

Share God's
Unconditional
Love with
Everyone

Trinity Church

Parish Profile 2023

**137 Trinity Hill Road
Mt. Pocono, PA 18344**

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137 Trinity Hill Rd
Mt. Pocono, PA**

Website: <https://www.trinitymtpocono.org/>

<https://www.facebook.com/TrinityMtPocono/>

<https://www.youtube.com/@trinitymountpocono5267/streams>



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The Congregation Wishes to Call a New Priest



A View of the Altar from the Pews

The Church is just a building, a beautiful building, but a building, nonetheless. We are the Church: the people and the clergy, and our commitment is to share God's love with everyone.

This is our invitation to learn more about Trinity Church, our parish, our practices, and our commitment to living up to our mission.

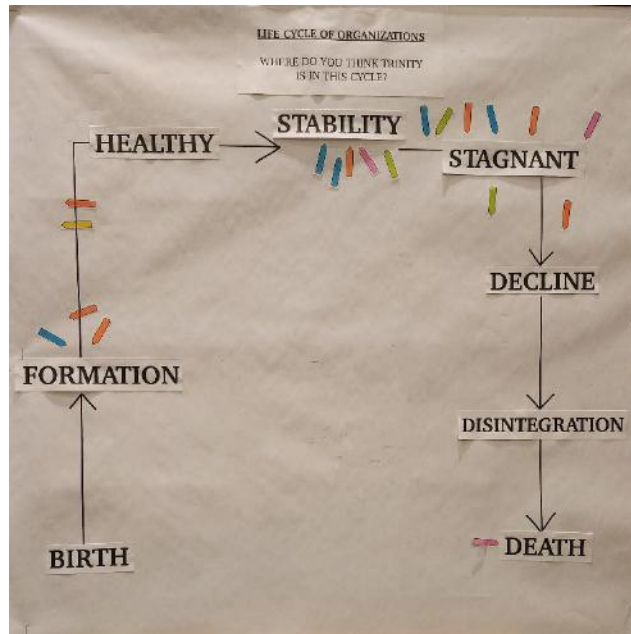
How We Worship

Sunday services at Trinity are held at 8 AM and 10 AM. Both are Rite II. We would be considered more "middle of the road" in terms of style of service. The early service is a more contemplative, spoken service with people gathered around the altar for communion. The later service is more traditional with music, a choir and lay eucharistic ministers. The priest wears an alb, cincture and stole. Parishioners come the altar to receive communion. Lay lectors are selected for each service and Communion is celebrated every Sunday at each service.

Coffee hour follows each service and is always well attended. Volunteers set up, clean up and provide assorted pastries or cookies. The fellowship after the 8 AM overlaps with the early arrivals for the 10 AM service. This reinforces the connections and relationships that bind our congregation into one community. For many of us, this is an extension of the worship service.

Parish Discernment

The Cycle of Organizations



Where we are in the lifecycle:

As part of our search process, we held four small group gatherings and reached out to others for one-on-one feedback. We shared a board that depicts the life cycle of the church. We asked everyone to place an arrow to show where they thought Trinity fell on that cycle. While no one put it in the “healthy” column, given our small size and budgetary constraints, our members feel we are far from the “decline” or “dying” end of the spectrum. Many felt we were somewhere between stable and stagnant. But quite a few said they felt we were closer to the beginning of the life cycle at “formation”; perhaps “reformation”! We think this is a beautiful way to think about our current time at Trinity. We are at a new beginning. Not starting over — but starting anew; redefining ourselves, recommitting to our mission statement of sharing God’s unconditional love with everyone.

Parish Discernment

What Defines Trinity?

We believe that we may be small, but we are mighty. Our size is our strength in that we all know and care about one another. And we make an outsized impact in our community.

Some of the words that people used to describe Trinity are accepting, nurturing, supportive, generous, innovative, diverse, open to trying new things and, most importantly, family. We love our beautiful sanctuary and wooded environment.

Trinity prides itself on being known as a welcoming, inclusive church. One of the meeting attendees commented that we didn't need a "welcoming committee" at our church, because we are all welcoming! Newer members commented that this was one of the reasons they kept coming back to Trinity.

We are a congregation that likes to be together. Whether it's "paint and sip" or a movie night, or Bible study and programs like Sacred Ground - we are a congregation with diverse interests and like to have a variety of offerings. We would like to expand on these programs, offering both social and religious activities, for our own development and to attract others to join with us.



Trinity's Booth at Pridefest

Ultimately, for many, what most defines Trinity remains our mission statement - to Share God's Unconditional Love with Everyone. Trinity's participation in events like Pridefest and Juneteenth festivals are examples of how we walk the walk.

What Is our purpose?

We are living in a time when the broader church is facing the same challenges as individual parishes. Since the end of Covid, most churches have lost up to 40% of their members. It begs the question - what role can the church play in today's world?

While church membership is in decline, we are living in a time when loneliness is an increasing problem. Social media and the ability to work from home has led to isolation. Human interaction is becoming more infrequent. It is in this context that members see we have a role to play as a gathering place. Members described the energy they get from being together, how it's refueling, renewing. We recognize the importance of relationships.

What we seek in a priest?

We want a priest who feels aligned with our mission statement and will help us live into that mission; a dynamic leader who will inspire other people to lead and develop new and expand on existing programs; someone with the enthusiasm to leverage our strengths to help us grow in size and spirit, someone who comes with experience and ideas and is focused on pastoral care.

We value well-crafted and relevant sermons, that use storytelling to make the lessons of the Bible relevant in our everyday lives. Jesus' stories were full of current events of the times. However - there are many things in our world that are important and no one single issue should dominate. People don't want to be told what to do or to think....rather we want to be motivated to think and act for the betterment of our community and all humankind.

We want a partnership

As we are seeking a part-time priest, we understand that leading our parish will require a partnership between clergy and lay members, to guard against burnout.

Since transitioning to a part time priest, 3 days/week, our lay leadership have taken the initiative to drive programs with guidance from the Vestry. Fellowship, social media presence, live streaming, monthly newsletters, fundraisers, along with Bible study and outreach are well developed programs within Trinity.

Our members have accepted and embraced the responsibility of pastoral care. Recently, seven individuals participated and completed the program to serve as Lay Eucharistic Visitors and are now able to bring communion to the homes of parishioners who, due to mobility issues or illness, are unable to attend services. In this way we are able to stay connected with and support all our members.

Our service to one another and the community are our keystones. These are the bridges that have attracted newcomers to stay at Trinity.

What we dream for the future?

There is general agreement that attracting families and getting more kids back in church is one of the most important things we can do to survive and grow.

All agree that we have something special at Trinity...that there's something at the core of what we are that is exciting. Our lay leadership is making things happen right now - so we know it's possible. Some people have left, but new people are coming in with a thirst for connection, for learning, and a bias toward action. We feel the presence of God and want to reflect that with each other and in our community.

Thoughts from our Youth:

One of the group discussion forums was held for our youth members to hear their voices and understand their needs. Our kids shared their favorite memories of Trinity, including annual events like the parish picnic and Christmas pageant, and special events like confirmation.

We consider our youth vital members of our congregation and are encourage them to become leaders, despite their many competing interests. Some of the ideas we have for this group are movie night, hiking, game night or field trips to museums.

They have clear thoughts about what they would like in a new priest. They want someone who is approachable, someone they can talk to (not just about religion) and ask questions. They want someone who won't get mad about the questions they ask. They'd like someone who would come to events and has a sense of humor. They want someone who is wise and that they can learn from, and who uses storytelling in their sermons.

It is rewarding and exciting to see youth participating in services as readers, ushers and in our Sunday live streams. While small in numbers, we are proud of our young members.



Youth Members Preparing Shrove Tuesday Pancakes

Trinity Mount Pocono: A Brief History



Entrance of Church facing North



Celebrating Rev. Jay O'Rear's Ordination & Last Sunday at Trinity

Trinity Mount Pocono was born at a service held July 12, 1896, and was consecrated on August 9, less than a month later. Begun as an Episcopal church for summer vacationers, year-round local Episcopalians later joined and in 1961 a mission congregation was established with services held weekly throughout the year. In the 1980s, Trinity became financially independent of Diocesan aid.

The parish hall was added to the church in 1926, the rectory was built in 1962, and in June of 1990, a major addition was completed, supplying rooms for Sunday School, a meeting room, and office space for the rector and parish administrator.

In 1996, a Centennial Fund was raised for repair and improvements throughout the building, including restoration of our stained-glass windows, most of which were designed by the renowned Willet Studios of Philadelphia, known for the award-winning Great Sanctuary Window in The Cadet Chapel at West Point and windows at the National Cathedral in Washington, DC. (Trinity's first window, the Ascension Window, was planned and executed by award-winning Italian American artist Nicola D'Ascenzo.) Windows were replaced in the church building to conserve heat and energy, a courtyard and a memorial garden were added with appropriate landscaping featuring native plants.

