

# Holy Trinity Parish 2021 Annual Meeting

November 21, 2021

## Agenda

Call to Order	Fr. Adam
Establish Quorum	
Appoint Secretary	
Opening Prayer	
Review 2020 Annual Meeting Minutes	Fr. Adam
Ministry Reports	
Rector's Report	Fr. Adam
Wardens' Report	Blake McAllister
Treasurer's Report	Bess McAllister
2021 Budget & Pledge Drive	Blake McAllister
By-Law Amendments	Fr. Adam
Election of Vestry Members	Fr. Adam
Matters Arising	Fr. Adam
Adjournment	Fr. Adam

## Leadership of Holy Trinity Parish

### Clergy and Staff

the Rt. Rev. Julian Dobbs, *Bishop*  
the Rev. Adam D. Rick, *Rector*  
Bethany Runyon, *Interim Minister of Children's*  
*Catechesis*  
Dr. Katherine Rick, *Minister of Music*  
Casey Gregg, *Choirmaster*  
Steve Flick, *Organist*  
Wendy Coykendall, *Parish Administrator*

### Vestry

Blake McAllister, *Senior Warden, class of 2023*  
Sam Knecht, *class of 2023*  
Renee Young, *class of 2022*  
Eric Coykendall, *Junior Warden, class of 2022*  
Allen Knight, *class of 2021*  
Eric Marshall, *class of 2021*  
Bess McAllister, *Treasurer of the Vestry*  
Elizabeth Fredericks, *Secretary of the Vestry*

## **Our mission: *what we do***

**Holy Trinity Parish** is a traditional Anglican congregation of disciples seeking to *hear meekly* God's word, *celebrate joyfully* Christ's sacraments, and *equip generously* the body to bring forth the fruits of the Spirit, that we may *show forth* in Hillsdale the transforming love of Jesus Christ.

## **Our principles: *who we are***

**We are witnesses of the Gospel of Jesus Christ**, by the grace of God through the power of the Holy Spirit. This is the good news of God who loved us before we loved him, reconciling us to himself by grace through the victory of the Cross. Having received this grace by faith in Christ and his sufficiency to save, we order our life together to abide in that grace. In all our worship, relationships, disciplines, and ministry, we seek to reflect the grace of the Gospel to ourselves and to our neighbors.

**We are grounded in the Word of God**, the only divine revelation and ultimate authority on all doctrine and morals. That word is found finally and completely in Jesus Christ the Son of God, about whom the Spirit of God testifies perfectly in all Scripture. We are committed to teaching clearly and learning humbly the Scriptures in their canonical sense. We are also conscious stewards of a tradition of interpretation as we have received it in the historic witness of the Anglican church, especially the *Book of Common Prayer* of 1662, the *Ordinal* annexed to the same, and the *39 Articles of Religion* of 1571.

**We are committed to spiritual formation**, walking with the Spirit to grow in holiness after Christ's likeness in all areas of life. Because Jesus calls the whole body to follow him as his disciples, we believe that this growth is best accomplished as one household of God. Therefore, we endeavor to build ministries of formation where the diverse gifts distributed across the entire body are brought together in an intergenerational effort. We also seek ways to invest intentionally in our students from Hillsdale College, encouraging their full participation not as guests but as members of the family.

**We worship in the beauty of holiness**, because we believe God is the source of all beauty and that the grandeur of creation speaks of his eternal glory. Following his own example in nature and in the rich aesthetics and symbolism of Old Testament worship, we seek to draw the imaginations of men heavenward with artistically enriched worship, crafted in the highest traditions of beauty and excellence. By these means, we aim to make men mindful of the glory of God who calls them and so inspire them to ever greater devotion to his service.

**We seek to build a culture of hospitality**, both in the church and in our homes, that we may extend a warm welcome to our neighbors in a culture increasingly burdened by isolation and loneliness. As a divine Table is the centerpiece of our worship, so an ample spread of food on a dining table is often the context of our fellowship. We desire to share with others the bounty of God's gracious provision to us, seeking to grow in compassion, loving service, and works of mercy and healing after the example of our Lord Jesus.

**We strive to be faithful in mission**, confident that the advancement of God's kingdom is fundamentally his work which he graciously empowers us to do if we look first to him. Our duty and our privilege is to know God in common prayer and devotion, fully trusting in his promise that when we so seek him, he hears us and equips us. By his Holy Spirit going before us and living within us, we are emboldened to spread the good news of the Gospel by word and by deed in our community that all might share with us in the transforming love of Jesus Christ to the glory of God the Father.

## 2020 Annual Parish Meeting Minutes

November 22, 2020

Warden McAllister called meeting to order at 12:08 pm. He established a quorum and appointed Elizabeth Fredericks as secretary. Fr Tim Taylor opened with prayer. Warden McAllister reviewed the agenda.

Treasurer's report and 2020 budget: Melanie Taylor presented the financial report and outlined the 2021 budget. Warden McAllister contributed additional information on the parish's financial position and reviewed the particular changes in the 2021 budget. They then opened the floor for questions and discussion.

Rector's report: Warden McAllister reviewed highlights from Fr Adam's report, discussing alterations to ministry in 2020 due to COVID-19, and the challenges toward church unity that COVID-19 has revealed. He also discussed the architect's conceptual drawings for the church's expansion and encouraged the congregation to think about and commit to the future together.

Election of vestry members: Junior Warden Coykendall came forward to lead the election of new vestry members. He formally thanked the vestry members who are coming off the vestry, Blake McAllister and Sue Cervini. The vestry has nominated Blake McAllister to serve another term, and has also nominated Sam Knecht. He then opened for nominations from the floor.

Vestryman Cervini moved to elect Blake McAllister and Sam Knecht to the vestry. Josh Kieffer seconded. A vote was taken from the floor: motion passed.

Warden Coykendall moved to adjourn. Vestryman Knight seconded. Motion passed. Meeting adjourned at 12:42 pm.

Elizabeth Fredericks, Secretary of the Vestry  
Holy Trinity Parish

*Approved by motion of the Vestry, December 21, 2020*

### Rector's Report

It is bittersweet for me to write to you my last report as your rector. This is now my sixth report written to you all at the conclusion of nearly five and a half years of ministry in this remarkable parish. I am both honored to have served among you these past years, and it is a great privilege to pay tribute to that honor by writing you one last time. But it is a sadness that this is my last time because I will miss our ministry together even as I look forward to the new season God is calling all of us into.

It is worth recollecting a bit, first, about the broad contours of my time among you. The first to mention, of course, was not when I was rector at all, but when I was only a college senior from Spring Arbor. I wandered into Holy Trinity as a curious twenty-year old, having only just become acquainted with the

rich liturgical and sacramental tradition of Anglicanism. It continues to be a point of some amazement to me that this parish, the memories of visiting which are still very vivid in my mind, would one day be the place where I would serve as an ordained Anglican clergyman and pastor. In the intervening time, God was pleased to bring together a number of threads in my life that made my time among you fitting, including a period of deep learning in the formation of the doctrine of the Holy Trinity in the early church, which happens to be this parish's patron. God certainly does what he does among us with a smile on his face.

