introduction to Our 2020 Parish Vitality Survey

In fall 2019, our Vestry initiated a parish-wide survey to measure the health and vitality of our parish. The goal was to learn more about our members, and to understand their needs, concerns, and hopes, as we plan for our future.

The Trinity Thrive Committee (consisting of 8 persons including 3 from the Vestry) was formed to create the survey from scratch, so that the questions would be unique to Trinity.

How did the Thrive Committee get its name? Our parish has a deep desire to see Trinity thrive, so the word “thrive” was borrowed from a popular Christian song by Casting Crowns.

After much discussion, the committee decided to focus on 5 main categories of parish life: basic demographics, youth and adult education, worship, evangelism and outreach, and parishioner support.

The survey was constructed using Constant Contact, an email marketing tool, and committee members also took on the task of updating our church members’ contact information. Parishioners were able to receive the survey either electronically or in paper format in the mail. The survey was released on October 1, 2020.

The response exceeded our expectations. From 172 email invitations and 20 mailed hard copies, 78 people completed the survey - a 41% response rate!

In this parish profile you will find important information gathered from the survey. Additional statistics and demographics, as well as a report on parish finances, are included in the Appendix. We believe the survey accurately reflects the joys, hopes and concerns of our parishioners, particularly as indicated in the sections entitled “Our Challenges and Strengths”, “Our Hopes”, and “Our Prayer for the Rector We Seek.”



Worship - Living God's Love

Anyone who does not love does not know God, because God is love.

John 4:8-9

Impacted by COVID, our worship schedule has been altered, but our desire to live God's love stays strong. Presently the Holy Eucharist is celebrated in the Sanctuary on Sundays at 9:30 (simulcast online). Before the onset of the pandemic the schedule was: Holy Eucharist Sundays at 8:00 a.m. (Rite I) and at 10:30 a.m. (Rite II with Choir); Wednesdays and Holy Days 12:00 noon, Holy Eucharist in the Chapel; Tuesdays, Thursdays, and Fridays 12:00 noon, Noonday Office in the Chapel.

Prior to the pandemic, Trinity also offered a monthly Saturday evening "Messy Church" - a shorter service for young children and their families including a "Learn the Liturgy" discussion followed by a family style meal, games, and activities.

Observing the Church seasonal calendar, Trinity has traditionally offered a Lenten Quiet Day, an Advent Quiet Day, Stations of the Cross (weekly during Lent), full Triduum Services, a reading of the lesson from Acts in many different languages at Pentecost, and a Blessing of Animals service held at a veterinary clinic, observing the feast of St. Francis.



Parishioners provide reverent prayerful support to the clergy in many ways. They assist at baptisms, confirmation, weddings, and funerals. We have an active Daughters of the King chapter "3n1-1n3", a spiritual sisterhood dedicated to a life of prayer, service, and evangelism. Our Care Circle includes men and women who meet for prayer, study, and fellowship in members' homes on the first Sunday of the month.

In the Thrive Survey, parishioners were asked what attracted them to worship at Trinity. The feeling of being in a welcoming community was strong. The top answers were "I felt welcomed and accepted" and "Communion is

available to all Baptized Christians."



The survey revealed that sacred music is very important to the Parish, but there is support for offering more variety (sometimes a more relaxed style with guitars) and selections that are easier to

sing. See more in the section “Our Music”.

Other survey suggestions included combining the two Sunday services into one, keeping the services and sermons short, offering a monthly Saturday evening service, adding diversity in the pulpit (more black and brown people), and involving youth in services.

Laity and Worship

As baptized Christians and the people of God, Trinity members actively participate in worship as:

Acolytes - servers, torchbearers, lighters of candles, crucifers, thurifers, and banner-bearers; **Lectors** - trained in reading scripture and appointed to read the lessons; **Intercessors** – leading the prayers of the people; **Lay Eucharistic Visitors** – licensed by the bishop to go from Sunday Eucharist to share the sacrament with members of the congregation who are unable to be present because of illness or infirmity; **Choir Members** - enhancing the congregation’s worship through singing. The choir also offers anthems or other special music to beautify the experience of worship; **Ushers** - greeting churchgoers as they arrive, ushers help to orient guests and newcomers to our church, hand out the bulletins, collect and present the offering during the service, and direct people to and from their pews during communion.

In addition, following Sunday worship, volunteer **Coffee Hour hosts** provide light refreshments in Conine Hall. The hosts are also responsible for setup prior to, and cleanup following coffee hours.

Sharing God’s Love in the Community

Trinity serves the local community by ministering to people’s needs in a variety of ways.

We feed the hungry and provide hospitality to the lonely. Each Saturday Trinity’s **Ark Community Meal** serves lunch to some 60-80 people in Conine Hall. Trinity provides the kitchen and four teams of volunteer coordinators. Other volunteer groups (congregations around Easton, agencies, service clubs, and businesses) prepare and serve each meal. Trinity’s parishioners provide special meals on the Saturday nearest Christmas and Thanksgiving and provide financial support for the supplies. This outreach continues during the pandemic with take away meals provided for our guests.

In addition, once a month, a team delivers hot, nutritious meals to the homebound in Northampton County through **Meals on Wheels**. And Trinity Church provides one meal a month to **Safe Harbor**, an overnight shelter in Easton.



We partner with other churches, synagogues, and agencies in Downtown Easton to minister to God's people. We are the "peanut butter and jelly" church supporting **ProJeCt of Easton's** food pantry. ProJeCt was founded in 1968 by a unique interfaith coalition of Protestant, Jewish, and Catholic community leaders and today offers comprehensive services that impact more than 5,000 people every year – all free of charge to low-income, at-risk Easton area residents.

Parishioners are engaged in monthly **Interfaith gatherings** with people of the Bhai, Muslim, Jewish, and Sikh traditions, and Trinity has been the host for interfaith education, fellowship, and worship events.

We care for those dealing with addiction by offering space for meetings of **Alcoholics Anonymous, Narcotics Anonymous**, and other groups. Pre-Covid, a parishioner led Bible Study at Northampton County Prison.

Trinity also offers meeting space for the monthly board meeting of the **Easton Chapter of the NAACP**. Trinity's contributions to the NAACP were recognized with a silver lifetime membership and a plaque displayed in Conine Hall.