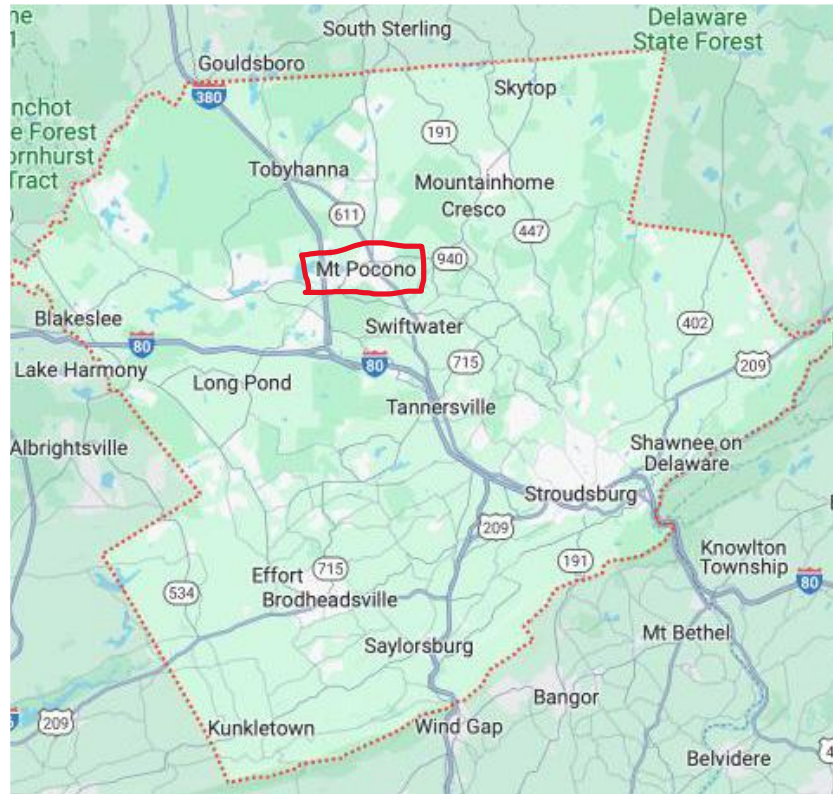
In the past, Trinity's congregation boasted as many as 250 parishioners. Now, as has been experienced by so many congregations, our numbers have fallen. Today there are 51 congregants in our very active and loving congregation involved in several ministries. Despite its size, Trinity's congregation is quite diverse. We have parishioners from South America, the Caribbean, Europe, Canada, Japan, and Africa. We are an active, caring congregation and enjoy any reason to spend time together. We have a coffee hour after both Sunday services and have various potluck dinners throughout the year.

Several of our members have been certified as Eucharistic ministers and we have begun a “Meals and Wheels” ministry that provides meals and rides to our homebound members. We were one of the founding congregations when Family Promise of Monroe County was established and continue to provide a home-cooked meal every Tuesday to the families that are housed there. As a founding member of the Pocono Mountain Ecumenical Hunger Ministry, Trinity continues to provide volunteers to assist with stocking shelves and distributing food to about 175 families per month. Unfortunately, this number climbs in the winter months and recently was over 200 families. Our participation in the Mount Pocono Festival and in Pride Day for the last few years has helped to make Trinity more visible in the community.

During the pandemic it was a challenge to provide services to our members, and that challenge was met by offering live on-line Sunday services, which we still maintain. Our website keeps our parishioners and the community at large up to date on news of our activities and upcoming events. In addition, Trinity publishes a monthly newsletter filled with information about the state of the parish, as well as news of celebrations past and to come.

Demographics

Trinity Mount Pocono Parish Geography and Demographics



Map of Monroe County and communities in which many Trinity members reside.

We are a “country church”. There is no “downtown” close by thus making us more of a destination church. Members travel from near and far. The radius from Trinity is roughly 30 miles in each direction making travel time up to 45 minutes for the furthest from the Church.

Trinity Mount Pocono Episcopal Church is in Monroe County, PA, just south of Mt Pocono, on Trinity Hill Road, a short parallel road of busy Route 611. Trinity members come from many surrounding communities, including Mt Pocono, Tobyhanna, Long Pond, Cresco, Tannersville, Brodheadsville, and Stroudsburg. Trinity Mount Pocono is part of Convocation IV of the Diocese of Bethlehem, and it is located north of almost all other Convocation IV churches, except Good Shepherd, Milford. Directly north of Trinity Mt Pocono, there are no other Episcopal churches closer than St Mark’s Episcopal Church in Moscow, PA and St. John’s Episcopal Church in Hamlin PA (both churches are 22 miles away). To the south, the closest Episcopal church is Christ Church, Stroudsburg (14 miles from Trinity).

Mount Pocono sits roughly in the center of the lovely Pocono Mountains, a popular vacation destination of mountains, valleys, forests, lakes, and streams. The Pocono Mountains overlap four counties of northeastern Pennsylvania, shaped like an oval starting at Milford, PA in the northeast, encompassing the Delaware Water Gap National Recreation Area, and slanting southwest to end at Hazleton and Tamaqua. Notable features of the Pocono Mountains include popular tourist destinations like Jim Thorpe, vacation resorts and communities (Kalahari, Great Wolf Lodge, Lake Harmony, Split Rock), State Parks (Tobyhanna, Hickory Run), ski resorts (Jack Frost/Big Boulder, Camelback, Shawnee Mountain), and a casino (Mount Airy). The largest employers in the region are the Tobyhanna Army Depot, which comprises both active-duty service members and civilian contractors conducting research and development; and a Sanofi Pasteur vaccine production facility in Swiftwater.

Local K-12 education includes the very large (305 square miles) Pocono Mountain School District, with 2 high schools, 2 junior high schools, 2 intermediate schools, 3 elementary schools, and a cyber school. Monroe Career and Technical Institute provides consumer and technical education for high school students and continuing education for adults. There are also local private and charter schools. Post-high school education within driving distance is provided by the Monroe Campus of Northampton Community College, East Stroudsburg University, University of Scranton, Penn State Scranton, and Marywood University.

For the purpose of the United States census, the largest population centers in Monroe County north of Stroudsburg are Pocono Township and Coolbaugh Township. Demographic data from the 2022 Census are listed in Table 1. This area is considered one of the most diverse parts of northeastern Pennsylvania.

Table 1 Demographic data from Monroe County, Pocono Township, Coolbaugh Township, and the United States (2022)

Measure	Monroe County	Pocono Township	Coolbaugh Township	United States
Population	165,198	10,883	20,723	333,287,557
Population by age:				
Under 5 years	4.5%	4.9%	5.4%	5.6%
Under 18 years	19.1%	20.5%	19.5%	21.7%
65 years and older	19.6%	19.0%	16.9%	17.3%
Female persons	49.8%	55%	48.9%	50.4%

Self-identified race and ethnicity				
White alone	75.8%	74.5%	57.8%	75.5%
Black or African American alone	17.5%	12.3%	23.2%	13.6%
American Indian and Alaska Native alone	0.7%	1.0%	0.2%	1.3%
Asian alone	2.8%	3.6%	3.6%	6.3%
Native Hawaiian and other Pacific Islander alone	0.1%	0	0	0.3%
Two or more races	3.0%	7.1%	7.2%	3.0%
Hispanic or Latino	18.8%	18.9%	30.3%	19.1%
White alone, not Hispanic or Latino	61.8%	60.4%	41%	58.9%
Veterans	10,833 (6.6%)	491 (4.5%)	1,305 (6.3%)	17,431,290 (5.2%)
Foreign-born persons	10.3%	11.7%	15.9%	13.6%
Language other than English spoken at home	16.5%	20.6%	28.3%	21.7%
With a disability, under 65 years	10.3%	5.4%	13.7%	8.7%
Median household income	\$72,679	\$81,960	\$67,500	\$69,021

Source:

<https://www.census.gov/quickfacts/fact/table/poconotownshipmonroecountypennsylvania,PA/PST0452>
[22](#)

The regular attendees of Trinity include all age ranges, with a majority of older and midlife adults. A core group of lifelong members is complemented by those who are relative Poconos newcomers. Trinity’s greatest diversity is the international character of our membership, with members coming from Africa, South America, Asia, Europe, the Caribbean, and other countries. The warm welcome extended to newcomers has been key to Trinity’s appeal that keeps visitors returning and becoming regular church attendees. Our goal is to keep that warm welcome and extend opportunities for small group interactions outside of worship to facilitate relationship-building and deepening connections between recent and long-standing members.

The Holy Spirit at Work at Trinity

“Share God’s Unconditional Love with Everyone” is the Trinity mission statement. This was developed in the early 2000’s and is a succinct summary of the vision members had of Trinity’s call as a congregation. Living into this mission statement is demonstrated by the warm welcome visitors receive when they come to our worship services, stay for fellowship time, and join in discussions and programs. Living into this mission statement spurs involvement in outreach through Family Promise of Stroudsburg – providing meals for homeless families. As a founding congregation and active participant of the Pocono Mountain Ecumenical Hunger Ministry, our mission statement translates to many volunteer hours at the local food bank. As a host of Alcoholics Anonymous, our mission statement translates to sharing our space three nights a week with our chapter.

Our two weekly worship services provide spiritual nurture for members who find their inspiration in the quiet, reflective 8 AM service or the music-filled 10 AM service often attended by families. As a small congregation, people can learn each other’s stories, develop a supportive network, and find ways to share their gifts with the church and join in community-serving activities. As with many churches, the COVID-19 pandemic and associated cessation of in-person services hit our community hard.

The pandemic challenged Trinity to find new ways to connect with our community and to continue providing our members a spiritual home, at a time when our physical space was not available. Zoom meetings provided an initial answer, but once Trinity began to cautiously welcome back parishioners, we knew our online offering would need to expand, so those not yet ready for in-person services would still feel included in our services. We learned about the Diocese of Bethlehem’s Mission Resources Grant program, so applied and received a grant to fund all the equipment necessary to live-stream our services. Currently we provide a two-camera switched feed of our 10a service, and also live-stream special events like holiday services and funerals. Past services remain on our YouTube channel:

<https://www.youtube.com/@trinitymountpocono5267/streams> and recent services can also be found on our re-vamped website: <https://www.trinitymtpocono.org/>

We are very blessed to have two experienced videographers among our members. They provided technical support to initiate live streaming and recording of our 10 AM service – this was essential during COVID and remains important to members who are unable to attend worship due to transportation and mobility challenges. Today, they are ably assisted by one of our youth members, who is able to run the equipment and live stream the service each Sunday.



Riley Setting up for the Live Stream

Trinity members are engaged and curious, participating in Bible studies and book studies for adults. From October 2021 through May 2022, a cohort of 10 people engaged in the Episcopalian church’s “Sacred Ground” antiracism curriculum, meeting in person or on Zoom on a regular basis to discuss the assigned readings and videos. The group members are committed to growing the Beloved Community by conducting follow-up meetings and trips, as well as by extending the invitation to form another Sacred Ground group to Trinity members and members of nearby churches.

A group of 6 youth were confirmed in August 2023, one of whom has become a regular lector/intercessor at the 10 AM service. Another assumed the responsibility for filming and live streaming the 10 AM service. Others are preparing to become acolytes and to continue helping with the Shrove Tuesday pancake supper. Their enthusiastic participation is a welcome addition to the adults who regularly serve in the many roles needed to keep worship running smoothly!