Much has changed in five years, and much has stayed the same. We are still a traditional language parish, our fellowship lunch after Sunday service is still the envy of other pastors, our beautiful building and liturgical ceremonial continues to mark the continuity of ancient worship in this place, and of course many of the names and familiar places (some of them original to this parish's founding!) are still the in the pews as living testimonies of our commitment to the historic faith. On the other hand, our attendance and annual giving have both more than doubled, we have added a second service, our Holy Week offerings have expanded considerably, our music ministry has come into full flower, we have exploded with children and young families, there are many new faces gracing our doorstep every Sunday, our student ministry has flourished, and we have taken some preliminary steps in expanding our building to serve our growing ministry and attendance needs. And we have grieved the loss of some of our own, whom God was pleased to call home to himself. Things change, things stay the same. In all these things, blessed be the name of the Lord.

Looking back over 2021, I can say that it has been a peculiar year. Our ministry has been marked by two major things: rebuilding our ministry after Covid, and the announcement of my resignation as rector and the search for my successor. Both things have been marked by God's blessing. Our music ministry and Sunday fellowship ministry have rebounded to pre-pandemic offerings, and our Sunday attendance has returned to its previous trajectories. But change has been arrested a bit by the transition of leadership: Fr. Tim's departure put some pressure on our sacramental and children's ministry resources (though in the latter case Bethany Runyon has done a stellar job picking up the slack!), the vestry has had its hands full with the new rector search, and our building project has been delayed. Nevertheless, the call of a new rector within a few short months and the impending arrival of a highly skilled clergyman in Alan Crippen is surely a sign of God's faithful care of our ongoing ministry here. Indeed, the beginning of the first full-time rectorship in Holy Trinity's history is both a testament to God's blessing on us, and a great show of faith in our parish leadership that God wants us to take some risks for his glory.

While I am sad to go, I am pleased to depart when there is so much wind in Holy Trinity's sails. I look forward to many more years of ministry in this place to come.

Respectfully submitted,  
Rev. Adam D. Rick, Rector

## **Senior Warden's Report**

This year is sure to be one of the more significant in the history of our parish. On April 25<sup>th</sup>, Fr Adam Rick informed the congregation of his intention to resign as Rector. Finding a half-time minister was not only infeasible, but undesirable. Fr Adam had been stretched too thin—a significant reason for his

departure. If Holy Trinity was to continue advancing, we needed a full-time Rector. And thanks to the growth experienced under Fr. Adam, that was a financial commitment we could responsibly undertake. We could not, however, afford two clergymen. With due gravity, the Vestry voted to secure a full-time Rector. Fr. Tim Taylor accepted our decision graciously. He continued to serve faithfully until departing for a position as Curate at St. Andrew's Episcopal Church in Fort Worth, TX, a fellow member of the ACNA. Following Fr. Adam, Katherine Rick also submitted her resignation as Minister of Music. This left the Vestry responsible for filling three positions, all vital to our church: we needed a Rector, we needed a Children's Minister, and we needed a Minister of Music.

I am pleased to say that we have filled all three. Although it does not seem quite right to say that *we* filled them. One of the most remarkable things about this process was how God paved the way for our success. I'm reminded of the many times in which the armies of Israel triumphed over the opposing army... because their enemies were stricken with blindness, or stirred to confusion, or seeded with bad counsel. It feels odd to say that *Israel* won those battles, doesn't it? The victory so clearly belonged to *God*. And so it was with us.

Fr Alan Crippen was the first Rector candidate Bishop Julian presented to us. It's fair to say, so far as the Vestry is concerned, that he fell into our laps. And Fr. Alan was not just any candidate. He was one of the most experienced clergy in our Diocese, a man of remarkable achievement, esteemed by everyone we consulted. Although the prospect of Fr. Alan's ministry was immediately enticing, we allowed ample time for discernment. In a period of transition himself, Fr. Alan did not begin this process certain of its outcome. But events conspired such that, by the end, we were both convinced of the match. As Bishop Julian stated when we announced our decision, "I've known a lot of clergy, and I can say in confidence that you're getting one of the very best."

The Lord had also prepared servants to take up the remaining posts, this time from within our own ranks. Bethany Runyon had been a leader in the children's ministry for some time. A gifted teacher, Fr. Tim gave her his highest recommendation. The Vestry agreed, asking Bethany to take over as Interim Minister of Children's Catechesis—a duty that she has discharged most admirably. We are thankful to Bethany, and to God, for her faithful service to our church. In similar fashion, Katherine recommended her partner Casey Gregg, our Choirmaster, to take over as Minister of Music. Fr. Alan was able to converse with Casey about the role, and they have agreed that she will take over duties as our new Minister of Music. I suppose you are all familiar with the quality of Casey's work—its beauty descends upon on us each Sunday—but for the record, let me voice our judgment that Casey is of the highest caliber in both character and skill. We are truly blessed to have her ministry among us.

There is, of course, sadness in the Taylors' departure and in Ricks' stepping down (though we are comforted by Adam and Katherine's continued presence among us). We are losing cherished leaders—ones to whom we owe a great debt of gratitude. Despite these losses, God's faithfulness to our church has perhaps never been more apparent. In our time of need, our prayers were answered. My friends, I do not know what lies in store for Holy Trinity, but can anyone doubt that God is with us? That he intends to use us to transform the lives of those within the parish and those without? He has surely prepared good works for us to walk in, if only we respond in faith to his call.

And respond in faith we shall. The decision to hire a full-time Rector comes with a financial burden. Yet how can we shrink from this after seeing God's provision? I'm reminded of the events in the Gospel of

Matthew. Immediately after Jesus feeds the five thousand, the disciples depart to cross the Sea of Galilee, leaving Jesus behind. A storm picks up, buffeting the boat. I wonder, did the disciples fear that they wouldn't make it? I'm sure at least some of them did. It's only natural. And yet you must recall that there were twelve basketfuls of bread left over from earlier that day—surely the disciples had the bread with them in the boat. So there they are, miracle bread sitting between their legs, doubting whether God will see them safely ashore. Do you see the irony, my friends? Now consider us. Among us sit dozens of families who the Lord has brought to our church these last five years. This is miracle bread if I've ever seen it. And now, in our time of need, the Lord has supplied us a new Rector. Do we dare doubt that God will provide the means to pay him? By all means, no!

Already, God has moved several families in our parish to support our new Rector—families whose generosity will help tremendously in meeting this new financial commitment. Those who join them will be part of a mighty work. They will be called blessed. For with the measure we give, so is the measure we get back. I invite you to join us, and be a part of this wonderful thing that God is doing.

Respectfully submitted,  
Blake McAllister, Senior Warden

*Please refer to the letters appended to the end of this report; a letter from Fr. Adam announcing his resignation, and a letter from our Senior Warden announcing the call of Fr. Alan Crippen to the role of Rector.*

## **Junior Warden's Report**

From a facilities and grounds perspective, this year has been blessedly uneventful for Holy Trinity Parish. High wind and rain destroyed trees and property across Hillsdale County on several occasions over the summer, but our church and grounds remained untouched. We are truly blessed by the building and grounds that we have inherited from the careful planning and building done by our congregation thirty years ago.

Our building is beginning to show its age, but that wear has primarily manifested itself in a growing need for paint, new roofing, and new carpets. All of those items should be on our minds for the near and intermediate term as we seek to maintain the physical legacy of our parish.