Every month Trinity supports a **Mission of the Month**. Parishioners learn about the special work of non-profit groups and have opportunities through gifts and participation to engage in their work. Recent organizations receiving support include the United Thank Offering, Easton Area NAACP, Cops 'N Kids Reading Program, Turning Point of Lehigh Valley, Third Street Alliance (our neighbor across the parking lot), Safe Harbor, Bradbury-Sullivan LGBT Community Center, Backpack Project for Salvation Army, Meals on Wheels, Episcopal Relief and Development, New Bethany Ministries, ProJeCt of Easton, and our own Trinity Ark Community Meal program.



Trinity has an important role in community wide events. Each July on the Sunday following Independence Day, Easton celebrates Heritage Day. Trinity's participation includes partnering in an ecumenical service, sponsoring an open house and guided tours of our historic church, operating a concession stand featuring baked goods near Easton's Center Square, and hosting a Miller-Keystone blood donation drive

in Conine Hall.

At election time, Trinity is an official polling place for voters in downtown Easton.

Education - Discovering God's Love

"Blessed are those who find wisdom, those who gain understanding"

Proverbs 3:13

Our **Adult Forum** takes place Sunday mornings in Langner Lounge. Survey respondents rank it very high as an educational program. The most popular Adult Forum topic is Bible Study, and Trinity has completed all Good Book Club offerings from the National Episcopal Church. Episcopal Church history and interfaith dialogue are among other topics. Presenting social justice issues at Adult Forums is controversial –some parishioners are strongly in favor and others are strongly against, arguing that the issues are “too political”. Some survey respondents suggested supplementing the Adult Forum with home study groups or potluck meals with lessons.



Sadly, the **Youth Education** program has faltered because there are so few children and the scarcity of adult volunteers. (Photos depicting children throughout this document have been compiled to reflect our parish members over the past 10 years or so). However, the survey identified a good number of parishioners willing to get the necessary clearances to teach Sunday school. Most would volunteer once a month and they prefer a flexible core lesson based on the Sunday readings, rather than a specific curriculum with homework. Incorporating visual arts into the lessons is considered important.

Again, with few teenagers in the congregation, we have temporarily ended

regular **Confirmation** classes. However, on demand instruction for teenagers and adults will be made available.

Over the years, Trinity has many members who have graduated from **Education for Ministry**. Two parishioners are currently participating in the EFM program.

Fellowship at Trinity

Trinity's parishioners rejoice in the opportunities to gather together. Especially popular is our **Coffee Hour** with light refreshments and plenty of conversation after Sunday services. The parish's Hospitality Committee oversees the arrangements.

Prior to Covid, Trinity held a well-attended annual "**Mass in the Grass**" in June at a local park – a celebration of Holy Eucharist outside followed by a picnic lunch, games for children, and fun for everyone.



Our **Shrove Tuesday Pancake Supper**, preceding the observance of Ash Wednesday and Lent, draws dozens of attendees. Other activities that have brought us together for fellowship include **The Sitgreaves Coffeehouse**, now in its 20th year - a monthly Sunday evening open mic venue for musicians at all skill levels; a **movie night** at a local theatre, **group outings** to historic sites in Philadelphia and Jim Thorpe, group attendance at a local **Greek festival**, a **game night**, and **bike rides** on the Hugh Moore Park canal path. Special parish **bicentennial events** in 2019 brought us together for a silent movie night with organ accompaniment, the brewing and blessing of a Trinity bicentennial beer, and a formal banquet.

Our History

Anglican worship in Easton began even before there was a physical church. As early as 1798 small numbers of men and women gathered in private homes to read from the Book of Common Prayer.

But the years 1818, 1819 and 1820 marked a real beginning in the history of Trinity Church. Within a period of about 16 months, Trinity, the first Episcopal Church in the Lehigh Valley, was formed, incorporated, made a parish, and consecrated by the Rt. Rev. William White, the first bishop in what was then the sprawling state-wide Diocese of Pennsylvania. The Rev. John Rodney was called by the fledgling parish to be Trinity Church's first rector. In the earliest years he was spiritual leader to 46 communicants.

Trinity Church's history is the continuing story of people coming together in community and willing to act upon their faith. For Trinity, the first person was Samuel Sitgreaves, a prominent Easton attorney and landowner who organized the congregation, and as senior warden, provided inspired leadership, generous donations of money, as well as land on Spring Garden Street for the church edifice. Sitgreaves is appropriately remembered as the "founder" of our parish.

History is ultimately the story of people and Trinity's history is the story of countless men and women whose firm faith and dedication have made a difference for over 200 years. Challenges have been met and overcome with a remarkable steadfastness – the mark of a vibrant Christian community. There have been changes in worship style, and over time, a widening vision of the meaning of Christian service beyond the church doors.



Here are some landmarks in our journey:

- After 50 years, the original church building was no longer adequate to serve Trinity's growing membership. A new church was built and consecrated in 1871. Then, a fire in 1873 completely destroyed the structure. Services were held at First Presbyterian Church until another church was constructed in 1876. This third church building is our parish home today
- Needing to provide more opportunities for fellowship within our Trinity community, the first addition to the church was a parish hall (now Conine Hall), built in 1902.
- By 1908 the interior of the church assumed much of its present appearance with the high altar and a rood screen placed between the nave and chancel. A few years later the floor was laid with decorative tiles and pews were installed.
- Trinity Church became "high church" in its practice when the Rev. Frederic O. Musser became rector in 1923. He was the first rector to be addressed as "Father" and he has the longest tenure in our parish history, serving for nearly 27 years. Over the years the Holy Eucharist has become the principal service on Sundays.
- The new Education Building opened in 1957, the biggest addition to our physical facilities in a half century, providing office space and classrooms.
- The most significant growth in parish membership occurred in the 1960's. This was also the period of much stronger outreach to

the community. Trinity assumed a leading role in broadening opportunities for the underprivileged. For example,