2023 Confirmation Class with Bishop Kevin Nichols

Fellowship events are an important part of our church family's culture. The Annual summer picnic, Thanksgiving dinner, sip and paint, along with Sunday coffee hour after each service are opportunities for bonding and sharing which builds the cohesiveness within the parish.



Memorial Gathering for Rev. Ralph Roth



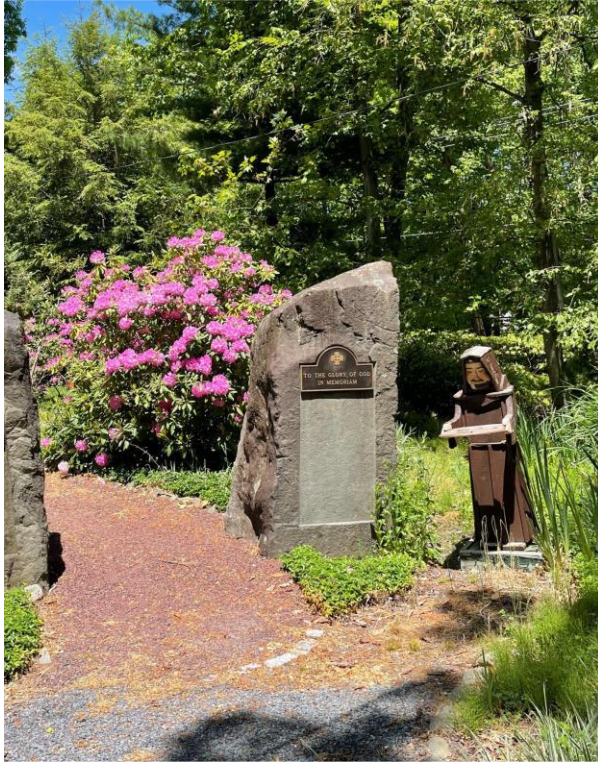
Shrove Pancake Supper



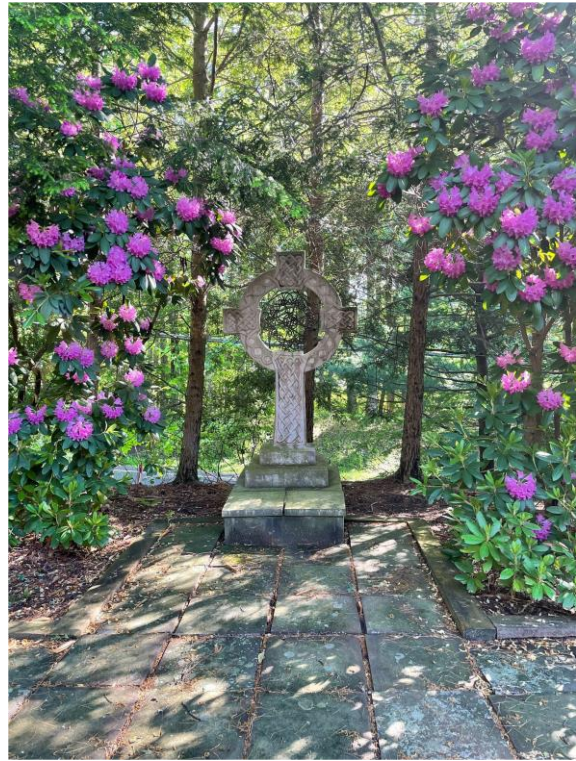
Summer Picnic at a Local Park

Buildings & Grounds

Memorial Garden



Entrance to the Memorial Garden



Memorial Garden

A Memorial Garden for burial of ashes, designed and constructed by professionals from the parish, provides a quiet and dignified setting for its purpose. Ashes are interred under slate slabs, which form a broad pavement surrounded by massive trees and lovely gardens. In its entirety, the Garden offers a welcome contemplative refuge from our hectic world and a fitting memorial to loved ones. On the opposite side of the church building, another garden, remembering a long-time parishioner, graces our front entrance along with a patio.

Labyrinth & Meditation Path



The Labyrinth after Spring Clean-up

Just beyond our parking lot on an adjacent parcel sits our meditation path and labyrinth, an area open to the public for introspection, prayer, and communing with nature. The labyrinth and path were dedicated in 2004. Fourteen markers along the meditation path represent Stations of the Cross. Benches invite visitors to sit in quiet contemplation. The labyrinth, a classical seven-circuit path with a tree at the center, is designed so that you are facing Jerusalem upon entering it.

Parking Area

Several years ago, it became apparent that work on the driveway and parking areas was needed. As the church property is built on a hillside, rain runoff was creating serious ruts and treacherous conditions. Maintaining a “country feel” was desired, but the gravel would regularly be washed away. By using a combination of gravel, millings and binders we restored the driveway and parking areas achieving a balance: country feel and resilient surface. This achieved our goal of keeping a little church in the woods where one feels close to nature. Funding for this project was largely a result of a grant from the “Long Name Society”.

Buildings

Church & Rectory: under the supervision of the Senior Warden, we are vigorous about routine maintenance and repairs. This prevents larger problems from occurring and in the long run is more fiscally responsible. While budgets are tight, it is recognized that regular maintenance will extend the overall life of our physical plant. Summer and fall cleanups are generally well attended events to do bigger projects, naturally including lunch!



Raking & Blowing Leaves Last Fall's During Clean-up

Many Hands Make Light Work !

The Rectory, which is currently rented, is an attractive two-story house nestled in the woods on the slope above the church. The first floor features an eat-in kitchen, dining area, living room, study, powder room, screened in porch and a large deck off the back to the house. (The deck will be replaced this spring, funds have been set aside for the project.) There is an attached two car garage and a basement for additional storage. The second floor includes three bedrooms and two full baths.



Screened Porch in Front



Deck in Back

During the summer of 2023, a much larger project was contracted. New shingles were installed on both the Church and Rectory. The funding for this major capital expense came primarily from 3 parishioners. Upon completion of the project a “Roof Blessing and thanksgiving” ceremony occurred.



Blessing the New Roof

Summary of key information from Parochial Reports

Metrics Six Year History

Stewardship Pledges	Pledges	Total Pledges
2019	42	70020
2020	43	83546
2021	31	60719
2022	33	70395
2023	34	84833

Summary of Key information from Parochial Reports

General Statistics	2019	2020`	2021*	2022*	2023
Baptized Members	54	51	42	38	39
Baptisms	7		2	3	2
Confirmations			2		6
Received by Bishop			2		
Marriages					
Burials	1	2	3	4	3
Attendance	44	44	33	25	42
Sunday Average					
Easter (Saturday Vigil & Sunday Services)	115	0	0	79	72
			* Covid Impact		

Financial Reports (see Attachments)

Attachment I 2023 Income Statement vs Actuals

Attachment II 2023 Year End Balance Sheet

Attachment III 2024 Approved Budget

Attachment IV 2022 Parochial Report

Attachment V 2023 Parochial Report

Attachment VI Financial Discussion



Trinity Episcopal Church

Income & Expense Budget Performance

December 2023

	Jan - Dec 23	Annual Budget
Ordinary Income/Expense		
Income		
4000 - Contributions		
4000A - Unrestricted		
4005 - Pleged Offerings	65,337.00	65,106.00
4010 - Plate Offering	5,410.00	1,500.00
4011 - Flower Fund	640.00	1,500.00
4015 - Non-Pledge Giving	12,778.00	3,000.00
4020 - Holy Day Offering	1,534.00	1,500.00
4035 - Prior Year Pledge	555.00	500.00
4040 - Pre-Paid Pledge	0.00	0.00
4044 - Fundraising Events	2,215.00	3,000.00
4045 - Special Gifts	1,907.00	0.00
4047 - Transfer from DIT	10,000.00	
4050 - Miscellaneous Income	3,197.79	0.00
4055 - Space Use	2,750.00	3,000.00
4059 - Rectory Rental	7,251.25	
4060 - COLA Grant	1,331.83	1,332.00
4061 - ERC Funds	0.00	2,463.00
Total 4000A - Unrestricted	114,906.87	82,901.00
Total 4000 - Contributions	114,906.87	82,901.00
Total Income	114,906.87	82,901.00
Expense		
5000 - Worship Ministry		
5001 - Organist Salary	5,962.00	5,700.00
5003 - Supply Organist	0.00	0.00
5004 - Organ Maintenance	1,075.00	1,020.00
5005 - Music Supplies	0.00	0.00
5006 - Altar Supplies	491.69	100.00
5007 - Acolyte Supplies	0.00	0.00
5011 - Flower Fund	935.44	1,500.00
5015 - Worship Expense Other	745.72	550.00
5016 - COLA Grant Bonus	0.00	240.00
Total 5000 - Worship Ministry	9,209.85	9,110.00
5100 - Education Ministry		
5102 - Church School Curriculum	0.00	0.00
5103 - Church School Supplies/Other	0.00	0.00
5110 - Education Other	0.00	100.00
Total 5100 - Education Ministry	0.00	100.00
5200 - Parish Life Ministry		
5206 - Hospitality	2,039.04	500.00
5215 - Parish Life Min Expense Other	1,604.40	350.00