Our grounds benefitted from two cleanup days this year, one in the spring and one in the early fall. Both events were well-attended, and I am grateful for the time and service put in by our congregation (and by quite a few service-oriented college students). We have also received a substantial gift to purchase and install an oven range and stove in our basement kitchen, and congregants should begin benefitting from that gift in the near future.

It is impossible to mention our building and grounds without mentioning the prospect of a facility expansion. That possibility has been much on the minds of the vestry since fall of 2020, when we announced initial expansion plans to the congregation. The expansion project is on hold as we adjust to a

new rector, and as we bring Father Crippen into our plans. As junior warden, I covet the prayers of the whole parish community as we plan for the future.

Respectfully submitted,  
Eric Coykendall, Junior Warden

## **Treasure's Report**

Contributions to the parish from January 1<sup>st</sup> to October 31<sup>st</sup> total \$123,794. Contributions at year end are expected to total approximately \$160,294 based upon giving patterns for November and December in 2019 and 2020. This exceeds our projected income by \$24,544.

In 2021, using already deposited funds, the Vestry divided our two accounts to create two additional accounts for the church, bringing our total (primary) accounts to four:

- Operating Fund (County National Bank) – This is a checking account and is used for operating expenses. It also contains monies designated to the Rector's Discretionary Fund and the Flowers Fund for ease of access.
- Designated Fund (Edward Jones) – This is an investment account and contains all designated monies excepting the Rector's Discretionary Fund and Flowers Fund.
- Investment Balance (Edward Jones) – This is an investment account representing the long-term savings of the church.
- Emergency Fund (Edward Jones) – This is an investment account representing 3+ months of ordinary operating expenses.

As of October 31<sup>st</sup>, 2021,

- The balance in the operating fund is currently \$43,468
- The balance in the designated funds is currently \$32,293
- The balance in the investment fund is currently \$188,073
- The balance in the emergency fund is currently \$35,002

This brings our total assets as reflected on our balance sheet to \$298,836.

Our projected operating expenses for 2021 are significantly less than our budgeted operating expenses due to the early departure of Fr. Tim. However, our total expenses are projected to exceed our budgeted total expenses due to unanticipated costs from the Rector search and building maintenance. Nevertheless, we project an overall surplus of \$16,717, with total revenue exceeding total expenditures.

Respectfully submitted,  
Bess McAllister, Treasurer

# 2020 Financial Report and 2021 Budget

## Financial Report as of October 31, 2019

### Holy Trinity Anglican Parish

#### Statement of Activity Comparison

October 2021

	TOTAL					
	OCT 2021	OCT 2020 (PY)	CHANGE	% CHANGE	JAN - OCT, 2021 (YTD)	JAN - OCT, 2020 (PY YTD)
Revenue						
Contributions	12,963.91	6,978.69	5,985.22	85.76 %	124,544.50	99,102.70
Bank Charges & Fees		-45.40	45.40	100.00 %	-739.57	-448.02
<b>Total Contributions</b>	<b>12,963.91</b>	<b>6,933.29</b>	<b>6,030.62</b>	<b>86.98 %</b>	<b>123,804.93</b>	<b>98,654.68</b>
<b>Total Revenue</b>	<b>\$12,963.91</b>	<b>\$6,933.29</b>	<b>\$6,030.62</b>	<b>86.98 %</b>	<b>\$123,804.93</b>	<b>\$98,654.68</b>
GROSS PROFIT	<b>\$12,963.91</b>	<b>\$6,933.29</b>	<b>\$6,030.62</b>	<b>86.98 %</b>	<b>\$123,804.93</b>	<b>\$98,654.68</b>
Expenditures						
Diocesan Life						
Clergy Retreat	1,453.89		1,453.89		1,453.89	420.96
Diocesan Tithe	750.00		750.00		5,250.00	5,191.86
Synod					1,872.58	385.00
<b>Total Diocesan Life</b>	<b>2,203.89</b>		<b>2,203.89</b>		<b>8,576.47</b>	<b>5,997.82</b>
Ministry Program						
Education		99.36	-99.36	-100.00 %	364.81	389.36
Fellowship	303.88	153.18	150.70	98.38 %	879.20	274.23
Guest Preacher	853.32		853.32		1,053.32	
Liturgical						
Altar Guild	765.66	255.25	510.41	199.96 %	1,409.12	1,547.60
Altar Flowers	225.00		225.00		225.00	
<b>Total Altar Guild</b>	<b>990.66</b>	<b>255.25</b>	<b>735.41</b>	<b>288.11 %</b>	<b>1,634.12</b>	<b>1,547.60</b>
General					1,087.40	20.00
<b>Total Liturgical</b>	<b>990.66</b>	<b>255.25</b>	<b>735.41</b>	<b>288.11 %</b>	<b>2,721.52</b>	<b>1,567.60</b>
Music	1,023.16	207.70	815.46	392.61 %	3,698.41	3,188.64
Nursery					102.29	
Outreach						
Local	200.00	200.00	0.00	0.00 %	1,700.00	1,300.00
<b>Total Outreach</b>	<b>200.00</b>	<b>200.00</b>	<b>0.00</b>	<b>0.00 %</b>	<b>1,700.00</b>	<b>1,300.00</b>
South Bend Church	166.66		166.66		916.63	1,333.36
<b>Total Ministry Program</b>	<b>3,537.68</b>	<b>915.49</b>	<b>2,622.19</b>	<b>286.42 %</b>	<b>11,436.18</b>	<b>8,053.19</b>
Operations					353.66	
Insurance					155.00	
Legal & Professional Services	92.75		92.75		582.50	568.50
Office Supplies & Software					81.58	
Postage		55.00	-55.00	-100.00 %	55.00	152.00
Software	160.00	129.98	30.02	23.10 %	915.94	939.92
Supplies		19.89	-19.89	-100.00 %	201.83	189.47
Website					86.48	260.92
<b>Total Office Supplies &amp; Software</b>	<b>160.00</b>	<b>204.87</b>	<b>-44.87</b>	<b>-21.90 %</b>	<b>1,340.83</b>	<b>1,542.31</b>
Printing	129.25		129.25		637.00	1,141.98
Purchases	203.16		203.16		203.16	
Repairs & Maintenance						
Lawn	480.00	300.00	180.00	60.00 %	1,920.00	1,260.00
Other Maintenance & Supplies	55.23	225.00	-169.77	-75.45 %	729.60	593.89
Pest Control					437.00	837.00
Snow Removal					1,195.00	1,365.00
<b>Total Repairs &amp; Maintenance</b>	<b>535.23</b>	<b>525.00</b>	<b>10.23</b>	<b>1.95 %</b>	<b>4,281.60</b>	<b>4,055.89</b>
Security					600.00	701.19
State Incorporation Fee		20.00	-20.00	-100.00 %		20.00