- “NOW”, the New Opportunities Workshop started at Trinity. It paired Lafayette College students as tutors with local school children facing educational failure. Also, Trinity joined ProJeCt, teaming with other downtown churches and local organizations to provide services in family emergency support, adult literacy, life skills and mentoring. Today Trinity is especially active in ProJeCt’s food pantry program.
- For the past several years Trinity’s Ark Community Meal team has provided lunch on Saturdays to some 60-80 persons and has served special holiday dinners to greater numbers. During the pandemic the Ark team offered food to go to its guests, with the distribution following Church and State guidelines.
- In the 1960’s Dorothy Maitland was elected as the first woman to serve on our heretofore entirely male parish Vestry.
- Actively encouraged to do so, by the early 1970’s girls began to serve as acolytes at Trinity



- A strategic decision by the Vestry in the mid-1970’s to purchase the parking area behind the Church provided Trinity with its own parking lot as well as rental income from business people using the lot during the week.
- In the 1980’s the Rev. Gwendolyn Jane Romeril became our priest associate, the first woman called to our parish clergy and to serve at the altar.
- Trinity witnessed an abundance of grace in the first two decades of the 21st century with the presence of religiously professed women in our parish. In 2005 our own Sister Patricia Michael took vows as an Episcopal Solitary in the Diocese of Bethlehem while also serving Trinity as Parish Administrator. In 2013 Sisters Helena Barrett OSB and Alison Joy OSB visited from Great Britain for an extended stay in our parish.
- There were major improvements to the Church physical plant in 2008 made possible by the “Nourish Our Future” capital campaign. Included were a brand new kitchen, complete with commercial grade

equipment, new restrooms, a new classroom, restoration of the stained glass window over the high altar as well as organ upgrades. A tithe from the campaign contributions went to support the Trinity Primary School in the Diocese of Kajo-Kejii in the South Sudan.

- 2018 and 2019 were years of special celebration for Trinity Church. Observing our 200th birthday and in thanksgiving for God's many blessings, the parish sponsored a series of special events culminating in the service of Evensong and a bicentennial banquet in February 2019.

Our Music

"Music is a sacred, a divine, a God-like thing, and was given to man by Christ to lift our hearts up to God, and make us feel something of the glory and beauty of God, and of all which God has made." - Charles Kingsley

To which we add our Choristers Prayer: *Bless, O Lord, us Thy servants who minister in Thy temple. Grant that what we sing with our lips we may believe in our hearts, and what we believe in our hearts we may show forth in our lives. Through Jesus Christ our Lord. Amen.*



Choral music fills the air during our Sunday morning services at Trinity! Most music is drawn from the Hymnal and much also is reflected in our Anglican high church heritage.

Although presently, because of pandemic concerns, there are no singers in our choir stalls on Sundays, we still have music thanks to our distinctive "virtual choir"! Choir members individually record selections chosen for a particular Sunday or season of the liturgical year. Individual voice recordings are then electronically blended and the "virtual choir" is created, ready for presentation at Sunday services. Special thanks go to Nina Olieman for

coordinating this project and to Bob Olieman for creating the master audio blend of voices. And thanks to our choir members who faithfully lend their voices to the recordings.

Trinity's choir members come mostly from our congregation and are complemented with exceptional young voices, our "choral scholars" from the community and also, occasionally, professionals, who receive a modest stipend. Several paid youth choristers have been so enamored with faith and our community that they have been baptized in the Episcopal faith and become members of Trinity. Some prestigious local musicians call Trinity "home for the holidays" and provide their musical gifts to our congregation in celebration during Easter and Christmas services.



Choir member ages range from high school freshmen to octogenarians. Younger choristers are encouraged to participate as soon as they are able to commit to regular practice and service participation, and there is no age limit. The Choir is a welcoming space for LGBTQIA+ musicians and singers.



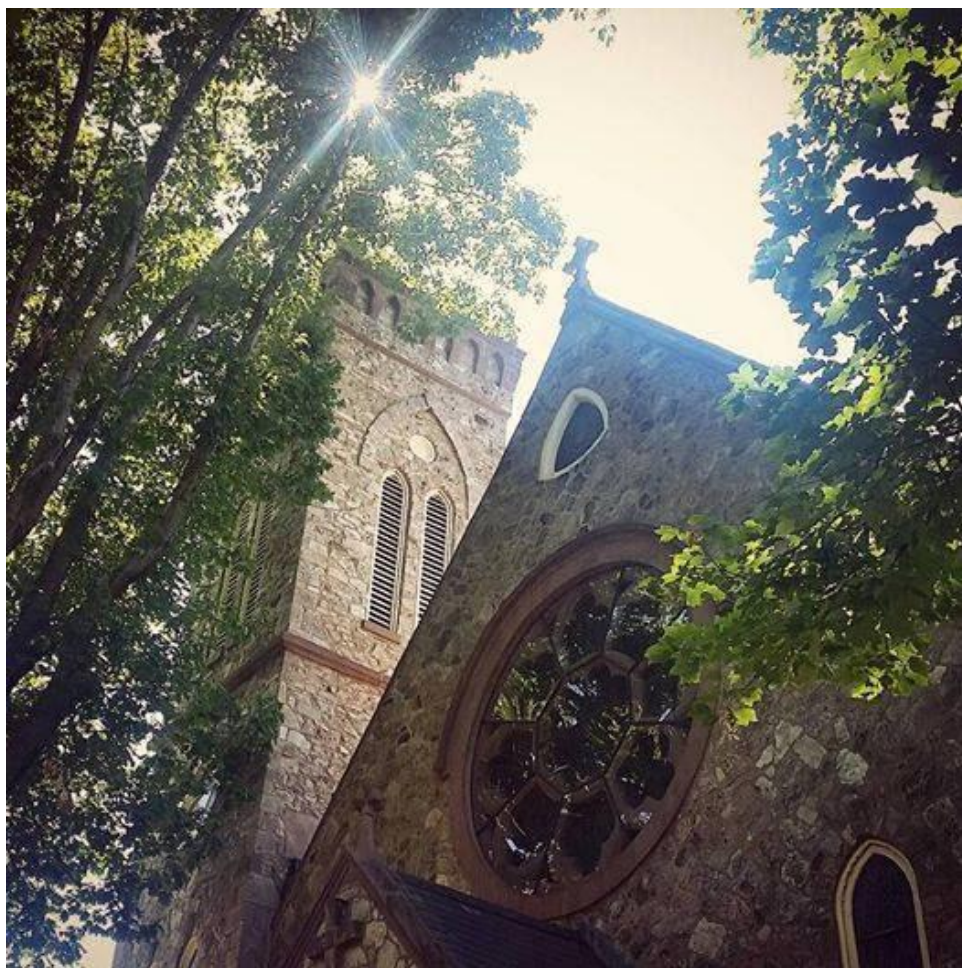
Music has served as an important form of outreach for Trinity, bringing Easton’s community inside our doors and witnessing the mission and fellowship of our Church. Concerts, evensongs, and organ recitals provide an opportunity to bring our parish community and wider neighborhood together to for prayer and praise through music. Trinity has been pleased to serve as a recital and small concert venue for neighboring high school choirs and community orchestras such as the famous Allentown Band. Trinity’s choir members have participated in several interfaith musical gatherings in the Easton area.