Trinity Episcopal Church

Income & Expense Budget Performance

December 2023

	Jan - Dec 23	Annual Budget
Total 5200 · Parish Life Ministry	3,643.44	850.00
5300 · Ministries		
5301 · Diocesan Assessment	10,416.96	10,417.00
5303 · Advertising	0.00	300.00
5315 · Outreach	250.00	50.00
Total 5300 · Ministries	10,666.96	10,767.00
5400 · Stewardship Ministry		
5401 · Annual Appeal	250.60	400.00
Total 5400 · Stewardship Ministry	250.60	400.00
5600 · Administration		
5601 · Admin Salary	13,279.24	13,068.00
5602 · Employees Soc Sec	1,015.86	1,000.00
5604 · Office Supplies	1,588.83	1,500.00
5605 · Telephone	1,164.83	1,300.00
5606 · Postage	66.00	250.00
5607 · Office Equip. Maintenance	504.00	500.00
5608 · Workers Comp. Insurance	0.00	180.00
5611 · Internet Server	1,216.56	980.00
5614 · Diocesan Convention	650.80	270.00
5615 · Administration Expense Other	1,748.61	1,667.00
5616 · Admin. Pension	1,160.00	1,160.00
5617 · COLA Grant Bonus	0.00	533.00
5618 · Professional Services ERC	0.00	300.00
Total 5600 · Administration	22,394.73	22,708.00
5700 · Priest-in-Charge		
5701 · PIC Salary/Soc. Sec.	6,590.50	14,267.00
5704 · Continuing Education	43.59	500.00
5711 · Travel Expense	0.00	1,000.00
5712 · Supply Clergy	2,560.00	875.00
5713 · Supply Clergy Travel	431.40	300.00
5714 · Interim Priest-in-Charge	8,220.00	
5715 · Priest-in-Charge Expense Other	260.37	300.00
5717 · COLA Grant Bonus PIC	256.19	
Total 5700 · Priest-in-Charge	18,362.05	17,242.00
5800 · Rectory		
5801 · Electric	5,047.15	4,700.00
5802 · Telephone	0.00	325.00
5803 · Maintenance	3,299.11	2,000.00
5806 · Taxes	4,516.82	4,330.00
5807 · Propane Rectory	240.45	400.00
5811 · Rectory Security System	559.44	500.00
5815 · Rectory Expense Other	1,075.00	0.00

Trinity Episcopal Church

Income & Expense Budget Performance

December 2023

	Jan - Dec 23	Annual Budget
Total 5800 · Rectory	14,737.97	12,255.00
5900 · Buildings & Grounds		
5901 · Housekeeping	0.00	0.00
5903 · Routine Supplies	14.99	225.00
5904 · Routine Maintenance	1,126.98	1,500.00
5905 · Other Maintenance	618.80	2,000.00
5906 · Electric	4,578.72	4,000.00
5907 · Fuel Oil	11,697.00	12,000.00
5908 · Liability/Fire Insurance	6,695.00	4,500.00
5909 · Trash Removal	456.00	450.00
5910 · Snow Removal	830.00	3,800.00
5911 · Security System	838.80	650.00
5915 · Building & Ground Expense Other	0.00	0.00
Total 5900 · Buildings & Grounds	26,856.29	29,125.00
6560 · Payroll Expenses	564.64	140.00
Total Expense	106,686.53	102,697.00
Net Ordinary Income	8,220.34	-19,796.00
Other Income/Expense		
Other Income		
1552 · Unrealized Gain or Loss DIT	-1,874.21	
1553 · PPP Loan/Grant Forgiveness	3,615.00	
1555 · Clergy Dis. Acct. Income/Expens	-5,540.42	
Total Other Income	-3,799.63	
Net Other Income	-3,799.63	0.00
Net Income	4,420.71	-19,796.00

Trinity Episcopal Church
Balance Sheet
As of December 31, 2023

				Dec 31, 23	Nov 30, 23	\$ Change
ASSETS						
Current Assets						
Checking/Savings						
1000 - PNC Account						
1001 - Unrestricted				29,066.44	21,555.60	7,510.84
1002 - Restricted Funds						
1107 - Sunday School Fund				316.81	316.81	0.00
1111 - Bishop's Discretionary Fund				0.00	233.00	-233.00
1113 - Church of Jerusalem				0.00	65.00	-65.00
1118 - Labyrinth				1,155.99	1,155.99	0.00
1119 - Stained Glass Window Res				88.88	88.88	0.00
1122 - Martha Kitchen Garden Fund				200.00	200.00	0.00
1124 - Family Promise				977.83	977.83	0.00
1125 - Memorial Fund				5,179.13	5,179.13	0.00
1126 - Memorial Garden Fund				2,947.18	2,947.18	0.00
1152 - Planned Giving Fund				1,970.01	1,970.01	0.00
1153 - "Movie Night"				206.64	146.64	60.00
1162 - Haiti Outreach Offering				25.00	25.00	0.00
Total 1002 - Restricted Funds				13,067.47	13,305.47	-238.00
Total 1000 - PNC Account				42,133.91	34,861.07	7,272.84
1550 - DIT (Diocesan Investment Trust)				67,677.41	67,677.41	0.00
1554 - Clergy Dis. Acct. Citizens Bank				1,310.71	1,310.71	0.00
Total Checking/Savings				111,122.03	103,849.19	7,272.84
Total Current Assets				111,122.03	103,849.19	7,272.84
Fixed Assets						
1600 - Buildings				1,287,344.00	1,287,344.00	0.00
1601 - Land				55,000.00	55,000.00	0.00
Total Fixed Assets				1,342,344.00	1,342,344.00	0.00
TOTAL ASSETS				1,453,466.03	1,446,193.19	7,272.84
LIABILITIES & EQUITY						
Liabilities						
Current Liabilities						
Other Current Liabilities						
2000 - Restricted Funds Liab						
2000A - PNC						
2007 - Sunday School Fund				316.81	316.81	0.00
2011 - Bishop's Discretionary Fund				0.00	233.00	-233.00
2013 - Church of Jerusalem				0.00	65.00	-65.00
2018 - Labyrinth				1,155.99	1,155.99	0.00
2019 - Stained Glass Window Res				88.88	88.88	0.00
2022 - Martha Kitchen Garden Fund				200.00	200.00	0.00
2024 - Family Promise				977.83	977.83	0.00
2040 - Memorial Fund				5,179.13	5,179.13	0.00
2041 - Memorial Garden Fund				2,947.18	2,947.18	0.00
2052 - Planned Giving Fund				1,970.01	1,970.01	0.00

Trinity Episcopal Church
Balance Sheet
 As of December 31, 2023

	Dec 31, 23	Nov 30, 23	\$ Change
2053 - "Movie Night"	206.64	146.64	60.00
2062 - Haiti Outreach Offering	25.00	25.00	0.00
Total 2000A - PNC	13,067.47	13,305.47	-238.00
Total 2000 - Restricted Funds Liab	13,067.47	13,305.47	-238.00
2100 - Payroll Liabilities			
2101 - 941	273.02	273.04	-0.02
2102 - Admin. Pension	405.82	1,505.13	-1,099.31
2103 - Local	107.47	79.65	27.82
2105 - PA W/H	654.15	585.81	68.34
2100 - Payroll Liabilities - Other	-36.52	-40.82	4.30
Total 2100 - Payroll Liabilities	1,403.94	2,402.81	-998.87
Total Other Current Liabilities	14,471.41	15,708.28	-1,236.87
Total Current Liabilities	14,471.41	15,708.28	-1,236.87
Total Liabilities	14,471.41	15,708.28	-1,236.87
Equity			
1130 - Retained Earnings	1,434,573.91	1,434,573.91	0.00
Net Income	4,420.71	-4,089.00	8,509.71
Total Equity	1,438,994.62	1,430,484.91	8,509.71
TOTAL LIABILITIES & EQUITY	1,453,466.03	1,446,193.19	7,272.84

Trinity Episcopal Church
Profit Loss Budget Overview
2024

Trinity Church Mount Pocono				Approved Budget	
				2024 3 Days	
Ordinary Income/Expense					
	Income				
		4000 · Contributions			
		4000A · Unrestricted			
		4005 · Pledged Offerings			84843
		4010 · Plate Offering			2500
		4011 · Flower Fund			1500
		4015 · Non-Pledge Giving			3000
		4020 · Holy Day Offering			1500
		4035 · Prior Year Pledge			500
		4044 · Fundraising Events			3000
		4045 · Special Gifts			0
		4050 · Miscellaneous Income			0
		4055 · Space Use			3000
		Rental of Rectory			19200
		Total 4000A · Unrestricted			119043
		Total 4000 · Contributions			
	Expense				
		5000 · Worship Ministry			
		5001 · Organist Salary			6237
		5003 · Supply Organist			0
		5004 · Organ Maintenance			1020
		5005 · Music Supplies			0
		5006 · Altar Supplies			250
		5007 · Acolyte Supplies			0
		5011 · Flower Fund			1500
		5015 · Worship Expense Other			550
		Total 5000 · Worship Ministry			
		5100 · Education Ministry			
		5102 · Church School Curriculum			0
		5103 · Church School Supplies/Other			0
		5110 · Education Other			0
		Total 5100 · Education Ministry			
		5200 · Parish Life Ministry			0
		5206 · Hospitality			500
		5215 · Parish Life Min Expense Other			350
		Total 5200 · Parish Life Ministry			
		5300 · Ministries			
		5301 · Diocesan Assessment			10,019
		5303 · Advertising			300
		5315 · Outreach			350
		Total 5300 · Ministries			

Trinity Episcopal Church
Profit Loss Budget Overview
2024

Trinity Church Mount Pocono			Approved Budget
			2024 3 Days
		5400 · Stewardship Ministry	
		5401 · Annual Appeal	400
		Total 5400 · Stewardship Ministry	
		5600 · Administration	
		5601 · Admin Salary	14281
		5602 · Employees Soc Sec	1093
		COLA Grant Bonus	
		5604 · Office Supplies	1500
		5605 · Telephone	1300
		5606 · Postage	250
		5607 · Office Equip. Maintenance	500
		5608 · Workers Comp. Insurance	180
		5611 · Internet Server	1200
		5614 · Diocesan Convention	650
		5615 · Administration Expense Other	1800
		5616 · Admin. Pension	1000
		Professional Services (accountant)	
		Total 5600 · Administration	
		5700 · Priest-in-Charge	
		5701 · PIC Salary/Soc. Sec. 3 months	4257.5
		COLA Grant supplemental Income	
		Social Security	326
		Pension & Health care	1688
		Housing Allowance	2250
		Interim PIC 9 months	15660
		5704 · Continuing Education	0
		5711 · Travel Expense	1000
		5712 · Supply Clergy	800
		5713 · Supply Clergy Travel	300
		5715 · Priest-in-Charge Expense Other	300
		Total 5700 · Priest-in-Charge	
		5800 · Rectory	
		5801 · Electric	0
		5802 · Telephone	0
		5803 · Maintenance	2000
		5806 · Taxes	4520
		5807 · Propane Rectory	0
		5811 · Rectory Security System	500
		5815 · Rectory Expense Other	6000
		Total 5800 · Rectory	
		5900 · Buildings & Grounds	
		5901 · Housekeeping	0
		5903 · Routine Supplies	225