Utilities						
Electric & Water	201.98	280.00	-78.02	-27.86 %	1,957.33	1,867.15
Gas	15.82	1.98	13.84	698.99 %	569.65	659.01
Telephone/Internet		33.49	-33.49	-100.00 %	301.41	1,075.22
Trash Pickup		81.30	-81.30	-100.00 %	243.90	326.60
<b>Total Utilities</b>	<b>217.80</b>	<b>396.77</b>	<b>-178.97</b>	<b>-45.11 %</b>	<b>3,072.29</b>	<b>3,927.98</b>
<b>Total Operations</b>	<b>1,338.19</b>	<b>1,146.64</b>	<b>191.55</b>	<b>16.71 %</b>	<b>11,226.04</b>	<b>11,957.85</b>
Staff						
Music Staff	1,500.00	500.00	1,000.00	200.00 %	8,125.00	7,075.00
Parish Administrator		522.50	-522.50	-100.00 %	3,135.00	4,702.50
Payroll Tax Expense	160.12	48.84	111.28	227.85 %	1,088.88	1,113.23
Rector	6,128.50	3,004.17	3,124.33	104.00 %	33,706.75	31,041.70
Sexton	384.00	384.00	0.00	0.00 %	3,472.80	4,016.00
Youth & Family Minister		1,700.00	-1,700.00	-100.00 %	14,138.00	17,500.00
<b>Total Staff</b>	<b>8,172.62</b>	<b>6,159.51</b>	<b>2,013.11</b>	<b>32.68 %</b>	<b>63,666.43</b>	<b>65,448.43</b>
<b>Total Expenditures</b>	<b>\$15,252.38</b>	<b>\$8,221.64</b>	<b>\$7,030.74</b>	<b>85.52 %</b>	<b>\$94,905.12</b>	<b>\$91,457.29</b>
NET OPERATING REVENUE	<b>\$ -2,288.47</b>	<b>\$ -1,288.35</b>	<b>\$ -1,000.12</b>	<b>-77.63 %</b>	<b>\$28,899.81</b>	<b>\$7,197.39</b>
Other Revenue						
Interest Earned		0.80	-0.80	-100.00 %	4.80	7.74
Other Miscellaneous Income		306.28	-306.28	-100.00 %	56.52	362.80
<b>Total Other Revenue</b>	<b>\$0.00</b>	<b>\$307.08</b>	<b>\$ -307.08</b>	<b>-100.00 %</b>	<b>\$61.32</b>	<b>\$370.54</b>
Other Expenditures						
ASF Expenses	10.60		10.60		209.57	280.00
Contingency						2,375.79
Discretionary	717.87		717.87		1,844.13	827.86
<b>Total Other Expenditures</b>	<b>\$728.47</b>	<b>\$0.00</b>	<b>\$728.47</b>	<b>0.00%</b>	<b>\$2,053.70</b>	<b>\$3,483.65</b>
NET OTHER REVENUE	<b>\$ -728.47</b>	<b>\$307.08</b>	<b>\$ -1,035.55</b>	<b>-337.22 %</b>	<b>\$ -1,992.38</b>	<b>\$ -3,113.11</b>
NET REVENUE	<b>\$ -3,016.94</b>	<b>\$ -981.27</b>	<b>\$ -2,035.67</b>	<b>-207.45 %</b>	<b>\$26,907.43</b>	<b>\$4,084.28</b>

## 2021 Budget compared to 2020 budget and actuals as of October 31, 2020

### Holy Trinity Anglican Parish 2022 Budget

	Total			
	Actual Jan-Oct 2021	2021 Budget	2022 Budget	Budget Change
<b>REVENUE</b>				
Contributions	124,544.50	135,750.00	193,371.85	57,621.85
Online Giving Fees	-739.57	-500.00	-500.00	0.00
<b>Net Contributions</b>	<b>\$ 123,804.93</b>	<b>\$ 135,250.00</b>	<b>\$ 192,871.85</b>	<b>57,621.85</b>
<b>EXPENDITURES</b>				
<i>Diocesan Life</i>				
Clergy Retreat	1,453.89	3,000.00	2,000.00	-1,000.00
Diocesan Tithe	5,250.00	13,575.00	10,000.00	-3,575.00
Synod	1,872.58	2,000.00	2,000.00	0.00
<i>Ministry Program</i>				
Education	364.81	1,000.00	1,000.00	0.00
Fellowship	879.20	1,200.00	1,200.00	0.00
Guest Preacher	200.00	200.00	1,000.00	800.00

<b>Liturgical</b>				
Altar Guild	1,409.12	850.00	850.00	0.00
General	1,087.40	500.00	500.00	0.00
Music	3,698.41	4,500.00	4,000.00	-500.00
Nursery	102.29	0.00	0.00	0.00
<b>Outreach</b>				
Global	0.00	500.00	500.00	0.00
Local	1,700.00	2,000.00	2,000.00	0.00
South Bend Church		1,000.00	0.00	-1,000.00
<b>Operations</b>				
Insurance	155.00	3,010.00	3,010.00	0.00
Legal & Professional Services	582.50	600.00	2,600.00	2,000.00
Office Supplies & Software	81.58			0.00
Postage	55.00	158.00	158.00	0.00
Website/Domain Registration	86.48	200.00	200.00	0.00
Software	915.94	1,200.00	1,200.00	0.00
Supplies	201.83	508.00	400.00	-108.00
Printing	637.00	950.00	950.00	0.00
<b>Repairs &amp; Maintenance</b>				
Elevator Service	0.00	1,310.00	2,700.00	1,390.00
Lawn	1,920.00	2,000.00	2,000.00	0.00
Other Maintenance & Supplies	729.60	4,000.00	2,000.00	-2,000.00
Pest Control	437.00	440.00	440.00	0.00
Snow Removal	1,195.00	2,500.00	2,000.00	-500.00
Security	600.00	600.00	600.00	0.00
State Incorporation Fee	20.00	20.00	20.00	0.00
<b>Utilities</b>				
Electric & Water	1,957.33	2,475.00	2,475.00	0.00
Gas	569.65	960.00	960.00	0.00
Telephone/Internet	301.41	1,325.00	1,325.00	0.00
Trash Pickup	243.90	325.00	325.00	0.00
<b>Staff</b>				
Music Staff	8,125.00	11,625.00	11,625.00	0.00
Parish Administrator	3,135.00	6,270.00	6,270.00	0.00
Payroll Tax Expense	1,088.88	1,760.00	1453.85	-306.15
Rector	33,706.75	36,771.00	120,000	83,229.00
Sexton	3,472.80	5,110.00	5,110.00	0.00
Youth & Family Minister	14,138.00	20,808.00	0.00	-20,808.00
<b>Total Expenditures</b>	<b>\$ 92,373.35</b>	<b>\$ 135,250.00</b>	<b>\$ 192,871.85</b>	<b>57,621.85</b>
<b>OTHER EXPENDITURES</b>				
Contingency	853.32	0.00		0.00
<b>Net Revenue (Savings)</b>	<b>\$ 30,578.26</b>	<b>\$ 0.00</b>		<b>0.00</b>

Budget Approved by the Vestry on November 15, 2021

## Minister of Music's Report

This year the music ministry made the gradual transition from Covid-tide to... whatever season we're in now. Last spring, Casey restarted the choir, albeit in limited numbers and singing masked. The choir fully supported our Holy Week services and presented anthems twice a month on Sundays. This fall, the choir has been back in full strength and presented a beautiful Evensong in October. **Thank you to the choir members:**

*Sopranos:* Emily Balsbaugh, Bethany Runyon, Eva Lindsay, Taylor Brooks, Charlotte Gannon, Allison Moss, Bess McAllister, and Molly Buccola

*Altos:* Sue Cervini, Gianna Green, Katherine Rick

*Tenors:* Calvin Andrews, Jonathan Meckel, John Jordan, Josiah Leinbach

*Bass:* Timothy Green, Warren Bartlett, Danny Rognlie, Connor Daniels, Adam Lindauer, Grant More, Andrew Davidson

The tech team has grown from a rotation of three to six. The decision to continue live-streaming our services also enabled the creation of a cry room downstairs by connecting the TV down there to the Zoom call. This has been a real help to some of our young parents, who otherwise would spend much of the service outside the doors of the nave, not able to participate much in the service. **Thank you to the tech team** that has made this possible: Eric Coykendall, Bob Livingston, Caleb Runyon, Grant More, Allen Knight, Jacob More, and Joshua Brooks.