In summer 2013, some Trinity choir members participated for the first time in the Royal School of Church Music in America summer education and training course in Wilkes-Barre, PA. This international and ecumenical week-long course provides choristers from all over the United States and the world a chance to come together and worship through song, learning musical theory, choral methods, and building connections along the way. Members of Trinity have hosted choristers from several different states in the days leading up to the course, and these singers were able to share their gifts at the Sunday service prior to attending the course.

With the current trend toward more popular music venues, Trinity provides the local community with an attractive alternative: sacred music in the Anglican tradition and secular classical music. At the same time, responding to comments in the Thrive Survey, we may want to determine how to incorporate a “more relaxed style of music” as well as contemporary sacred music into our total program.

Our Facilities: Where We Come Together

Trinity Church is a Christian community and our physical facilities are where we worship, learn, share, and come together in fellowship.



However, with the onset of the Covid 19 Pandemic and the necessary temporary abandonment of in person worship services and meetings, traditional parish life has been severely altered. This includes the normal use of our buildings. Using today's technology Trinity has had much success implementing alternate ways to deliver God's message and to express our faith. We share live services via our website, Facebook, and YouTube, and we use Zoom for Vestry and other meetings to communicate virtually within the parish. Still, this technology can never replace the human need for in-person congregational worship and the concomitant personal interaction which is so important to our Christian life. Hopefully, this dark hour is receding, and once again we can look forward to being together fully and physically as a congregation.

Our **beautiful stone Church** built in 1873 in the Gothic Revival style houses our main worship space with seating for 300 persons. Outside, reaching skyward is an impressive battlement bell tower.

In the courtyard just beyond the imposing large red front door are headstones dating to the 19th century. The church interior is graced with stained glass windows in the Tiffany style created by Nicholas D'Ascenzo of Philadelphia, a handsome hand-carved free-standing altar, and Mercer Tile from the Moravian Tile Works in Doylestown decorates the floor of the nave. A handsome rood screen is in front of the chancel, and a beautiful oak pulpit stands rich in color with the Good Shepherd looking down upon the Apostles, each carved from oak. The organ, a magnificent instrument built in 1805 and rebuilt several times over the years, provides a glorious accompaniment to choir and congregational singing.

St. Mary's Chapel is adjacent to our sanctuary. Recently refurbished, the Chapel is a place for weekday services and for private prayer and meditation. Above the Chapel, on the second floor of the Church building, is the choir practice room. An alcove with candle settings, available for



personal prayer, is just inside the church.

Trinity Store, the parish's retail shop is located between the sanctuary and Conine Hall. The store sells books, Bibles, Prayer Books, music, icons, gifts, religious jewelry, and other items meant to help us deepen our Christian life. A tenth of all net proceeds from store sales support Trinity's outreach ministries. The store is open Sunday mornings following both services.

Conine Hall, our gathering place for fellowship, hosts our Sunday coffee hours, parish events and meetings. The Ark Community Meal program, AA meetings, and other activities are held here. A wide screen monitor provides up to date announcements and events listings. Within Conine Hall is a modern kitchen with a commercial grade oven, refrigerator and freezer, and spacious areas for storage and food preparation.

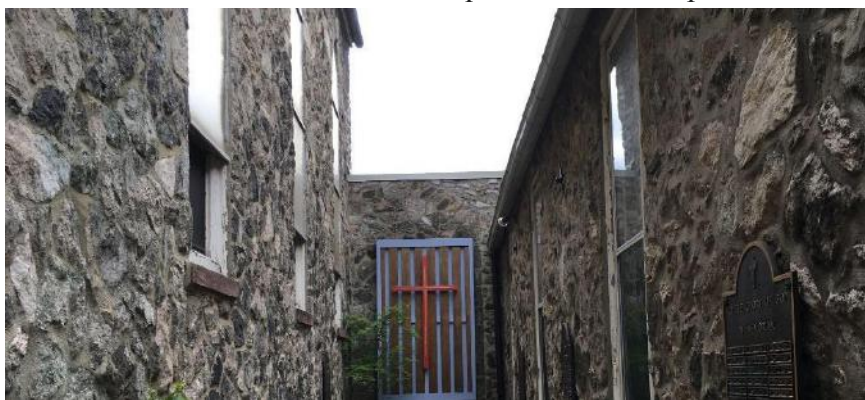


Langner Lounge, within the Conine Hall building, is a modern, video-equipped meeting room with comfortable furniture. The Adult Forum and other small gatherings are held here.

The **Education Building** contains offices for the Rector and administrators. Within the building is the **Charney Room**, a large meeting space named in honor of Janet Charney, a beloved member of Trinity who served as Parish Administrator for many years.

Two parking lots and street parking provide Sunday morning space for cars. The main lot provides income from weekday renters.

The **Garden of Remembrance** is a quiet consecrated place within the Church walls for the interment of ashes following cremation. A bronze plaque on the wall lists the names of those interred. The **St. Francis Gardens**, a gift of Louis and Nancy Stableford, located outside of



the Education Building, is another area for quiet reflection and meditation.

