


 Trinity Episcopal Church

## The Messenger

## TRANSITION MOVES ALONG

By Andrew Christopherson and Bob Bourne

### HolyCow! Survey

Palm Sunday saw us take a major step along our transition journey. Nineteen members of the Vestry and Transition Committee met in the Great Hall to hear and participate in the presentation of our survey results from HolyCow! Consulting (HCC). Father Pete and several additional folks attended online – thanks to Father Pete for opening the session with prayer.

HCC's Congregational Assessment Tool (CAT) survey measures congregational energy and satisfaction, pinpoints organizational/congregational strengths and weaknesses, and discovers where members would like to go in the future.

The survey link was mailed to 500 members of the congregation. Printed copies of the survey were provided to congregants that requested a paper copy, and assistance was provided after Sunday services at the church and in other settings for those who needed help completing the survey online. Reminders were provided by email, the church bulletin, Trinity's website (<https://www.redlandsepisopal.org/>) and during Sunday services to remind members to take the survey. A total of 127 church members responded to the survey, representing a response rate very close to our average weekly attendance.

It was interesting to see how in many areas there was general agreement about our needs, but also there were many areas where differences were noted based on age, length of time as a member and frequency of attendance.

**Here is a short summary of the information HCC presented to Trinity on March 24, 2024 via Zoom.**

#### Overall satisfaction.

Overall, 35% of Trinity members who responded to the survey were clearly satisfied with things in the church. Another 55% were characterized as 'on the fence' and the remaining 10% were dissatisfied. (Congregational satisfaction was measured by asking survey participants to indicate their level of agreement or disagreement with the statement: "On the whole, I am satisfied with how things are in our church.")

When gauging their overall satisfaction with the way things are going in the parish, members are influenced by some issues more than others and these issues vary from congregation to congregation. At Trinity, the following five factors influenced overall satisfaction most. When people feel more positive in these areas, they tend to feel more positive overall. Conversely, when they feel less positive about these factors, they tend to feel less satisfied with their overall experience at Trinity.

(Continued on p.2)

### **Issues that influence overall satisfaction**

1. Our Priest in Charge articulates a clear vision for our church and keeps it before the people in a compelling way.
2. The whole spirit in our congregation makes people want to get as involved as possible.
3. Our Priest in Charge makes things happen.
4. The leaders of our church show a genuine concern to know what people are thinking when decisions need to be made
5. Our church prepares our members for ministry by helping them discern their gifts.

**Future priorities. As Trinity members look towards the future, their top four goals expressed in the survey include:**

1. Make necessary changes to attract families with children and youth to our church.
2. Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.
3. Provide more opportunities for Christian education and spiritual formation at every age and stage of life.
4. Create more opportunities for people to form meaningful relationships (for example, small groups, nurtured friendships, shared meals, etc.).

### **In comparison to other churches, three goals that are unusually strong for Trinity are**

1. Work to renew and revitalize the community around the church by building coalitions with partners that share this vision and commitment.
2. Work as an advocate for social and institutional change so that society might better reflect the values of the kingdom of God.
3. Make necessary changes to attract families with children and youth to our church.

Surprise, surprise! We are Episcopalians – our parish includes members with many diverse theological viewpoints! And we all like the idea of more hospitality – which our consultant pointed out is directly related to growth. Those interested in a ‘deeper dive’ into the survey findings can see HCC’s Vital Signs for Trinity Episcopal Church at <http://bit.ly/TECRedlandsHCCVitalsigns>

This information is not the end of the conversation, but the beginning. There is much more to discuss and learn. Clearly what we learn from this exercise is related to our overall health as a parish as well as to our search for a new rector. Stay tuned.

### **Discussion Groups:**

As we stated in the last edition of *The Messenger*, we had 88 people attend our small group discussions from September 2023 through January of 2024. The Survey Committee has already met once and will reconvene in early April to formulate some conclusions from the many constructive opinions presented and discussed and put them in a summary form that can be used in the Parish profile.

*(Continued on p. 3)*

### Next Steps:

Once we have completed the analysis of these two information gathering steps, the Transition Team and Vestry will give a short presentation on the findings and entertain questions and observations. The date is still to be determined, but our intention is that it will be after services on Sunday with refreshments provided.

Once that is done, our Profile writing committee can combine the findings with the financial, historical, demographic and other information we have been gathering and produce our parish profile. This document becomes the picture of our parish that helps potential rectors figure out who we are and whether they feel they are a match for our needs. (Not to mention helping us know who we are!) We will then be close to opening the actual search. The Vestry will produce a job description and decide what kind of search to undertake. The profile is then distributed and, if all goes well, candidates will flock to our doors. A search committee (yet to be appointed) will vet these candidates and recommend to the Vestry what action should be taken. The Vestry then has the responsibility to make the formal call of a new rector.