Our pool of instrumentalists has shrunk a little this fall, due to certain students graduating, but such is the ebb and flow of life in a parish connected to a college community. We continue to present instrumental offertories about once a month. **Thank you to the instrumentalists:** Bob Livingston (trumpet), Katherine Knecht (cello), Lydia Knecht (viola), Casey Gregg (flute), Brigette Paladino (oboe), Michael Erickson (piano), Britta De Groot (piano)

Thank you so much to our **organist Steve Flick** for continuing to serve the parish so faithfully and well, playing for our Sunday services, choir rehearsals, midweek services, Holy Week, our Evensongs, and even presenting a wonderful organ recital just a week ago.

Currently, as I anticipate stepping down as music minister on December 19, I am working to pass off my role as smoothly as possible to **Casey Gregg**. I am fully confident in her abilities and am glad for Fr. Alan to have such a capable music minister!

Respectfully submitted,  
Katherine Rick, Minister of Music

## Children's Ministry Report

The children's catechism program has had another year of growth, with an average of 18 students, ages 3-12, attending our Wednesday evening classes (double what it was just two years ago). We have expanded from 2 classes to 3 with Cody Strecker teaching the preteen class, Patrick Timmis teaching the elementary class and Bethany Runyon teaching the PreK class, along with a team of 6 dedicated

Hillsdale college students volunteering every week. Each age group is being taught age-appropriate Bible lessons, memorizing scripture, and gaining insight into Anglican traditions.

Through hard work, the children's catechesis ministry at Holy Trinity has developed into a sustainable program. But as we look towards the future, as our children become teenagers, a new youth program will need to be developed within the next 3 years. Please be praying as the children's ministry continues and as we prepare for ways to minister to our children as they age.

Respectfully submitted,  
Bethany Runyon, Interim Minister of Children's Catechesis

## **Altar Guild Ministry**

2021 has been a quiet year for the Altar Guild. Our year-round members have continued to support Holy Trinity's efforts for both in-person and virtual ministry. I am continually grateful for our members' dedication of time, hard work, and patient efforts – and cannot say enough about the energy Marsha Marshall, Susan Cervini, David Hanley, and Ginger Novak put into this ministry. They are flexible, adaptable, and willingly step in at a moment's notice whenever there is a need from the church or each other, and I am thankful for each of you. Our newest member, Kimberly More, has just started learning the ropes this week (Nov 20), with the hopes that she will fill in for David, who retired from the Altar Guild at the end of the summer to enjoy other pursuits and time with family.

I would also like to acknowledge the help of two part-time members who have helped with transitions between our early and late services. Hadiyah Ritchey and Jack Shelley have been key contributors in ensuring we have smooth changeovers between services – thank you for all you have done for us. Hadiyah has also moved on due to exciting life commitments, but Jack intends to remain around for a while.

As I mentioned, this has been a quiet year for the Altar Guild. We have supported the ministry here at Holy Trinity, providing extra support to visiting ministers and Bishop Julian Dobbs during his latest visit; changing church seasonal colors and preparing for several baptisms throughout the year; and, of course, readying for the clerical changes that will be happening at Christmas.

Our biggest expense lay in the recent purchase of communion linens to replace those that have been wearing out and are stained – six (6) each of purificators and lavabo cloths – an expense we abstained from last year due to navigating the unusual circumstances of 2020. Otherwise, we have had no unusual expenses this year.

I have continued working on the electronic documentation system begun three years ago. I am hoping to update the Altar Guild manual with further visual and written instructions for our services throughout the church year. Our flower donation and billing process has been smoothed out with Smith's Flowers, who now bills the church (flower donors now tithe their flower donations directly to the church). I am still hoping to embark on some organizational projects to maximize storage and function in the Sacristy. I also have goals of rounding out our seasonal altar linens with red paraments and the purchase of a

portable communion set for those who wish to take communion home to family who cannot be present at a service.

In closing, I would like to say how honored and humbled I am to work alongside so many dedicated, devoted people – thank you for helping me make the Altar Guild run seamlessly

Respectfully submitted,  
Leah Novak, Altar Guild Director

## **Crucifer and Server Ministry**

The crucifers and servers continue to serve the parish dutifully. I do not expect a significant change in the ministry even as the parish transitions to a new rector. It is my hope that we will begin to utilize the preteens on the church to serve as crucifers and then after a couple of years they can transition to servers. In the long run, it would be ideal if the parish could mirror the custom of teens and preteens bearing cross and serving, while laypeople serve as chalice bearers. We look forward to the new rector's arrival and towards learning about his own hopes for this ministry.

At present the major need of the ministry is for lay people to commit to attend church regularly enough so that we can have stability in assignments and so that there are crucifers and servers available to cover in the event of sickness or sudden travel. Our custom at present has been for unmarried parishioners and married parishioners who are not yet parents to serve in order to allow our parents and children together, which seems vital to growing healthy family worship in the parish.

Respectfully submitted,  
Miles Smith IV

## **Fellowship Ministry**

Providing a full meal to Christ's body through the combined effort of the whole church is the goal of the weekly fellowship lunch. This ministry could not continue without everyone's involvement. We are so grateful for the food, the time, and the cleaning that goes into each Sunday's meal.

It is important to emphasize the group involvement in this ministry because it can't rest on the shoulders of a few. The church previously relied on the incredible service of a few individuals who provided full meals every Sunday. After taking a painful hiatus during the pandemic, the fellowship ministry passed into our care last Easter Sunday. Taking a break from weekly lunches for a few months gave us the time we needed to reformat the lunches. We realized that church-wide participation was necessary to continue having a full lunch for everybody each week. We tried a few different methods of planning the potlucks and are currently running with a newsletter-signup on a monthly rotation. There were a few hiccups where there was less food than we hoped, but the church has since fallen into a rhythm of participation. It also helped immensely to have the monthly rotation to balance out the work of any one person or family contributing.

The other need our ministry has is the post-meal clean up. There are a few people who stay after lunch to clean, but we want to avoid having the same group clean every week. We need more people to help clean everything up, but we also need more help from everyone to minimize mess while they eat. You can do this by throwing away all your trash and by taking your serving dishes/leftovers home with you when you finish. The fellowship lunch is a reminder to Gianna and me of how our daily reality merges with our heavenly realities. It is a beautiful thing to worship through fellowship with you all.