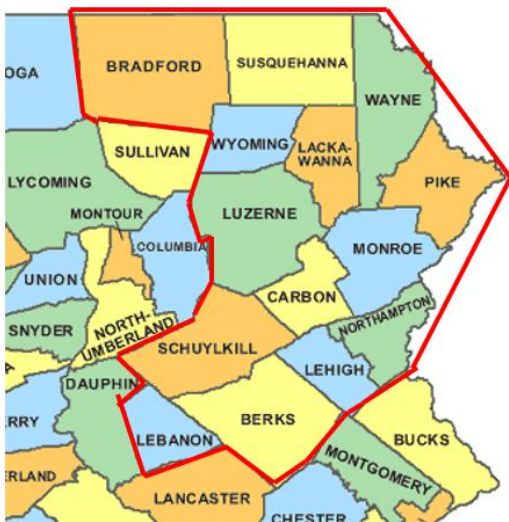
Over time, Trinity has recognized the importance of maintaining and upgrading its physical properties. Today, as in the past, this is a challenge. Parish leadership acknowledges the need for short term and long-term planning and efforts are ongoing to meet our present and future physical plant needs. Thus, the care and improvement of Church property will continue to be an important component of our stewardship.

Episcopal Diocese of Bethlehem

Every Episcopal parish has its own special character, while each is connected to the wider church. Trinity is one of 59 congregations in the Episcopal Diocese of Bethlehem, and we strive to align our goals with those of the diocese and our bishop, the Rt. Rev. Kevin Nichols, as well as with the national church and our Presiding Bishop, the Most. Rev. Michael Curry.



The Diocese of Bethlehem covers 14 counties in eastern and northeastern Pennsylvania (Berks, Bradford, Carbon, Lackawanna, Lebanon, Lehigh, Luzerne, Monroe, Northampton, Pike, Schuylkill, Susquehanna, Wayne, and Wyoming), and Trinity is a member of Convocation IV, a regional grouping of 7 parishes.



The National Episcopal Church asks us, as members of the Jesus Movement, to follow Him into a loving, liberating, and life-giving relationship with God, with each other, and with the earth. The church points us to three priorities: evangelism, reconciliation, and creation care. Similarly, the diocesan mission statement asks us to "Live God's love: tell what you have seen and heard."

Trinity members virtually attended the 149th Diocesan Convention, held October 2020, and learned about the five emerging priorities for the diocese : 1) Vibrant and stable congregations, 2) Racial justice and advocacy for the most vulnerable, 3) Lay and clergy formation, 4) Creating new faith communities, and 5) Diocesan partnerships.

The topic of racial justice was at the forefront in this convention. This aligns with the Episcopal Church's long-term commitment to *Becoming Beloved Community*. A resolution committing the diocese to the work of “racial justice making, repairing, healing, and reconciling” passed with overwhelming support. Trinity is pleased to have three members on the Diocesan Racial Justice and Reconciliation Task Force.

The 2020 convention also launched the new Convocation structures. Trinity is looking forward to developing new relationships and rekindling old bonds with our sister parishes in Convocation IV. We hope that cooperative ministry will enhance opportunities to serve our neighbors and communities.

Between meetings of the Convention, the Diocesan Council serves to develop a diocesan mission strategy, to develop and maintain programs that implement the mission, to prepare the diocesan budget, and to set policy for the diocese. Trinity is pleased to have a parishioner who was elected by the Convention for a three-year term, class of 2023.



Our Lehigh Valley Community

Easton, along with Bethlehem and Allentown, is one of three urban centers in the Lehigh Valley.

Easton, the eastern part of Bethlehem, and municipalities in the surrounding area are in Northampton County. Allentown and its suburbs as well as the western portion of Bethlehem are in Lehigh County. The Lehigh Valley -unlike most of Pennsylvania- has grown in population over the past decade, according to the 2020 federal census.

Population growth has been driven by the Valley’s strong economy, with many employers and job opportunities, very good health care offered by two strong local health care systems, eleven colleges and universities, and numerous cultural opportunities. Our location offers many advantages, with two major east-west thoroughfares, and proximity to Philadelphia and New York City.

While Pennsylvania’s 12.8 million residents are 77.1% white, 10.7% black, 6.6% Hispanic and 3.2% Asian, the Lehigh Valley, like most areas with urban centers, has a higher portion of minority residents than the state: 36.6% in Lehigh County and 24% in Northampton County. And in Easton, white people now represent just 50% of the city, with the Hispanic population (25%) growing the most in the last decade.

Not unexpectedly, the median home purchase price in the Lehigh Valley in July 2021 was \$275,000, up from \$225,000 in 2020, at the height of the pandemic.

Major employers include Air Products, PPL Corporation, Martin Guitar, Crayola, Just Born (Marshmallow Peeps®, Mike and Ike®), Olympus, Mack Trucks, B. Braun Medical, Lutron Electronics, Bosch Rexroth, Victaulic, Orasure Technologies, as well as our colleges, universities, and health care networks.

Lehigh Valley's education offerings feature exceptional primary, secondary, technical, charter schools, and post-secondary schools. The 93% graduation rate at our public high schools exceeds both state and national rates.

Higher education in and near the Lehigh Valley is offered at Lehigh University, Lafayette College, Moravian College, Muhlenberg College, Northampton Area Community College, Cedar Crest College, DeSales University, Kutztown University, East Stroudsburg University, Lehigh Carbon Community College, Lincoln Technical Institute-Allentown Campus, and Penn State Lehigh Valley. Collectively, these schools award about 10,000 degrees annually.

Our colleges and universities offer many cultural and entertainment programs open to the public. In addition, Easton has the State Theatre which presents a full schedule of music, drama, dance, and comedy productions featuring nationally known performers. Among many other attractions in the Lehigh Valley is the ten-day Musikfest in Bethlehem, with genres of music from rock to classical, drawing audiences from near and far.

St. Luke's University Health Network and Lehigh Valley Health Network are recognized as among the top hospital systems nationally. The variety of specialties available locally includes oncology, cardio and heart surgery, gastroenterology, orthopedics, pediatrics, and pulmonology. These health networks and the Good Shepherd Network provide excellent rehabilitation services.

Easton itself boasts the weekly Easton Farmers' Market as the oldest, continuous open-air market in the nation and Easton is host to a variety of annual festivals that draw people from a wide area

- Easton Heritage Day - July
- Clam Jam - July
- Riverside Festival of the Arts - September
- Easton PA VegFest - September
- Easton Food Truck Festival - October
- Easton Garlic Fest - October
- PA BaconFest - November
- Peace Candle Lighting & Small Business Saturday - November



More information about the Lehigh Valley can be found at the [Discover Lehigh Valley](#) YouTube channel.