If you have questions about the survey results or transition process, please email the church office, Bob, or Andrew.

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[drbobbourne@gmail.com](mailto:drbobbourne@gmail.com)

[andrewchristopherson@gmail.com](mailto:andrewchristopherson@gmail.com)

## A Word from the Senior Warden

Congratulations Trinity Episcopal Church! Beginning with Ash Wednesday all the way to Easter, what amazing parishioner participation! Clergy, Altar Guild, Choir, and Organist - Vestry, Memorial Garden and Mrs. A, plus the garden work day! Trinity never fails to get "Jesus raised from the dead" in grand style! If you were unable to attend the Holy Week services, hopefully you joined us "on line." Thank you Doug and your "team" for making that option possible!

And, Don't forget to stop by Room 11 and check out Trinity's new nursery! Jr. Warden Marie did an awesome job - come one, come all "little Trinity people" - we're ready!

So now we all take a deep breath and jump right into Spring and Trinity Events; Mother's Day Kirkin' of the Tartan and Chablis Brunch on May 12th, Trinity Camp will be in full swing in June, and let's "fast forward" all the way to Tuesday July 2nd: Trinity Church potluck and ushering at the Redlands Bowl (Air Force Band of the Golden West) - more details as we get closer to July 2nd.

Trinity Episcopal is "alive and well" - jump on the Trinity Train - All Aboard!

Until next time, Mary Frances

# Around Trinity

“Dear Elena and Trinity Episcopal,

Thank you for continuing to bless Youth Hope. The food and clothing you donated will fulfill many needs for those we serve. It truly takes a community, working together, to supply our clients and move them forward toward independence in life. We appreciate your help!  
Warmly,

Heidi and Youth Hope”

## UPDATING THE DIRECTORY!!

*Don't forget -- deadline for directory pictures is coming up fast!*

- 1) Find a picture of your family that you like or take one with your cell phone. It is best if it is just your heads.
- 2) Email the picture to the parish administrator, Kathleen. The picture needs to be in JPG.
- 3) If your address or phone number have changed PLEASE email the office with your updated information.
- 4) NEW FAMILIES, one of the reasons I am doing this is so that all of our new brothers and sisters can get into the directory. It is very helpful for us to learn your name if we have a picture to go with the name. So, PLEASE be sure to send a picture into the office that has everyone's face in it.

If you have any questions or concerns do not hesitate to contact me. The best way to do it is by emailing me or texting me. If you want to call, please text me first because I tend to not answer the phone unless I have you in my contacts already.

Hopi Reames

Hopiclan@gmail.com  
(909) 583-4475 (Cell phone)

## Nursery News

Thank you all for the donations to the nursery. We were able to collect everything needed. Thank you all for the love and support in making this happen. I hope you were able to join us for the blessing and open house that followed our Easter service.

Marie Reynolds,

Junior Warden



And our thanks to our Junior Warden for her vision of a beautiful nursery!

## Music Offering, Easter 2024

*Acknowledging the generosity of our Parish family and Friends.*

In Thanksgiving of Fr. Bill Dunn & his service to Trinity. Given by Nancy & Tricia Rogers

In Thanksgiving of Family & Friends. Given by Roger & Phebe Baty

In Thanksgiving for St. Dunstan's Choir & Trinity Family. Given by Ben & Carolyn Stacks

In Thanksgiving for coming back to church. Given by Megan Moore.

In Thanksgiving for Jeff. Given by Paul Simpson.

In Thanksgiving for My Family. Given by Beverly Coffin

In Thanksgiving for Herr Kapellmeister Jeff. Given by Bill Call

In Thanksgiving for Our Family Musicians; Jeff, Matt, Heather, Livi. Given by Linda Apmadoc

In Thanksgiving for Family & Friends. Given by Roger & Phebe Baty

In Thanksgiving for The Children of Trinity. Given by Ellen Camarillo

In Thanksgiving for 38 Years of Marriage and In Memory of Donna Jean Macrorie. Given by John Macrorie

In Memory of Don Crawford & in Thanksgiving for his gift of song. Given by C. Pendleton

In Memory of Paul W. Brubacher. Given by Elaine Brubacher

In Memory of Lois Enid Will. Given by Mary Frances & Steve Petite

In Memory of Carol Scalise. Given by Robert Scalise

In Memory of Jim & Jimmy Stellar and In Thanksgiving for Donald & Family Given by Jeanne Stellar