Respectfully submitted,  
Timothy and Gianna Green

## **Amendments to the Holy Trinity Parish By-Laws**

Approved by the Vestry on November 15, 2021 for consideration at the Annual Meeting

### Article I, Section 2:

Members in good standing shall have the following qualifications: a person 18 years of age or over; is baptized into the Christian faith and professes Jesus Christ as Lord and Savior; is confirmed or received by an Anglican bishop; has been a regular worshipper in the parish for six months; and is not presently subject to formal ecclesiastical discipline. A current list shall be maintained at all times by the secretary of the Vestry in consultation with the Rector. All members in good standing may vote at the annual meeting and all special meetings of the parish; members must be physically present at the meeting to vote.

~~The right to vote at any parish meeting shall be confined to such persons of eighteen years of age or over, as for six months prior to the meeting, have been regular worshippers in such parish and are baptized, confirmed, physically present at the meeting, and are identified as communicants in the parish register. A current list shall be maintained at all times by the secretary of the Vestry. Eligible voters shall sign in at the beginning of the meeting.~~

### Article I, Section 3:

The annual meeting shall take place during the ~~month of November~~ first quarter of each calendar year. One-third of ~~eligible voters~~ members in good standing shall constitute a quorum for the conduct of business; members shall sign in at the beginning of the meeting. Public notice shall be given of the time and place of holding such meeting on two Sundays immediately preceding such meeting by the Rector or a representative of the Vestry. Like notice shall be given for any special meeting and the object of such special meeting shall be stated.

### Article IX, Section 2:

The ecclesiastical authority of the Parish shall be the bishop of the ~~Missionary Diocese of CANA~~ East Anglican Diocese of the Living Word or his successor. In case of a conflict between them, the Constitution and Canons of the diocese shall take priority over any provision in these By-Laws.

## Eligibility to Vote (Membership)

The right to vote at any parish meeting shall be confined to such persons of eighteen years of age or over, and for six months prior to the meeting have been regular worshippers in such parish and are baptized, confirmed, physically present at the meeting, and are identified as communicants in the parish register. A current list shall be maintained at all times by the secretary of the Vestry. Eligible voters shall sign in at the beginning of the meeting (*Holy Trinity Parish By-Laws, Article 1, Section 2*).

## Eligibility for Vestry

A person is eligible to serve on Vestry if they meet the above requirements for membership, and if: they are not paid staff of the parish, they are not members of the same household of any member of the Vestry whose term does not expire at the time of election, they are willing to serve, and if they are willing to sign the Vestry Oath in accordance with the Canons of the Diocese: “I do believe the Holy Scriptures of the Old and New Testaments to be the Word of God and to contain all things necessary for salvation through Our Lord Jesus Christ and I do yield my hearty consent to the Constitution and Canons of the Diocese. I promise, with God’s help, that I will faithfully execute the duties of the office of Vestry member of this Congregation to the best of my ability” (*Canons of ADLW, 2.1.5.B3*).

### Members currently eligible to serve

*(if present at the meeting)*

Arnn, Larry	Hill, Ruth	O’Toole, Kathleen
Arnn, Penny	Hill, Bill	Regan, Jeremiah
Beckwith, Melinda	*Horton, Jeff	Regan, Brianna
*Blackstock, Bob	*Horton, Marcy	Rick, Katherine
*Blackstock, Jackie	*James, Harriet	**Ringenberg, Prapai
Brauer, Cheri	Jordan, John	Runyon, Caleb
Cervini, John	Marshall, Eric	Runyon, Bethany
Cervini, Sue	Marshall, Marsha	*Shaneour, Curt
Flick, Steve	Knight, Allen	**Smith, Miles
Fredericks, Elizabeth	Meckel, Jonathan	Strecker, Cody
Green, Timothy	More, Grant	Strecker, Mary
Green, Gianna	More, Kimberly	Timmis, Patrick
Gregg, Casey	Novak, John, III	Timmis, Catherine
Gregg, Jonathan	Novak, Ginger	*Snow, Taylor
Hanley, David	Novak, John, IV	*Wiseley, Joanna
Hill, Joni	Novak, Leah	

\* *winters outside Hillsdale*

\*\* *nominated for election by Vestry*

## Parish Vital Statistics At-a-Glance 2021

Date of founding: November 26, 1989  
 First Annual Meeting: January 28, 1990  
 Ordinal of this Annual Meeting: 32<sup>nd</sup>

### Ministry Snapshot

Number of Principal Public Services YTD: \* 79  
 Number of Overall Public Services YTD: \*\* 93  
 Projected Overall Services 2020 year end: 101

Average Sunday Attendance 2021: 128  
 Average Sunday Attendance 2020: 113

Number of Infant/Child/Adult Baptisms: 3/0/1  
 Number of Confirmations/Receptions: 13/0  
 Number of Marriages 1  
 Number of Burials 2

Total members in November 2021: 73  
 Total members in November 2020: 74

### Financial Snapshot

#### Income and Expenses

##### Income 2021 YTD

Budgeted Income (year-end):	\$135,750
Actual Operating Income:	\$115,674
Actual Total Income:	\$123,794
Projected Operating Income:	\$151,674
Projected Total Income:	\$160,294

##### Income 2020 Year-end

Operating Income:	\$138,625
Total Income:	\$153,618

##### Expenses 2021 YTD

Budgeted Expenses (year-end):	\$135,750
Actual Operating Expenses:	\$96,377
Actual Total Expenses:	\$99,209
Projected Operating Expenses:	\$122,277
Projected Total Expenses:	\$143,577

##### Expenses 2020 Year-end

Operating Expenses:	\$121,130
Total Expenses:	\$126,444

#### Balances

##### Balances 2020 Year-end

Operating Fund Balance:	\$77,381
Designated Funds Balance:	\$36,965
Investment Balance:	\$138,907
TOTAL:	\$253,253

##### Balances 2021 YTD

Operating Fund Balance:	\$43,468
Designated Funds Balance:	\$32,293
Investment Balance:	\$188,073
Emergency Fund Balance:	\$35,002
TOTAL:	\$298,836

\* “Principle” Service = Sundays and High Holy Days (Ash Wednesday, Christmas Eve, etc.)

\*\* “Overall” Service = all public services hosted by the church, including services via Zoom



**Appendix 1**  
**Father Adam's Letter to the Parish**  
concerning his resignation

April 25, 2021

Dear Holy Trinity family,

My wife and I came to Hillsdale in the summer of 2016 after accepting an invitation from Holy Trinity Parish and Hillsdale College to serve as Rector and Chaplain respectively. It was a humbling and exciting invitation, as both church and college have noble legacies and God-honoring missions. At the time, neither job warranted a full-time person, so two part-time positions were linked together in order to create a more attractive full-time option for one candidate. This arrangement was fortuitous for both church and college, but it came with it a lingering uncertainty about what would happen if either or both ministries grew.

And grow they both have. While the church's average Sunday attendance was 58 during the summer of 2016, it has now doubled to around 130 at the end of 2020. Our financials have also reflected this growth; we've moved from an operating budget of \$67K in 2016 to nearly \$140K this year. These numbers reflect a dynamic vibrancy in this parish which includes a tremendous growth in the number of families and children, the birth of new ministries like mid-week formation and Adopt-a-Student, and the hiring of several new part-time staff. God has been extraordinarily faithful to our parish in the past five years.