Trinity Episcopal Church
Profit Loss Budget Overview
2024

Trinity Church Mount Pocono					Approved Budget	
					2024 3 Days	
				5904 · Routine Maintenance		1500
				5905 · Other Maintenance		2000
				5906 · Electric		5000
				5907 · Fuel Oil		12000
				5908 · Liability/Fire Insurance		5025
				5909 · Trash Removal		535
				5910 · Snow Removal		3800
				5911 · Security System		650
				Total 5900 · Buildings & Grounds		
				6560 · Payroll Expenses		140
				Total Expense		115705
				Net Ordinary Income		3338

**THE 2022 REPORT OF EPISCOPAL CONGREGATIONS AND MISSIONS
ACCORDING TO CANONS I.6, I.7, AND I.17
(OTHERWISE KNOWN AS THE PAROCHIAL REPORT)**



Name of Congregation Trinity Episcopal Church		Diocese Bethlehem	
Street address 1 137 Trinity Hill Rd		City Mount Pocono	State PA
Street address 2	ZIP + 4 18344	County Monroe	Country United States
Mailing address 1 137 Trinity Hill Rd		City Mount Pocono	State PA
Mailing address 2	ZIP + 4 18344	County Monroe	Country United States
Congregation's Email Address trinitychurchmp@verizon.net		Congregation's URL (Web Address) http://trinitymtpocono.org	Phone 570-839-9376
Tax ID 23-1701937			

Report Preparation

Membership, Attendance, & Services prepared by (<i>Print or type name</i>) Jan Anglemire	Email address trinitychurchmp@verizon.net	Daytime Phone 570-839-9376
Stewardship & Financial Prepared by (<i>Print or type name</i>) Peter Gonze	Email address pgonze@aol.com	Daytime Phone 781-588-4923

Certified by the Clerk of the Vestry (after board review / approval)

Certified by Nancy Tkacs	Email address ntkacs@gmail.com	Daytime Phone 267-408-0942
Signature	Date 04/26/2023	

Certified By Treasurer/Financial Officer

Certified by Peter Gonze	Email address pgonze@aol.com	Daytime Phone 781-588-4923
Signature	Date 04/26/2023	

Certified by Rector/Vicar/Person in Charge

Certified by The Rev. Susan Treanor	Daytime Phone 845-800-0107	Email address smtreanor@aol.com
Signature	Date 04/26/2023	

Warden/Vestry Approval

Warden (Print or type name) Daniel Harris	Email address daniel.e9.harris@gmail.com	Daytime Phone 570-350-5178
Indicate the date that your 2022 Parochial Report was approved by the vestry or Bishop's Committee (Canon I.6.1)		Date 04/26/2023

Parochial Report Completion

How many people participated in completing this parochial report?	3
Please identify the roles of those who participated in completing this parochial report (Not including vestry members who only voted to approve it): <i>Examples: Rector/Vicar, Wardens, Vestry Member, Treasurer, Staff Member, Volunteer</i>	Rector/Vicar, Treasurer, Staff Member

Membership, Attendance and Services of the Reporting Congregation

Active Participants in the Reporting Congregation

Anyone of any age who is active in the congregation regardless of baptism or membership status

1. Total Active Participants: 51

2.	Of the total active participants, how many are in each of the following age groups?	#
	Children (ages 0-12)	<u>3</u>
	Youth (ages 13-17)	<u>5</u>
	Young adults (ages 18-34)	<u>0</u>
	Middle adults (ages 35-64)	<u>25</u>
	Senior adults (ages 65 and older)	<u>18</u>
	<i>(this should add up to the Active Participant total)</i>	
	Total	<u>51</u>

3. Of the total active participants, provide the number and percentage that are in each of the following racial/ethnic categories. *If you do not collect this information, it is not required in order to complete your report. If this is not information already available for your congregation, we suggest a survey to allow individuals to self-identify.*

	%	#
American Indian/Alaska Native (non-Hispanic)	<u>0</u>	<u>0</u>
Asian (non-Hispanic)	<u>0</u>	<u>0</u>
Black or African American (non-Hispanic)	<u>0</u>	<u>19</u>
Hispanic or Latino(a)	<u>0</u>	<u>3</u>
Native Hawaiian or Pacific Islander (non-Hispanic)	<u>0</u>	<u>0</u>
White (non-Hispanic)	<u>0</u>	<u>29</u>
Multiracial	<u>0</u>	<u>0</u>
<i>(Note that percentages should add up to 100%)</i>		
Total	<u>0</u>	<u>51</u>

Active Baptized Members of the Reporting Congregation at Year-End:

Using the 2021 Parochial Report, record the **Number of Baptized Members Reported as of December 31, 2021.**

M21	(See your 2021 Parochial Report, Box M21)	Members Reported Last Year in 2021 = M21	<u>42</u>
4.	Increases during year <i>All members added to the baptized members section of the congregation's Membership Register during 2022 by: baptism, confirmation/reception, or transfer; and those persons restored from inactive status, or not counted in last year's membership count.</i>	+	<u>11</u>
5.	Decreases during year <i>All active baptized members lost by death, transferred to another congregation, removed to inactive status in the Register of Church Membership and Rites, removed for other reasons, or not removed from last year's membership count.</i>	-	<u>15</u>
<i>Add the increases entered in line 4 to Box M21. Then subtract the decreases entered in line 5 for the total active membership as of December 31, 2022</i>			
M22	Total Active Baptized Members (end of report year 2022) = M22 =		<u>38</u>

Communicants in Good Standing of the Reporting Congregation:

Baptized members of the reporting congregation, who "have received Holy Communion at least three times during the preceding year" and are faithful "in corporate worship, unless for good cause prevented," and "in working, praying, and giving for the spread of the Kingdom of God."

6.	Adult communicants in good standing (age 16 and over)	<u>32</u>
7.	Youth communicants in good standing (under age 16)	<u>6</u>
8.	Total communicants in good standing	<u>38</u>

Review of Database:

9.	When was the last time the congregation's database of participants was reviewed and adjusted?	<u>12/01/2022</u>
10.	How frequently is the congregation's database of participants reviewed and adjusted?	
	<input checked="" type="checkbox"/> Quarterly	<input type="checkbox"/> Twice a year
	<input type="checkbox"/> Annually	<input type="checkbox"/> Other

In-Person Worship Attendance:

The following attendance questions are for recording in-person worship attendance only. Do not include online participation numbers.

11. Average Weekly Attendance	<i>Include all regularly scheduled worship (Sundays, Weekday Services, Holy Days, or special feasts observed annually). Divide total attendance by 52</i>		
Total Attendance:	1,396	Total weeks	52 = 27
12. Total Attendance for All Non-Regularly Scheduled Worship	<i>(i.e., Burials, marriages, baptisms conducted outside regularly scheduled worship, quinceañeras, etc.)</i>		
			175
13. Average Sunday Attendance	Sunday (& Saturday Evening) Attendance for In Person Worship. Divide total attendance by the total number of Sundays In-Person worship was conducted.		
Total Attendance:	1,282	Total # of Sundays	52 = 25
14. Average In-person Principal Worship Service Attendance on a Weekday	<i>(for congregations without Sunday or Saturday evening services)</i>		
			0
15. Total In person Easter Sunday Attendance (including Easter Vigil):			79
16. Total In person Christmas Eve and Christmas Day Attendance:			57

How was worship conducted in 2022?

17.	Indicate the languages in which worship is conducted:	<u>English</u>
18.	Other Languages (please list)	_____
19.	In what ways has your community worshipped this year? (Check all that apply)	
	<input type="checkbox"/> In-Person Indoors	<input type="checkbox"/> In-Person Outdoors
	<input type="checkbox"/> Virtual	<input type="checkbox"/> Hybrid (both in-person and online)
20.	Do you track online attendance/participation?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
20a.	If yes, how do you count online attendance/participation?	
	We count the number of viewers who are watching the service during it's original livestreaming time.	
20b.	Average Weekly Online Participation in Worship (if known):	7

Sacraments & Services: Using the Register of Church Membership and Rites:

Provide information for in-person, hybrid, and online services separately.
 If Eucharist was not celebrated at the congregation's principal services, count the services as Daily Office.

- In-person indicates the service was not available online and was only conducted in-person.
- Hybrid designates that the service was both in-person and online.
- Online means the service was available online only.

	<u>In-person Services</u>	<u>Hybrid Services</u>	<u>Online Services</u>
21. Total Sunday & Saturday Evening Eucharists	0	52	0
22. Total Weekday Eucharists or other	10	0	0
23. Total Private Eucharists	4	0	0
24. Daily Offices on Sunday or Saturday Evening	0	0	0
25. Daily Offices Held on Weekdays	0	0	52
26. Marriages conducted in 2022	0	0	0
27. Burials conducted in 2022	4	0	0
28. Baptisms 16 years and older	0		
29. Baptisms under 16 years of age	3		
30. Confirmations 16 years and older	0		
31. Confirmations under 16 years of age	0		
32. Received by a Bishop	0		

Faith Formation:

- | | | |
|-----|---|---|
| 33. | Are regular Sunday or weekday adult education programs held? | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| 34. | How were religious education or spiritual formation programs held? | |
| | <input type="checkbox"/> In-person <input checked="" type="checkbox"/> Hybrid <input type="checkbox"/> Online | |
| 35. | Number of adults engaged in religious education or spiritual formation | <u>8</u> |
| 36. | Number of children and youth engaged in religious education or spiritual formation | <u>0</u> |

Narrative Questions:

Clergy, Vestry and Staff are encouraged to participate in answering these questions.

37. What opportunities and challenges did the congregation face in 2022?

OPPORTUNITIES:

-We re-started the 8 am Service. This service ran for 22 years without interruption but was discontinued due to COVID-19 lock down. The Trinity Parish family loved this quiet Liturgy service format and many member were pleased when it returned. Average Sunday attendance for this service is 16 Parishioners.

CHALLENGES:

-We faced a large budget deficit as do many other Parishes but with strong leadership from the PIC, vigilant, competent, and strong accounting practices with a focus on compliance from the treasurer and leveraging a collaborative problem-solving approach we ended the year with less of a deficit than was anticipated.