In Memory of Family & Friends. Given by the Deen Family

In Memory of Carlos Cervantes. Given by Cynthia Cervantes

In Memory of Our Parents. Given by the Macomers

In Memory of All Musicians Past, and in Thanksgiving for my health. Given by Scott Strecker

In Memory of Edhalia. Given by Marcelo Marques

In Memory of Dr Leslie & Roberta Murad. Given by The Sellman Family

In Memory of Walter Karst. Given by Michael Miller

In Memory of husband and Father, Bill Rogers. Given by Nancy and Tricia Rogers

Given by Mary & John Malone

Given by Marcello Silva Marques

Given by Bonnie Henry

## Easter Flower Offering 2024

With heartfelt thanks, we extend our gratitude for your generous donations toward our Easter floral arrangements, which not only supports our church but also nourishes our spirits. Thank you for helping make our church flourish with beauty and joy!

**Lynn Hallbauer** gave in memory of Awilda Hallbauer

**Marilyn Cante**y gave in Memory of Dalton Cante

**Pat & Wally Meyer** In Memory of Dr. & Mrs. W. Meyer, children & Grandchildren and In Thanksgiving of Altar Guild Ladies

**James & Florence Halder** Thanksgiving of Lawrence Sarkar and In Memory of Sulekha Halder

**Cynthia Cervantes** In Memory of Carlos Cervantes

**Roger & Phebe Baty** In Memory of our parents Rafel Lecea

**John & Mary Malone** In Thanksgiving of Sean Malone, Mike & Alicia Miller, Alex & Chase Miller

**Macombers** In Memory of our parents

**Ben & Carolyn Stacks** In Memory of our loved ones

**Ray & Cindy Totten** In Memory of our daughters

**Robert Cozad** In Memory of Betty Cozad

**Elena Marsh** in Memory of Nina Flood

**John & Georgia Pendleton** In Memory of Charles & Janet Pendleton

**Mary Frances & Steve Petite** In Memory of Lenkers, Millers & Petites

**Schlickes** In Thanksgiving for Trinity Episcopal Church

**Mary & Jerry Mihld** In Memory of Melva & Roy Mihld, Ronald Mihld, Georgia McManis, Jerry & Jeanette McManis Shriber, Carlos Cervantes

**Bill Call** In Thanksgiving for Our New Group of Vestry Members

**Wayne & Matt Williams** in Memory of Lisa Williams

**Christina & Richard Christopherson** in Thanksgiving of: Aaron, Maya, Joseph & Eleni

**Ellen Camarillo** in Memory of Carlos Cervantes

**Jeanne Stellar** in Memory of Jim & Jimmy Stellar

**Kathleen & Toby Liess** In Thanksgiving of Our Family

**Char & Larry Burgess** In Memory of Our Parents

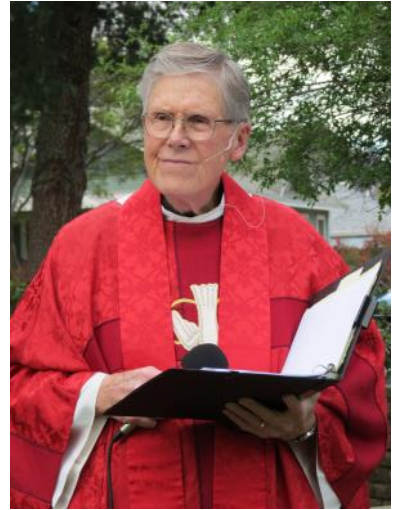
**Sue & Richard Box**

**Lou & Joan Hemmers** In Thanksgiving for Pat Meyer & the Altar Guild, Jeffrey Rickard & the Music makers as well as our Trinity Family

**Paul Simpson, Margaret & Jeff Rickard, Janet Edwards, Lila Halder, Bonnie Henry, Virginia Beck**



# Holy Week 2024 in Pictures













# TEPS Happenings

## March Blew In Lots of Activities to Trinity Preschool

Trinity Preschool Celebrated "Read Across America" with parents as guest readers. Joelle Orman, Leslie Flater, Chase Lalonde, Celeste Rodriguez, and Kari Turner each shared favorite titles from home libraries. As a part of the theme "Oh, the Places You'll Go," some of our preschoolers dressed as what they want to be when they grow up. We have a future teacher, nurse, and ballerina among our students.



The children experienced the changing weather and season patterns through music during chapel time with "Goodbye Winter" and Hello Springtime" introducing the idea of mood in music. "I Hear the Wind Blowing" and "Pitter Patter" were appropriate songs for our weather the last two weeks.