Our Challenges and Our Strengths

Trinity faces the challenge of an aging congregation and declining membership, and we have concerns about our future financial health. We seem to be a hidden church, or at least not well known. Our membership does not reflect the diversity of the community we live in. We know we are not meeting the needs of families with young children. Thus, we must increase membership, become more diverse, attract more young families, and strengthen our financial base. We have work to do!

Still, as a Diocesan staff member once said, Trinity has a “deep bench” – a core of people devoted to the parish and who desire positive change that will meet the needs of the congregation while attracting new members. For current parishioners, familiarity and the sense of welcome and acceptance keeps them coming back. But this clearly is not enough. The wider Episcopal church gives us hope for more diversity as the leadership includes women, LGBTQIA+, people of color and indigenous.

We have a beautiful historical worship space. We have people waiting in the wings to provide Sunday School. We engage in thought provoking Bible studies. We are hopeful!

Our Hopes

To thrive, we must strive to:

- Reach more people and incorporate them into the life of the church.
- Make necessary changes to attract families with children and youth to our church.

- Through diversity be a church that better reflects the community around us.
- Honor Episcopal traditions in the Liturgy and use the Book of Common Prayer, and leave room for new ways to worship, sing, and praise.
- Enhance and expand our long tradition of community service.
- Renew our baptismal vow to strive for justice and peace among all people, with a special focus on racial justice and Becoming Beloved Community.
- Increase interfaith community building efforts and Diocesan partnerships.
- Strengthen our Christian formation programs for youth and adults.
- Create more fellowship and fun opportunities for our members.

Our Prayer for the Rector we seek:

O Lord, You have blessed Trinity Episcopal Church in Easton with wonderful priests, and You promise to be with us, to help and guide us always. We ask that you give us true discernment as we consider the candidates for our next Rector.

We pray for a priest who will:

- Be a compelling preacher who calls, inspires, educates, and challenges us with concise Spirit-filled sermons that are scripture-based and relevant to our daily lives.
- Have the aptitude to engage people and care for persons in times of need. One who gives attention to healing those broken by life's circumstances. One who provides empathetic pastoral care –in times of death, hospitalization, and illness.
- Be a leader, one who is honest, open, organized, and keeps their commitments. A collaborative, approachable administrator who can promote creative, responsible stewardship of church finances and facilities, and can foster the talents of parishioners.
- Align the goals of Trinity with those of the Diocese and wider church.
- Encourage honest, respectful conversations between people and groups, so that they can see in each other a common desire to discover, share, and live God's love.

And we pray that our congregation will:

- Value the unique combination of gifts and skills God has given to our new Rector
- Be flexible and open to new possibilities for our community and ministries
- Be active participants in serving others and in deepening our individual spiritual relationships with God
- Share our gifts and good will
- Listen to our Rector's needs for self-care, rest, and replenishment of the soul

Lord, we know that You will provide a Rector who will assist us in fulfilling Your purposes in the world. We ask for spiritual discernment and ask that You bless each person we meet during the search process. Thank You for listening to us and blessing us always!

In gratitude,

Trinity Episcopal Church

Appendix

Financial Picture: Our Income, Expenses, Challenges

We are blessed with giving parishioners who pledge regularly; with the Langner Trust, of which we are beneficiaries; and several varied income streams. Still, making ends meet is a continuing and growing challenge.

Langner Trust: Annually, we receive 45% of the distribution which is generally 4% of the fund balance. We receive these funds whether or not we need them at the given moment. This trust is managed by PNC Bank Investments.

Mortgage: Currently there is a balance of under \$500,000, which will likely take 15 years to fully pay off. At this point, half of the monthly payments are going towards the loan principal.

Stewardship (Giving): Our focus is on increasing the number of pledging parishioners and increasing the dollar amount of pledges.

2020 Parish Finance Overview:

Income: \$442,766

- 45% Langner Trust distributions and DIT
- 45% Pledge, plate, and other offerings
- 7% Extra Mile giving
- 3% other (parking, use of space, events, miscellaneous)

Expenses: \$434,312

- 58% staff expenses (salaries, benefits, etc.)
- 11% property expenses (utilities and mortgage)
- 31% other operating expenses

Our primary challenges are: declining and aging membership, repairs to and restoration of the physical structure of our church, and paying off our mortgage.

We want to make sure the budget matches our ethical and spiritual values.

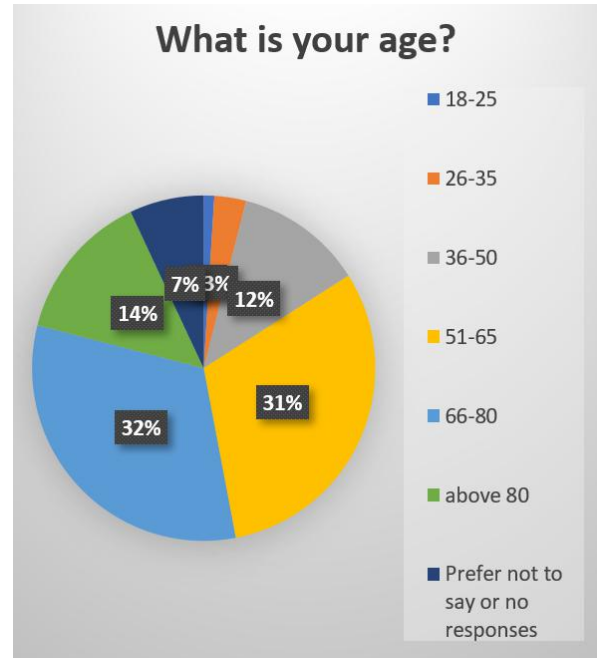
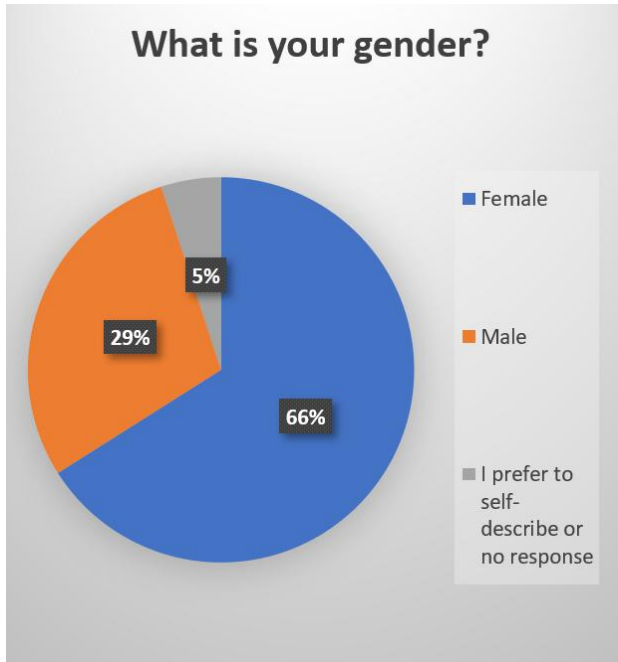
We want to employ our strengths as clergy and lay people to increase fundraising and steady income streams to strengthen our mission as a faith community.