This tremendous good news has only intensified that lingering uncertainty already mentioned. The ministry at the church has grown. The ministry at the college has also grown. Both now are at a place where they deserve full-time attention. Both the vestry and I, as well as our bishop, have known since day one that this moment would eventually come.

Facing these realities, the bishop called my wife and me to an intense period of discernment in February of this year. We had to decide where we thought we could best serve full-time, at the church or at the college. The result of this discernment was a conversation with Hillsdale College which in turn culminated in an offer for me to move into a full-time role as College Chaplain. With both a heavy heart and joyful anticipation, I have accepted their offer. That means I can no longer serve as your Rector. I must therefore tender my resignation as Rector effective when my successor is in place.

This is difficult news for you to hear, I imagine. It is difficult news for me to share with you. Let me offer four brief disclaimers that will hopefully illuminate my discernment.

One: the decision is the result of God's tremendous blessing. It is a sign of his favor upon our parish family that we have come to this point. The parish is now in a far better position than it ever has been to support a full-time ministry, and this is a sign of great health that ought to be celebrated. Let us keep this fact in mind as we process all of this, and give thanks to God.

Two: the outcome of this decision was by no means foregone when Katherine and I set out to consider this matter three months ago. I love my ministry here at Holy Trinity. It has been a tremendous blessing to me, as I hope I have been to you. I have never been able to say, nor can I say now, which of my two roles I *preferred* to the other. I have great fondness for both, and I have great affection for my relationships in both. My decision was based solely off of a sober assessment of my own constitution,

giftings, and strengths, and where I think they would be best deployed for continual growth, and even this was a close call. Indeed, my own decision was motivated in part by a desire to continue to have a foot in both the parish and the college, and this particular path forward seemed the most likely to allow for that. As I considered the possible future directions of both the rectorship of Holy Trinity and the chaplaincy at Hillsdale College, a growing clarity emerged.

Three: Holy Trinity is my parish home, and I have no desire to see it falter or suffer. I can honestly say that I believe a new rector who can give you the full-time attention you deserve will both continue the growth we have seen these past five years and by God's grace take it in new and exciting directions. When I consider the challenges of ministry in our local community especially—what it would mean for us to reach out effectively to *both* the local college *and* the many other people who call Hillsdale home—I am convinced this is especially true. Our community presents a unique ministerial challenge, with both the town and the college having differing communication styles and felt needs. A full time rector, not shared in some capacity with the college, will better position the church to effectively engage both these communities well, and all the more so if I am still able to provide a bridge between church and college.

This brings me at last to four: Holy Trinity will continue to be my parish home. I am not leaving Holy Trinity—how could I?—only my role is changing. I will continue to be a licensed priest in good standing within our diocese, and I will continue to be among you as a Christian brother. This means that at the very least I will be with you for Sunday worship and fellowship, on holy days, and at other church functions. What's more, it is my hopeful desire that I can even continue to serve in some kind of ministerial capacity among you—in the pulpit and at the altar—but the precise contours of my new role, and when it will come to full flower, will need to be negotiated with your new leadership. Moreover, I plan to continue as your rector until my successor has been called and is in place; I have no interest in an interim ministry here, and so far as I can make this transition as seamless as possible for you, I will do my uttermost. That means you are stuck with me as your head pastor for at least a few more months. I hope that you will have to continue to endure my presence for years to come.

I must add quickly: the nature of our Anglican polity means that I will not have a direct role in the search for and hiring of a new rector. That process will be led by your able vestry, in consultation with our bishop. About these matters, I will direct your attention to our Wardens.

I conclude with this: I love you all, and I am available to you if you need to process this news, or want a shoulder to cry on, or frankly if you want to rake me over the coals. I am your servant. But above all, I am a servant of Jesus Christ, as are all of you. To him you owe your highest loyalties. He clearly has his hand on this lovely little parish, and I have no doubt he has a bright future for our ministry here. Only we must hold fast to him, and place our trust absolutely in his pastoral care. He is our Good Shepherd, and he is more than capable of leading us to green pastures if we would but hear and heed his voice. Let us excel in this next season in turning to him in prayer and praise. He who calls us is faithful, and he will surely hear us.

Easter blessings to you in the name of our Risen Savior, to whom, with the Father and Holy Spirit, the ever Holy Trinity, be honor and glory unto the end of the ages.

I am as I have been your servant in Christ,

The Rev. Adam D. Rick, Th.M.  
Rector, Holy Trinity Parish

## **Appendix 2**

### **Senior Warden McAllister's Letter to the Parish** announcing the vestry's decision to look for a full-time rector

April 25<sup>th</sup>, 2021

Members of Holy Trinity Parish, and brothers and sisters in Christ,

The loss of Fr. Adam as Rector is a great loss indeed, though there is some solace in his continued presence among us. I am sure many of you feel shocked, saddened, and anxious about the future. I feel these things too. And there will be time over the coming months to process these events together, as well as to properly thank Adam for the great work he has performed among us these last five years. Nevertheless, my present obligation—as difficult as it may be—is to explain our plan moving forward. Rest assured that Church leadership is already moving swiftly to seek out a new Rector.

The following plan was developed in close consultation with Bishop Dobbs, who sends greetings and reassurance during this moment of uncertainty, and who will be shepherding us through this process. All of our decisions have and will receive his express approval. It is in moments like these that the wisdom of our episcopal structure becomes especially apparent.

It is unlikely that we will be able to attract a candidate without offering a full-time position. The vestry has therefore passed a motion to seek out a full-time rector. While this will be something of a challenge financially, it is one we can and must meet if Holy Trinity is to continue to flourish. The vestry will be meeting soon to form a financial plan. While expenses will be trimmed, the plan will almost certainly rely on increased giving. Thus, you can expect we will be asking for your increased financial support as the extent of our new financial burden becomes clear.

The financial challenge of hiring a full-time rector means that other commitments must be temporarily put aside or suspended. The building project will be delayed. The Financial Planning Committee, whose task was to inquiry into the viability of such a project, will be disbanded until a new Rector is in place. Most regrettably, our parish will no longer be able to afford to support Father Tim as the Minister of Youth and Families.

Much to his credit, Fr. Tim immediately recognized our predicament and expressed full support for our decision to hire a full-time rector, knowing that this put his own position in jeopardy. His sacrificial love for our church is humbling—we have been blessed to have his ministry among us these last two years. It will be hard to lose him, and his family. Nevertheless, we trust that God is in control, and that he will lead the Taylors to a place where they can thrive. Father Tim has already been in consultation with the Bishop about his next position. This is just the beginning of his ministry. Please lend the Taylors whatever support you can as they transition to a new phase. Once again, we will ensure that there is opportunity to properly thank Father Tim and Melanie for their service among us.

The vestry will act as a search committee for the new Rector. Vestry members include: myself, Blake McAllister (Senior Warden), Eric Coykendall (Junior Warden), Sam Knecht, Alan Knight, Eric

Marshall, and Renee Young. If you wish to have input in the hiring process, please share your thoughts with these individuals. We want to hear from you.