-We are utilizing 4 Supply Priests to conduct the 8 am weekly Liturgy. Although it is not ideal to have four different supply priests to conduct the 8 am Service in addition to the PIC conducting the 10 am service, the Vestry and the PIC are brainstorming to exploring some possible solutions. We recognize that this model is not sustainable and impractical for the long term.

38. Looking toward the future, what changes do you hope to see in your faith community? What does your community need in order to bring about these changes?

The members involved in Sacred Ground will increase their own awareness of racism and extend this program to the surrounding community.

39. We invite you to tell stories of how you have spent the last year naming, addressing, and dismantling the injustices of racism in yourselves, congregations, and your communities.

A significant number of parish leaders participated in Sacred Ground.

Stewardship and Financial Information of the Reporting Congregation**Giving Information for 2022:**Please indicate the reporting currency: US Dollar (United States)

			US DOLLAR	OTHER CURRENCY
Number of Pledges	1.	Number of confirmed pledges/commitments for 2022 report year	33	0
Total \$ Pledged	2.	Total dollar amount pledges for 2022 report year	70,375	0
Report of Revenues and Expenses for 2022:				
Operating Revenues	3.	Plate offerings, pledge payments & regular support	75,942	0
	4.	Money from investments used for operations in 2022	0	0
	5.	Other operating income	7,550	0
	6.	Unrestricted bequests used for operations	0	0
Subtotal Normal Operating Income (3 + 4 + 5 + 6) = A			83,492	0
	7.	Assistance from diocese for operating budget	0	0
Total Operating Revenues (A + 7) = B			83,492	0
Non-Operating Revenues	8.	Capital funds, gifts & additions	10,000	0
	9.	Additions to endowment & other investment funds	0	0
	10.	Contributions & grants for congregation based outreach & mission	8,350	0
	11.	Funds for transmittal to other organizations	8,350	0
Subtotal Non-Operating Revenues (8 + 9 + 10 + 11) = C			26,700	0
Total All Revenues (B + C) = D			110,192	0
Operating Expenses	12.	To Diocese for assessment, apportionment, or fair share	9,300	0
	13.	Outreach from operating budget	0	0
	14.	All other operating expenses	85,427	0
Subtotal Operating Expenses (12 + 13 + 14) = E			94,727	0
Non-Operating Expenses	15.	Major improvements & capital expenditures	0	0
	16.	Expense for congregation's outreach & mission	0	0
	17.	Funds contributed to Episcopal seminaries	0	0
	18.	Funds sent to other organizations	8,350	0
Subtotal Non-Operating Expenses (15 + 16 + 17 + 18) = F			8,350	0
Total All Expenses (E + F) = G			103,077	0
At Year-End:	19.	Total cash in all checking & savings accounts	42,807	0
As of December 31, 2022	20.	Total investment at market value (not including cash reported in line 19)	69,551	0

Continuing Stewardship and Financial Information of the Reporting Congregation

Information for 2022:

21. Number of contributing households without a pledge/commitment: 4

22. If the congregation has an endowment or reserve funds, how did usage of those funds in 2022 change compared to 2021?

Increased Decreased Same

23. If the congregation takes an endowment draw to fund the operating budget, what was the percentage draw from the endowment for 2022? 0.00
(If there are multiple endowment funds provide the average draw percentage.)

24. How significant is the negative impact of the pandemic on your congregation's finances for 2022?

Very significant Somewhat significant Neutral Somewhat insignificant Very insignificant

Comments:

25. Does the congregation have any outstanding debt? Yes No

If yes, how much? 0

What is the debt for? _____

26. What is the financial outlook for the congregation over the next 5 years?

Highly dependent on Pledge Income, thus donations from new and current Members. Significant Capital expense anticipated for new roof on church and rectory.

Priest(s) Serving this Congregation

Last name of Rector, Vicar, Dean, Priest-in-charge or interim 1. Treanor		First Name Susan	Middle Name M
Title of position Priest-in-charge	Year Ordained 2016	Diocese of canonical residence Bethlehem	
Employment status at this congregation: <input type="checkbox"/> Full time <input checked="" type="checkbox"/> Part time <input type="checkbox"/> Non-stipendiary	Year called to this congregation: 2016	Church Pension Status <input type="checkbox"/> Active <input type="checkbox"/> Retiree <input checked="" type="checkbox"/> Non-active	

Last name of associate priest, assisting priest or curate		First Name	Middle Name
Title of position	Year Ordained	Diocese of canonical residence	
Employment status at this congregation: <input type="checkbox"/> Full time <input type="checkbox"/> Part time <input type="checkbox"/> Non-stipendiary	Year called to this congregation:	Church Pension Status <input type="checkbox"/> Active <input type="checkbox"/> Retiree <input type="checkbox"/> Non-active	

Last name of associate, assisting or other priest		First Name	Middle Name
Title of position	Year Ordained	Diocese of canonical residence	
Employment status at this congregation: <input type="checkbox"/> Full time <input type="checkbox"/> Part time <input type="checkbox"/> Non-stipendiary	Year called to this congregation:	Church Pension Status <input type="checkbox"/> Active <input type="checkbox"/> Retiree <input type="checkbox"/> Non-active	

Last name of associate, assisting or other priest		First Name	Middle Name
Title of position	Year Ordained	Diocese of canonical residence	
Employment status at this congregation: <input type="checkbox"/> Full time <input type="checkbox"/> Part time <input type="checkbox"/> Non-stipendiary	Year called to this congregation:	Church Pension Status <input type="checkbox"/> Active <input type="checkbox"/> Retiree <input type="checkbox"/> Non-active	

If you have more than 4 priests who serve this congregation on a regular basis, complete this form online (where additional blanks will be generated) or attach a page to this paper form.

If you have no priest at present, who leads Sunday worship services? (check all that apply)

Supply priest Deacon Lay Leader Other _____

A long-term supply priest: _____ (Give full name of long-term supply)

Deacon(s) Serving this Congregation

Last name of Deacon 1. O'Rear		First Name Joseph	Middle Name Allen
<input type="checkbox"/> Deacon (Vocational) <input checked="" type="checkbox"/> Transitional Deacon	Year Ordained 2021	+	

Last name of Deacon		First Name	Middle Name
<input type="checkbox"/> Deacon (Vocational) <input type="checkbox"/> Transitional Deacon	Year Ordained	+	

Name(s) of other congregation(s) currently served by these priests (if any)

--

Explanation of Unique or Unusual Clergy Situation:

--

Outreach Ministries and Volunteer Activity of this Congregation

Using the boxes below, please indicate whether your congregation provided any of the following community service or outreach ministries during 2022. Leave the row blank if the congregation does not participate in a listed ministry.

	Estimated total number of volunteers involved	Estimated number of new volunteers this year	Estimated number of people served per month	Does the congregation donate space for this ministry?	Does the congregation make financial or in-kind donations for programs provided by
	#	#	#	Yes or No	I = In-kind F = Financial B = both
1. Food pantry, soup kitchen, or meal projects	8	0	200	No	B
2. Sustainable food garden/cooperative (such as "Farm to Tray")					
3. Cash, vouchers, or help with rent/utilities	1	0	7	No	
4. Day care, preschool, before- or after-school programs					
5. Tutoring or literacy programs					
6. Health programs (parish nurse, clinics, health education, etc.)					
7. Community organizing, organized social issue advocacy					
8. Job placement, job training, employment counseling					
9. Building projects (such as Habitat for Humanity)					
10. Support groups (bereavement, divorce, job loss, 12-step, etc.)	0	0	100	Yes	
11. Programs for the elderly and homebound persons					
12. Clothes closet, thrift store					
13. Homeless or no-freeze shelter					
14. Overseas sponsorships, microloans, Heifer Project, Haiti relief					
15. Refugee resettlement					
16. Ecumenical or Interfaith Partnerships					
17. Other, not listed:					

In the past year, has the congregation completed or reviewed its profile of domestic and global mission activities on the Episcopal Asset Map, a joint project of The Episcopal Church and Episcopal Relief & Development?

Yes No

**THE 2023 REPORT OF EPISCOPAL CONGREGATIONS AND MISSIONS
ACCORDING TO CANONS I.6, I.7, AND I.17
(OTHERWISE KNOWN AS THE PAROCHIAL REPORT)**

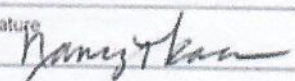


Name of Congregation Trinity Episcopal Church		Diocese Bethlehem	
Street address 1 137 Trinity Hill Rd		City Mount Pocono	State PA
Street address 2	ZIP + 4 18344	County Monroe	Country United States
Mailing address 1 137 Trinity Hill Rd		City Mount Pocono	State PA
Mailing address 2	ZIP + 4 18344	County Monroe	Country United States
Congregation's Email Address trinitychurchmp@verizon.net		Congregation's URL (Web Address) http://trinitymtpocono.org	
Tax ID 23-1701937		Phone 570-839-9376	


Report Preparation

Membership, Attendance, & Services prepared by (Print or type name) Jan Anglemire	Email address trinitychurchmp@verizon.net	Daytime Phone 570-839-9376
Stewardship & Financial Prepared by (Print or type name) Peter Gonze	Email address pgonze@aol.com	Daytime Phone 781-588-4923

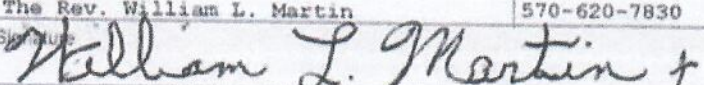
Certified by the Clerk of the Vestry (after board review / approval)

Certified by Nancy Tkacs	Email address ntkacs@gmail.com	Daytime Phone 267-408-0942
Signature 	Date 03/19/2024	

Certified By Treasurer/Financial Officer

Certified by Peter Gonze	Email address pgonze@aol.com	Daytime Phone 781-588-4923
Signature 	Date 03/19/2024	

Certified by Rector/Vicar/Person in Charge

Certified by The Rev. William L. Martin	Daytime Phone 570-620-7830	Email address frbilmrtn@aol.com
Signature 	Date 03/19/2024	

Warden/Vestry Approval

Warden (Print or type name) Daniel Harris	Email address daniel.e9.harris@gmail.com	Daytime Phone 570-350-5178
Indicate the date that your 2023 Parochial Report was approved by the vestry or Bishop's Committee (Canon I.6.1)		Date 03/19/2024

Parochial Report Completion

How many people participated in completing this parochial report?	3
Please identify the roles of those who participated in completing this parochial report (Not including vestry members who only voted to approve it). <i>Examples: Rector/Vicar, Wardens, Vestry Member, Treasurer, Staff Member, Volunteer</i>	Wardens, Treasurer, Staff Member

Membership, Attendance and Services of the Reporting Congregation

Active Participants in the Reporting Congregation

Anyone of any age who is active in the congregation regardless of baptism or membership status

1. _____ Total Active Participants: 60

2. Of the total active participants, how many are in each of the following age groups?

	#
Children (ages 0-12)	<u>4</u>
Youth (ages 13-17)	<u>5</u>
Young adults (ages 18-34)	<u>0</u>
Middle adults (ages 35-64)	<u>21</u>
Senior adults (ages 65 and older)	<u>30</u>
<i>(this should add up to the Active Participant total)</i>	
Total	<u>60</u>

3. Of the total active participants, provide the number and percentage that are in each of the following racial/ethnic categories. If you do not collect this information, it is not required in order to complete your report. If this is not information already available for your congregation, we suggest a survey to allow individuals to self-identify.