We are open to a capital campaign to raise funds for building repairs and for paying off the mortgage.

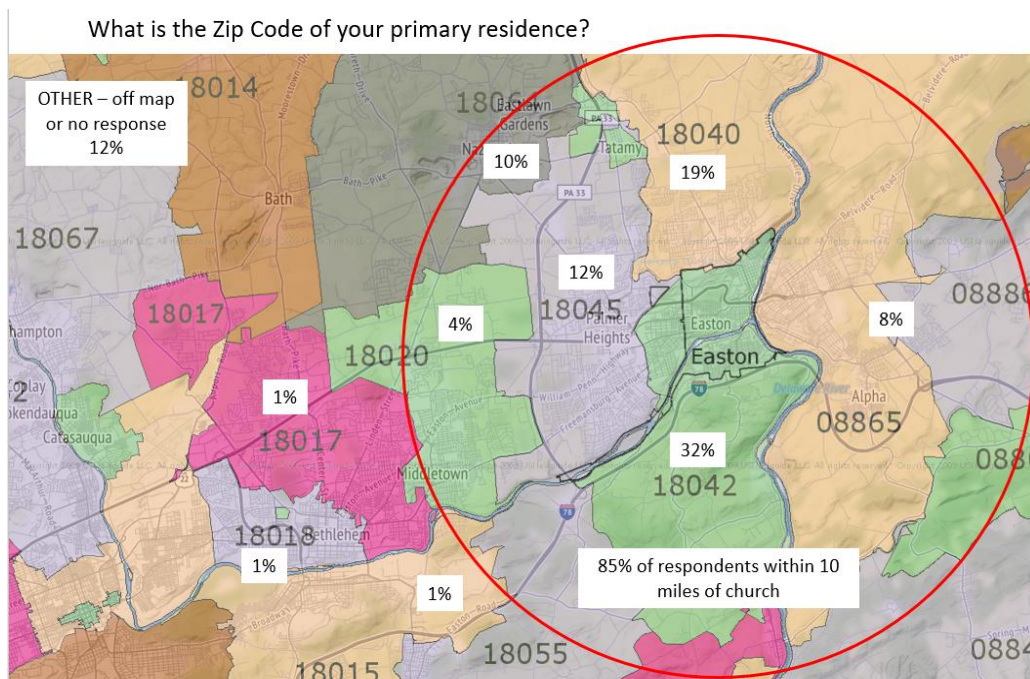
Demographics and Highlights from our Parish Survey

The following graphs are excerpted from the THRIVE survey, to give an idea of the information included and to share the most relevant pieces of information to the purpose of the Parish Profile. The entire contents of the THRIVE survey are available on our website as well as in hard copy format at the back of the church.

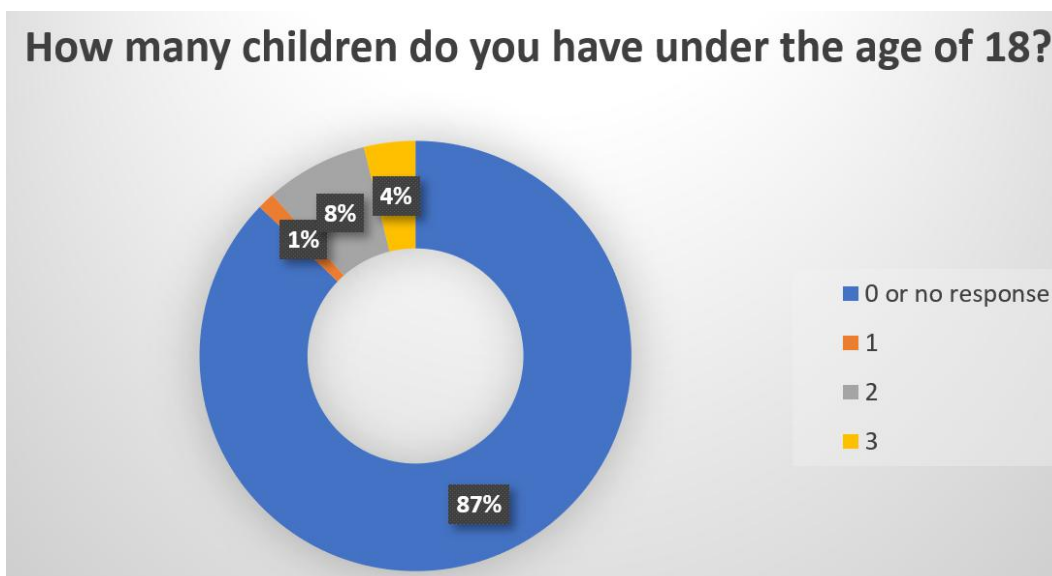
Of 78 respondents, the majority were female (66%) and over age 50 (77%).