We are currently in the process of drafting a parish profile, which represents our church to prospective candidates. When this is finalized, the Bishop will give us a list of names to consider. The search committee will carefully consider the Bishop's candidates, possibly bringing in one or more for in-person interviews. If none of these candidates proves to be the right fit, we will advertise the position more widely and interview promising candidates on a rolling basis. This process could be completed before summer's end, or it could take significantly longer. All we can say for sure is that we are moving as swiftly as possible in order to maximize the chances of having a new Rector in place by the Fall.

Of great relief to us is Fr. Adam's resolution to remain with us until a new Rector is in place. Such a commitment is not standard, and is not to be taken for granted—it is a testament to Adam's great love for our parish and obliges us yet another debt of gratitude. Speaking of gratitude, it is only possible for us to hire a full-time rector because of the growth experienced under Adam's leadership. He put us in a position to continue without him, as good leaders do. Let us not neglect to show Adam our thanks, even while mourning his loss.

While this is an occasion for grief, it is also an occasion for measured optimism. Father Adam regularly expressed frustration that his time was divided. His ministry among us, excellent as it was, was always limited by his part-time status. Imagine with me, then, what someone could do when exclusively dedicated to our parish. A full-time Rector will have more time for pastoral care, more time for making inroads in the community, more time for strengthening our various ministries or starting new ones. As hard as this transition may be, I believe it will prove to be the start of something good—even very good.

I spoke at our 30<sup>th</sup> Anniversary celebration about the soul of Holy Trinity: the principles that unite us as a parish and animate our life together. While the parts may come and go, the body remains the same—one church, the same throughout the decades—so long as these core principles remain. Be assured that the Holy Trinity we all know and love will survive this process. We will stay true to our core principles. And we will emerge the better for it.

Your prayers are absolutely vital to the success of this transition. Pray for our parish. Pray for the vestry. Pray that God calls to us a new Rector—one who will faithfully proclaim the gospel, distribute the sacraments, and increase in us the likeness of Christ and his Kingdom. And pray for both the Ricks and the Taylors.

In Christ,  
Blake McAllister, *Senior Warden*  
and the Vestry of Holy Trinity Parish

### Appendix 3

## Senior Warden McAllister's Letter to the Parish

announcing the call of the Rev. Alan Crippen to the role of rector

September 5<sup>th</sup>, 2021

Dear Holy Trinity,

For five years, our parish has flourished under Fr. Adam's leadership. Lives have been transformed through the love of Christ among us, and the Lord has added to our number daily. And so it was with uncertainty that we received the announcement that Fr. Adam would resign his position as Rector. It represented both a challenge and an opportunity. A Rector who could devote his full attention to our parish could enrich and extend our already vibrant community, but we needed to find the right man.

It is with great thanks to God that we, the Vestry of Holy Trinity, say to you today: *we have found that man*. To be sure, this is not our doing but the Lord's. So much was outside of our control, so many events conspired to bring this man to us, that I for one am convinced that this is the Lord's work. And it is wonderous in our sight.

The canons of the ACNA and the Diocese of the Living Word empower the Vestry, with the consent of the Bishop, to call a new Rector in service to our parish. And so we have unanimously voted to call the Reverend Alan R. Crippen II to be the next Rector of Holy Trinity—a call that he has accepted. Fr. Crippen's ministry will begin no later than Christmas Eve. It seems fitting that, after a season of waiting, we should welcome our new Rector during the Christmas season.

We are eager that you all come to know Fr. Crippen as we have, and in service to that end, he has agreed to visit us in the coming months before his ministry begins in full. But until then, I'd like to share with you a little about Fr. Crippen.

Fr. Crippen is an ordained presbyter, archdeacon to Bishop Julian, and one of the most experienced men in our diocese. Though he has never been a full-time Rector, Fr Crippen has served in parish ministry for decades and, after leaving the military, spent his entire career in non-parochial ministry. These ministries include International Students, Inc., the Institute for Family Studies in Colorado Springs, Family Research Council in Washington D.C., the John Jay Institute (which he founded), and most recently the American Bible Society. Fr Crippen is a learned man, a gifted teacher, and passionate about building community around the daily practice of prayer, word, and sacrament.

Fr. Crippen is a widower, having lost his wife and companion in ministry, Michelle, to cancer just over one year ago. Together they raised five believing children, four of whom are married and the last of which is a senior in high school. It is for the sake of this youngest daughter, Felicity, that we have agreed to delay Fr. Crippen's tenure till December.

Fr. Crippen's background uniquely situates him for ministry in our parish. To give just a few examples, Fr. Crippen spent many years advocating for strong families, not to mention building one of his own, and is sensitive to the priority that must be placed on catechizing our children and incorporating them into the fullness of the Christian faith. His heart for families also positions him to address issues that matter to the Hillsdale community. Speaking of the community, Fr. Crippen was raised on a dairy farm in rural Pennsylvania. He told me with affection that Hillsdale reminds him of home. We believe he will be able to speak into the lives of all of our members from all walks of life—both those we have now and those that we hope will join us. He is an older man, capable of approaching our more senior parishioners

out of a shared wealth of experience, and keen to mentor younger members as they proceed through life. He is specially gifted with students, having founded the John Jay Institute—an intensive fellowship program that prepares post-grads for lives of leadership in their churches and communities. And, as I'm sure you're all wondering, he's as much a proponent of the 1928 Book of Common Prayer as all of us are! (No mean feat, I assure you.)

Getting to this point required an extended process of discernment on both our parts, filled with prayer and counsel. At the end of it, both we and Fr. Crippen feel strongly that this partnership is the Lord's will.

We do not know what the future holds, but it seems that God may be positioning us not only to deepen our existing community, but to extend the blessings that we have enjoyed to those around us. Fr. Crippen is a leader and a visionary, someone who has the experience and ability to bring out the full potential of fellowship. It may be that the Lord is calling Holy Trinity to play an increasingly significant role in his Church. We can start right here at home by becoming a cardinal parish—a shining example of what Anglican life can be—as well as an incubator for future leaders in God's church and in the community at large. Fr. Adam already set us on this path. Welcoming Fr. Crippen seems the next step in accepting this larger calling.

This period in the life of our parish will not be without its challenges. We have never shouldered the financial burden of a full-time Rector before. Our expenses will increase substantially. And yet so will God's provision. Already a handful of generous families have agreed to significantly increase their annual giving. They are making this sacrifice because they believe in the future of Holy Trinity, in what God is calling us to become, and their commitments encourage us that together we can meet this challenge. It is a wondrous and beautiful thing that God is calling us to do here, and we all have the opportunity to be a part of it. I ask each you to consider what role God might be inviting you to play in this great work.

I, for one, cannot wait to see what God has in store for us. Fr. Adam's arrival was such a blessing to our parish; I believe that Fr. Crippen's coming will be more of the same.

“Now to him who is able to do immeasurably more than all we ask or imagine, according to his power that is at work within us, to him be glory in the church and in Christ Jesus throughout all generations, for ever and ever! Amen.” (Ephesians 3:20-21)

In Christ,  
Blake McAllister, *Senior Warden*  
and the Vestry of Holy Trinity Parish