	%	#
American Indian/Alaska Native (non-Hispanic)	<u>0</u>	<u>0</u>
Asian (non-Hispanic)	<u>0</u>	<u>0</u>
Black or African American (non-Hispanic)	<u>0</u>	<u>17</u>
Hispanic or Latino(a)	<u>0</u>	<u>0</u>
Native Hawaiian or Pacific Islander (non-Hispanic)	<u>0</u>	<u>0</u>
White (non-Hispanic)	<u>0</u>	<u>43</u>
Multiracial	<u>0</u>	<u>0</u>
<i>(Note that percentages should add up to 100%)</i>		
Total	<u>0</u>	<u>60</u>

Active Baptized Members of the Reporting Congregation at Year-End:

Using the 2022 Parochial Report, record the **Number of Baptized Members Reported as of December 31, 2022.**

M22 (See your 2022 Parochial Report, Box M22) Members Reported Last Year in 2022 = M22 38

4. **Increases during year** All members added to the baptized members section of the congregation's Membership Register during 2023 by: baptism, confirmation/reception, or transfer; and those persons restored from inactive status, or not counted in last year's membership count. **+** 12

5. **Decreases during year** All active baptized members lost by death, transferred to another congregation, removed to inactive status in the Register of Church Membership and Rites, removed for other reasons, or not removed from last year's membership count. **-** 2

Add the increases entered in line 4 to Box M22. Then subtract the decreases entered in line 5 for the total active membership as of December 31, 2023

M23 **Total Active Baptized Members (end of report year 2023) = M23 = 48**

Communicants in Good Standing of the Reporting Congregation:

Baptized members of the reporting congregation, who "have received Holy Communion at least three times during the preceding year" and are faithful "in corporate worship, unless for good cause prevented," and "in working, praying, and giving for the spread of the Kingdom of God."

6. Adult communicants in good standing (age 16 and over)	<u>40</u>
7. Youth communicants in good standing (under age 16)	<u>8</u>
8. Total communicants in good standing	<u>48</u>

Review of Database:

9. When was the last time the congregation's database of participants was reviewed and adjusted? 01/01/2024
10. How frequently is the congregation's database of participants reviewed and adjusted?
 Quarterly Twice a year Annually Other

In-Person Worship Attendance

The following attendance questions are for recording in-person worship attendance only. Do not include online participation numbers.

11. Average Weekly Attendance

Include all regularly scheduled worship (Sundays, Weekday Services, Holy Days, or special feasts observed annually). Divide total attendance by 52

Total In-person Attendance: + Total weeks =

12. Total Attendance for All Non-Regularly Scheduled Worship

(i.e. Burials, marriages, baptisms conducted outside regularly scheduled worship, quinceañeras, etc.)

13. Average Sunday Attendance

Sunday (& Saturday Evening) Attendance for In Person Worship. Divide total attendance by the total number of Sundays In-Person worship was conducted.

Total In-person Attendance: + Total # of Sundays =

14. Average In-person Principal Worship Service Attendance on a Weekday

(for congregations without Sunday or Saturday evening services)

Total In-person Attendance: + Total weeks =

15. Total In person Easter Sunday Attendance (including Easter Vigil):

16. Total In person Christmas Eve and Christmas Day Attendance:

How was worship conducted in 2023?

17. Indicate the languages in which worship is conducted:

English

18. Other Languages (please list)

19. In what ways has your community worshipped this year? (Check all that apply)

In-Person Indoors In-Person Outdoors Virtual Hybrid (both in-person and online)

20. Do you track online attendance/participation?

Yes No

20a. If yes, how do you count online attendance/participation?

20b. Average Weekly Online Participation in Worship (if known):

20c. Online Tracking Worksheet

Sacraments & Services: Ordinance Register of Church Membership and More

Provide information for in-person, hybrid, and online services separately.

If Eucharist was not celebrated at the congregation's principal services, count the services as Daily Office

- In-person indicates the service was not available online and was only conducted in-person.
- Hybrid designates that the service was both in-person and online.
- Online means the service was available online only.

	In-person Services	Hybrid Services	Online Services
21. Total Sunday & Saturday Evening Eucharists	0	97	0
22. Total Weekday Eucharists or other	0	9	0
23. Total Private Eucharists	0	3	0
24. Daily Offices on Sunday or Saturday Evening	0	0	0
25. Daily Offices Held on Weekdays	0	0	52
26. Marriages conducted in 2023	0	0	0
27. Burials conducted in 2023	2	0	0
28. Baptisms 16 years and older	0		
29. Baptisms under 16 years of age	2		
30. Confirmations 16 years and older	0		
31. Confirmations under 16 years of age	6		
32. Received by a Bishop	0		

Faith Formation

33. Are regular Sunday or weekday adult education programs held? Yes No
34. How were religious education or spiritual formation programs held?
 In-person Hybrid Online
35. Number of adults engaged in religious education or spiritual formation 8
36. Number of children and youth engaged in religious education or spiritual formation 6

Narrative Questions

Clergy, Vestry and Staff are encouraged to participate in answering these questions.

37. What opportunities and challenges did the congregation face in 2023?

Challenges:

- PIC of 6.5 years resigned
- Following reopening after COVID, we experienced a significant decline in regular Sunday attendance at worship services
- Youth attendance/youth programs
- Sunday School
- We all wonder how will reunification impact our Parish faith community-will this help or hurt us
- Develop ministries to keep Trinity relevant in our Mount Pocono community

Opportunity:

- Restarted the 8 am Service
- Church members donated funds to replace the Church and Rectory roof
- Rectory rental resulting in income
- 10K grant from Long Name Society toward church roof replacement
- Looking and listening for the opportunities in the ongoing discernment process for reunification
- Robust Pastoral Care team with seven trained and licensed Parishioners to serve our shut-in
- Joint events and services with other Parishes in our Convocation

38. Looking toward the future, what changes do you hope to see in your faith community? What does your community need in order to bring about these changes?

Trinity Mount Pocono is a warm and welcoming faith community. All of our members highlight, testify and share this as their personal experience when they first came to Trinity. This is common among all members and we are looking at how to share this experience with the wider Mount Pocono community. Looking toward the future, we will continue to build on what we already have; be more inclusive, supportive and impactful in our members' lives and in the broader Mount Pocono community. We will continue to welcome members from different backgrounds and keep promoting a culture of acceptance and understanding. We will continue to embrace diversity.

Changes that we hope to see in our faith community

- Create and focus on opportunities to attract more youth
- Create youth engagement activities and invite youth and families
- Attract new families to join our faith community to continue to share God's unconditional love with everyone
- Educate on various traditions within the faith to foster a sense of unity in diversity
- Promote interfaith dialogue to build bridges with other faith communities and work together on common social issues to improve our faith communities

How to bring about the changes that we seek

- Remain open to the possibilities
- Leadership commitment-partner with our new PIC to commit to these ideas and the help us to achieve them.
- Education and awareness programs to inform our faith community about the benefits of

diversity and community service

- Strengthen support systems for members facing life challenges and promoting Trinity as a space to setting up and conducting counseling services and additional support groups
- Increase engagement with our youth through modern platforms and discussions relevant to their experiences
- Encourage active participation from our faith community in planning and actioning the ideas
- Commit resources both financial and human, to support our programs and services.

39. We invite you to tell stories of how you have spent the last year naming, addressing, and dismantling the injustices of racism in yourselves, congregations, and your communities.

We begin by reflecting on our own understanding and attitudes towards race and racism with the immense help of the Sacred Ground program that we completed. We discussed plans to engage the rest of the congregation and our wider community. In addition to our regular yearly participation in the Mount Pocono Fall Festival, we supported the Pocono Chamber of Commerce and Northern Tier by participating and setting up booths at the Mount Pocono Juneteenth Festival-the longest running African American holiday, honoring the end of slavery in Texas and the United States, and the Pocono Pride festival held in Stroudsburg.

We sustain our belief in fair treatment of others and equal treatment for all by showing the public who we are and how we are with each other through our actions together. We not only worshipped and commune together, we also publicly celebrated in our annual parish picnic held away from the Parish campus. We are a very diverse faith community with neighbors from many countries around the world. Before leaving, the former Priest in Charge, Susan Treanor championed and left us a priceless legacy of Pastoral Care, Racial Justice, and an awareness of Equity for all. The Trinity faith Community will continue to seek the moral high ground around these and other social issues.