Saint Patrick's Day was a perfect avenue for rainbow science. The kids did rain in a jar and discovered gold coins under a mountain of rainbow-colored rice in a sensory bin. They memorized the color order of the rainbow through the song "I Can Sing A Rainbow."





# April 2024

Sun	Mon	Tue	Wed	Thu	Fri	Sat
<b>7pm Wednesday Community Chorus</b>	<b>1</b> 6pm AA-Lounge 7pm Chic'lits-Lib	<b>2</b> 6pm Girl Scouts - L 6pm Boy Scouts-GH 6:30 pm AA Rm 12 7pm BSA Girls-Rm 10	<b>3</b> 9am YouthHope-L 10am TEPS Chapel 11am Healing Svc 6pm AA-Lounge	<b>4</b> 6pm Cub Scouts-GH 7:30 pm Choir	<b>5</b>	<b>6</b>
<b>7</b> 8 & 10am Services	<b>8</b> 6pm Center Prayer-Church 6pm AA-Lounge 6pm TEPS Mtg-Lib 7pm Musica Viva -GH	<b>9</b> 6pm Boy Scouts-GH 6:30pm AA-12 7pm Camp Comm -Lib 7pm BSA Girls-Rm 10	<b>10</b> 10am TEPS Chapel 11am Healing Svc 6pm AA-Lounge	<b>11</b> 6pm Scout leaders-L, GH, Rm 10, 12 7:30 pm Choir	<b>12</b>	<b>13</b> 11am Johanneck funeral svc; reception in GH 3-4pm Share Ministry
<b>14</b> 8 & 10 am Services	<b>15</b> 6pm Center Prayer-Church 6pm AA-Lounge 7pm Vestry-Lib 7pm Musica Viva -GH	<b>16</b> 6pm Girl Scouts-L 6pm Boy Scouts-GH 6:30pm AA-12 7pm BSA Girls-Rm 10	<b>17</b> 10am TEPS Chapel 11am Healing Svc 12pm AAUW-L 5pm Benedictines-Lib	<b>18</b> 6pm Cub Scouts-GH 7:30 pm Choir	<b>19</b>	<b>20</b> 9am-3pm Rug Hookers-Lounge
<b>21</b> 8 & 10am Services Young Family Gathering-L	<b>22</b> 6pm Center Prayer-Church 6pm AA-Lounge 7pm Vestry-Lib 7pm Musica Viva -GH	<b>23</b> 6pm Boy Scouts-GH 6:30 pm AA-Rm 12 7pm BSA Girls-Rm10	<b>24</b> 10am TEPS Chapel 11am Healing Svc 6pm AA-Lounge	<b>25</b> 6pm Cub Scouts-GH 7:30 Choir	<b>26</b>	<b>27</b>
<b>28</b> 8&10am Services	<b>29</b> 6pm Center Prayer-Church 6pm AA-L 7pm Musica Viva -GH	<b>30</b> 6pm Boy Scouts-GH 6:30 pm AA-Rm 12 7pm BSA Girls-Rm10				



# A Thought for Eastertide

Christ has no body but yours, No hands, no feet on earth but yours, Yours are the eyes with which He looks Compassion on this world, Yours are the feet with which He walks to do good, Yours are the hands, with which He blesses all the world. Yours are the hands, yours are the feet, Yours are the eyes, you are His body. Christ has no body now but yours,

St Teresa of Avila

### Weekly Schedule:

#### Sunday

- 8 AM Spoken Eucharist
- 10 AM Choral Eucharist

#### Monday

- 6 PM Centering Prayer in the Church

#### Wednesday

- 11 AM Healing Service with Eucharist in the Church

#### Friday

Sabbath at Trinity, we are Closed

#### Monday—Saturday

- 8:30 AM Morning Prayer on Zoom
- 5 PM Evening Prayer on Zoom

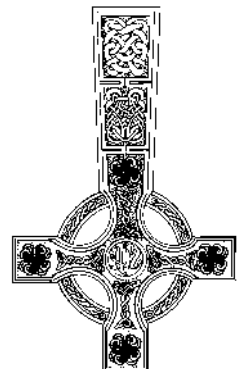
*“To bear witness of God’s reconciling love, to proclaim by word and example the Good News of God in Christ, and to seek and serve Christ in all persons.”*

### *Trinity’s Mission Statement*

419 South Fourth Street, Redlands, CA 92373

## *Trinity Episcopal Church*

## *The Messenger*



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