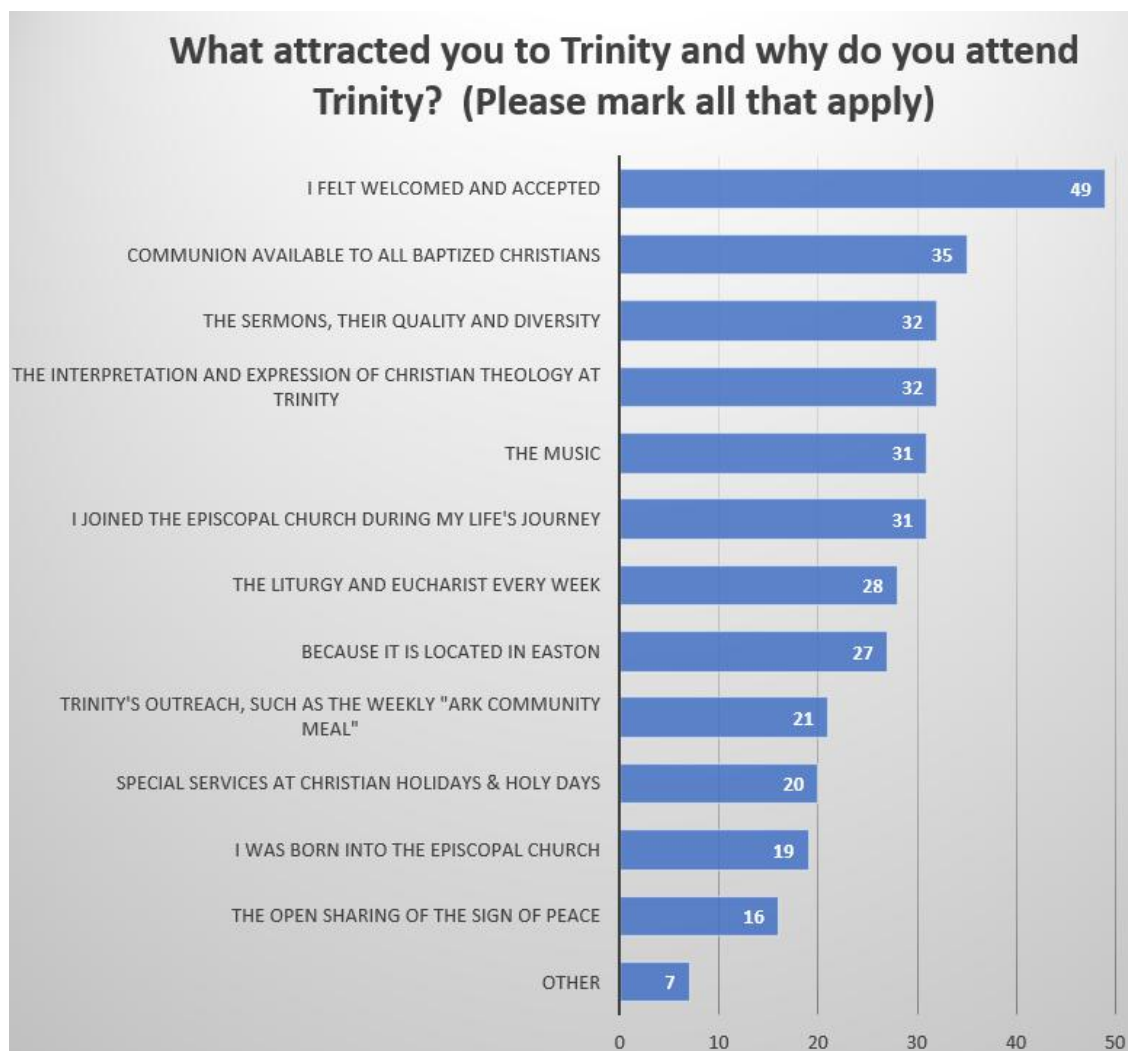
Most live within 10 miles of church (85%).



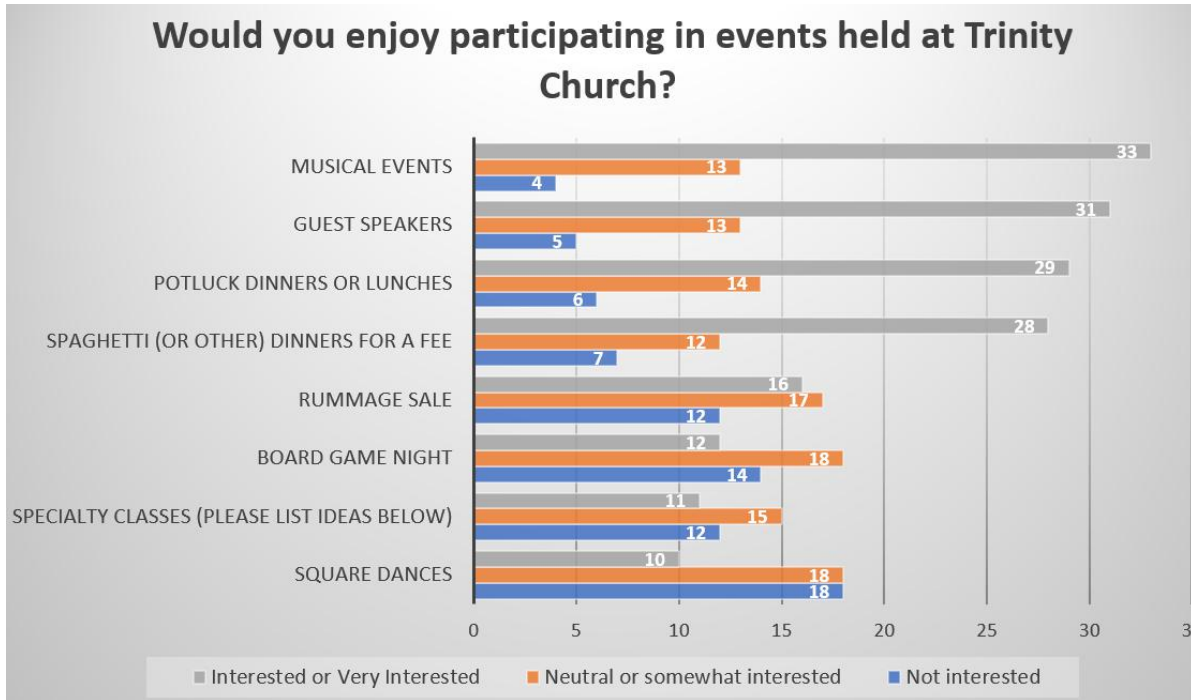
Most respondents have a spouse or partner (65%) and 65% of those spouses/partners are also members. The great majority (87%) of people do not have children under the age of 18. Of the small number who do, only half attend with their children. Of the ages reported, the biggest grouping (6) was between the ages of 3 and 9.



Worship:



Fellowship:



People who were not already members of existing groups at Trinity only showed an interest in three groups: small Bible studies in homes (14), helping with Ark Community meal (11) and garden guild (6).