Stewardship and Financial Information of the Reporting Congregation

Giving information for 2023:

Please indicate the reporting currency: US Dollar (United States)

		US DOLLAR		OTHER CURRENCY		
Number of Pledges	1. Number of confirmed pledges/commitments for 2023 report year	(1)	32		0	
Total \$ Pledged	2. Total dollar amount pledges for 2023 report year	(2)	65,106		0	
Report of Revenues and Expenses for 2023:						
Operating Revenues	3. Plate offerings, pledge payments & regular support	(3)	85,968		0	
	4. Money from investments used for operations in 2023	(4)	10,000		0	
	5. Other operating income	(5)	14,677		0	
	6. Unrestricted bequests used for operations	(6)	0		0	
	<i>Subtotal Normal Operating Income (3 + 4 + 5 + 6) = A</i>			110,645		0
	7. Assistance from diocese for operating budget	(7)	0		0	
	<i>Total Operating Revenues (A + 7) = B</i>			110,645		0
Non-Operating Revenues	8. Capital funds, gifts & additions	(8)	63,500		0	
	9. Additions to endowment & other investment funds	(9)	0		0	
	10. Contributions & grants for congregation based outreach & mission	(10)	0		0	
	11. Funds for transmittal to other organizations	(11)	2,452		0	
	<i>Subtotal Non-Operating Revenues (8 + 9 + 10 + 11) = C</i>			65,952		0
<i>Total All Revenues (B + C) = D</i>			176,597		0	
Operating Expenses	12. To Diocese for assessment, apportionment, or fair share	(12)	10,417		0	
	13. Outreach from operating budget	(13)	0		0	
	14. All other operating expenses	(14)	96,269		0	
	<i>Subtotal Operating Expenses (12 + 13 + 14) = E</i>			106,686		0
Non-Operating Expenses	15. Major improvements & capital expenditures	(15)	73,900		0	
	16. Expense for congregation's outreach & mission	(16)	0		0	
	17. Funds contributed to Episcopal seminaries	(17)	0		0	
	18. Funds sent to other organizations	(18)	2,452		0	
<i>Subtotal Non-Operating Expenses (15 + 16 + 17 + 18) = F</i>			76,352		0	
<i>Total All Expenses (E + F) = G</i>			183,038		0	
At Year-End:	19. Total cash in all checking & savings accounts	(19)	43,443		0	
As of December 31, 2023	20. Total investment at market value (not including cash reported in line 19)	(20)	67,677		0	

Continuing Stewardship and Financial Information of the Reporting Congregation

Information for 2023:

21. Number of contributing households without a pledge/commitment 5
22. If the congregation has an endowment or reserve funds, how did usage of those funds in 2023 change compared to 2022?
 Increased Decreased Same
23. If the congregation takes an endowment draw to fund the operating budget, what was the percentage draw from the endowment for 2023? 15.70
(if there are multiple endowment funds provide the average draw percentage.)
24. How significant is the negative impact of the pandemic on your congregation's finances for 2023?
 Very significant Somewhat significant Neutral Somewhat insignificant Very insignificant

Comments:

25. Does the congregation have any outstanding debt? Yes No
If yes, how much? 0

What is the debt for? _____

26. What is the financial outlook for the congregation over the next 5 years?

It is anticipated that, barring another pandemic, Trinity will have close to a balanced budget for the foreseeable future. Variations from year to year may require minor withdrawals from DIT, but these are expected to be minimal and only to maintain sufficient cash flow during the year due to seasonal variability in total revenue.

Priest(s) Serving this Congregation

Last name of Rector, Vicar, Dean, Priest-in-charge or interim 1. Martin		First Name William	Middle Name L
Title of position Interim (rector, vicar, dean, priest)		Year Ordained 1973	Diocese of canonical residence Bethlehem
Employment status at this congregation: <input type="checkbox"/> Full time <input checked="" type="checkbox"/> Part time <input type="checkbox"/> Non-stipendiary		Year called to this congregation 2023	Church Pension Status <input type="checkbox"/> Active <input checked="" type="checkbox"/> Retiree <input type="checkbox"/> Non-active
Last name of associate priest, assisting priest or curate		First Name	Middle Name
Title of position		Year Ordained	Diocese of canonical residence
Employment status at this congregation: <input type="checkbox"/> Full time <input type="checkbox"/> Part time <input type="checkbox"/> Non-stipendiary		Year called to this congregation	Church Pension Status <input type="checkbox"/> Active <input type="checkbox"/> Retiree <input type="checkbox"/> Non-active
Last name of associate, assisting or other priest		First Name	Middle Name
Title of position		Year Ordained	Diocese of canonical residence
Employment status at this congregation: <input type="checkbox"/> Full time <input type="checkbox"/> Part time <input type="checkbox"/> Non-stipendiary		Year called to this congregation	Church Pension Status <input type="checkbox"/> Active <input type="checkbox"/> Retiree <input type="checkbox"/> Non-active
Last name of associate, assisting or other priest		First Name	Middle Name
Title of position		Year Ordained	Diocese of canonical residence
Employment status at this congregation: <input type="checkbox"/> Full time <input type="checkbox"/> Part time <input type="checkbox"/> Non-stipendiary		Year called to this congregation	Church Pension Status <input type="checkbox"/> Active <input type="checkbox"/> Retiree <input type="checkbox"/> Non-active
Last name of associate, assisting or other priest		First Name	Middle Name
Title of position		Year Ordained	Diocese of canonical residence
Employment status at this congregation: <input type="checkbox"/> Full time <input type="checkbox"/> Part time <input type="checkbox"/> Non-stipendiary		Year called to this congregation	Church Pension Status <input type="checkbox"/> Active <input type="checkbox"/> Retiree <input type="checkbox"/> Non-active

If you have more than 4 priests who serve this congregation on a regular basis, complete this form online (where additional blanks will be generated) or attach a page to this paper form.

If you have no priest at present, who leads Sunday worship services? (check all that apply)

Supply priest Deacon Lay Leader Other

A long-term supply priest: _____ (Give full name of long-term supply)

Deacon(s) Serving this Congregation

Last name of Deacon		First Name	Middle Name
<input type="checkbox"/> Deacon (Vocational) <input type="checkbox"/> Transitional Deacon		Year Ordained	+
Last name of Deacon		First Name	Middle Name
<input type="checkbox"/> Deacon (Vocational) <input type="checkbox"/> Transitional Deacon		Year Ordained	+

Name(s) of other congregation(s) currently served by these priests (if any)

Explanation of Unique or Unusual Clergy Situation:

Outreach Ministries and Volunteer Activity of this Congregation

Using the boxes below, please indicate whether your congregation provided any of the following community service or outreach ministries during 2023. Leave the row blank if the congregation does not participate in a listed ministry.

	Estimated total number of volunteers involved	Estimated number of new volunteers this year	Estimated number of people served per month	Does the congregation donate space for this ministry?	Does the congregation make financial or in-kind donations for programs provided by
	#	#	#	Yes or No	I = In-kind F = Financial B = both
1. Food pantry, soup kitchen, or meal projects	10	0	0	No	I
2. Sustainable food garden/cooperative (such as "Farm to Tray")					
3. Cash, vouchers, or help with rent/utilities					
4. Day care, preschool, before- or after-school programs					
5. Tutoring or literacy programs					
6. Health programs (parish nurse, clinics, health education, etc.)					
7. Community organizing, organized social issue advocacy					
8. Job placement, job training, employment counseling					
9. Building projects (such as Habitat for Humanity)					
10. Support groups (bereavement, divorce, job loss, 12-step, etc.)					
11. Programs for the elderly and homebound persons					
12. Clothes closet, thrift store					
13. Homeless or no-freeze shelter					
14. Overseas sponsorships, microloans, Heifer Project, Haiti relief					
15. Refugee resettlement					
16. Ecumenical or Interfaith Partnerships					
Other, not listed:					
Family Promise of Monroe County	8	1	0	No	

In the past year, has the congregation completed or reviewed its profile of domestic and global mission activities on the Episcopal Asset Map, a joint project of The Episcopal Church and Episcopal Relief & Development?

Yes No

Attachment V

Discussion of Trinity Finances

Trinity runs a Stewardship campaign each year in the fall. Pledge revenues typically account for 85% of our revenues for the coming year. The basic theme of the campaign focuses on Time, Talent, and Treasure. Treasure is the emphasis during the fall campaign, Time and Talent is featured throughout the rest of the year. Whether it is for fall and spring clean-up, publishing the Newsletter, Fellowship events, and or all programs run by committee/program chairs, Stewardship is a year-round event!

Struggling with maintaining a balanced budget is not new to us! Over the years we have preened and honed the budget to the point that we are exceptionally good at predicting our expenses. Predicting revenue is another story!

Up until 2020, Trinity had been running for several years with a balanced budget. Like many other Churches, 2020 & 2021, the Covid years, were very difficult. Attendance was down and so were pledges, both in total number as well as overall funds committed.

We applied for and received PPP loans, which were forgiven, and an ERC grant. While helpful, we still endured losses during that time and had to dip into DIT funds to balance the budgets.

Unfortunately, the 2022 Stewardship campaign for 2023 was not as robust as we had anticipated. Initially, the Budget for 2023 projected a significant loss (\$19,000) for the year. The Vestry understood that this was unsustainable and was extremely focused on getting through the year, with a recognition that changes need to be made.

Over the course of the calendar year, we continued to manage expenses closely and watched the pennies. Prospects improved due to generous giving in the form of non-pledge giving, plate donations and miscellaneous donations. Things were looking much better than the budget in the fall, but we were still projecting a deficit of about \$8000 to \$10,000. Therefore, at the Treasurer's recommendation, the Vestry approved a withdrawal from the DIT Fund of \$10,000. Roughly, \$7,000 of the withdrawal came from market growth of the investment funds.

But a turnaround came at the end of 2023.

Whether due to a focus on our own discernment as we prepare to call a new priest, or due to a creative new stewardship campaign theme of "Yes We Can" - featuring a display of cans, each representing a budget line item, or perhaps a combination of both — our community stepped up in a big way.

First, we saw extraordinary giving in December, which shrank our deficit to roughly \$1,800. And second, pledge giving was amazing...it resulted in a 30% increase over 2022. In fact, the pledge commitments were slightly higher than the pledges pre Covid. It was extraordinary and we shared in thanksgiving at our annual meeting.

While this is all rewarding and good news, our DIT reserves are, as of December 2023, \$71,000. There are no other savings or endowments.