

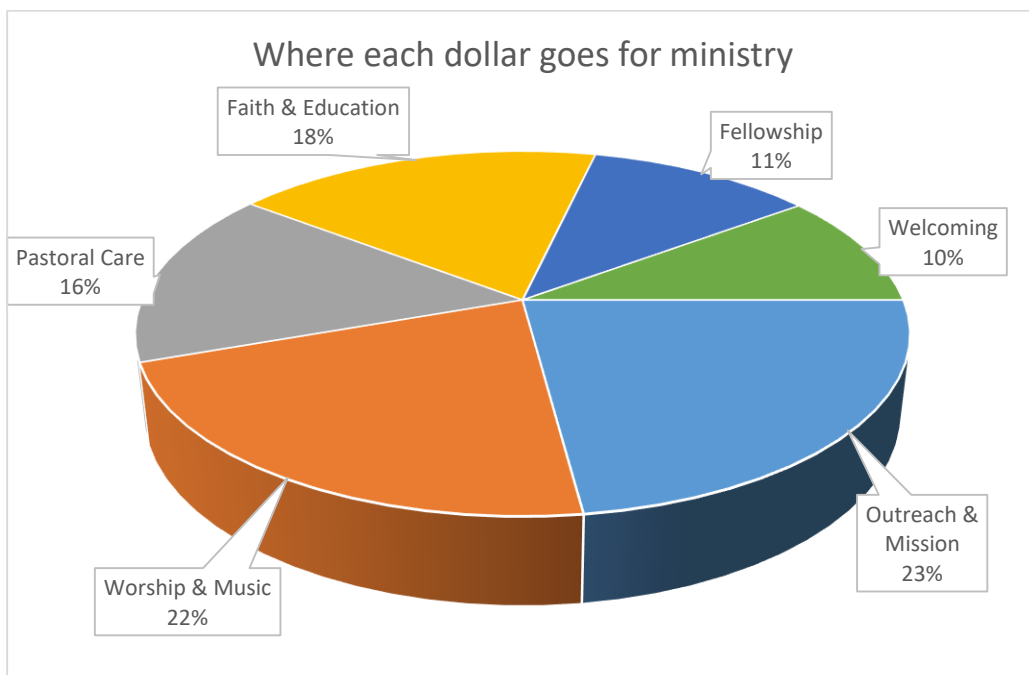
Trinity News

Volume MMXXII No. 10 ✦ OCTOBER 2022

“Where does our money go?”

By Kevin Erkkilla, Chair of the Stewardship Committee

Each October, we celebrate the ministries made possible through our stewardship of God’s gifts and consider what our gifts of financial support for the coming year will be. Here’s how our gifts are allocated in support of God’s work this year:



Outreach & Mission: 23% (\$157,614.00)

Twenty-three cents of every dollar received by Trinity goes to support our ministry to the local community and beyond. This includes programs that we initiate and run on our own as well as those for which we partner with others. Some examples:

Mission Support to the New England Synod, TV Ministry, Annual Meal Packing Event, In the Hour of Need (homeless support and sheltering), Trinityworc.org website, Little Free Pantry, Necessities for Neighbors, Carty Cupboard food pantry, Neighborhood Support Team (Afghan refugee resettlement), Ministry to Trinity Preschool students and families

Worship & Music: 22% (\$149,237.00)

Worship is the primary function of any church, and musical support of worship is a hallmark of the Lutheran tradition. Twenty-two cents of every dollar received supports the necessary resources, planning, writing and composition, and coordination of forces to create liturgical and other events that are uplifting, inspiring, and that build and support community. These include:

Sunday chapel and nave liturgies, Wednesday night worship, Festival liturgies with special music, Presentations of large works of sacred music, Weddings and funerals, Choir rehearsals, Music for Trinity Preschool

Faith & Education: 18% (\$125,722.00)

Eighteen cents of every dollar received supports ministries that encourage and strengthen growth and education in the Christian faith among our members, such as:

Bible studies, Trinity News, weekly E-News, Adult Forum, Family Sunday School, Wednesday Night Alive, Stewardship

Pastoral Care: 16% (\$108,418.00)

Pastoral care, provided primarily by the pastor and members of the professional staff, is supported by sixteen cents of every income dollar. Some of this ministry is public, but much is private; its importance to those whom it touches is therefore not always evident. Pastoral Care includes:

Pastoral home and hospital visits, Care Team ministry to the homebound, bereavement ministry, Pre-marital counseling, Staff counseling and review, Counsel and guidance for church governance committees and ministry teams

Fellowship: 11% (\$77,474.00)

Fellowship is about community-building and improving communication and understanding among members of the congregation. Eleven cents of every dollar received supports events such as:

Coffee hour on Sunday, The annual Church Picnic, Luncheons on the Green and Senior Luncheons, Nave walking sessions, Book discussion clubs

Welcoming: 10% (\$69,554.00)

Ministries that welcome visitors and encourage them to return are supported by ten cents of every income dollar. While welcoming the stranger is part of what we practice, organized efforts include

Greeters and ushers, Support of Worcester Pride, Follow-up with worship guests,
Coordination of music groups and others using the building

The income that supports these ministries doesn't all come from members' gifts. Church members' pledged gifts account for over 54% of Trinity's total income. Another 11% of income comes from our Mission Endowment Fund, drawn from the growth and earnings of its investments. Recent turmoil in the financial markets has reduced the value of those investments, making withdrawals of this magnitude unsustainable. At the same time, the cost of many staples of everyday life has increased, by an estimated 8-9%. Those factors make these ministries harder to fund, even as they have become more necessary and relevant.

This challenge to the continuation of our ministries could be met by scaling them back. However, as should be evident from the foregoing descriptions, much of Trinity's ministry is done, supported or otherwise made possible by the Pastor, Cantor, and Minister of Youth, Education and Outreach, our professional staff. Thus, much of the expense of those ministries is related to staff compensation. Any economy expected to be realized would involve a reduction in staff, which would drastically reduce or eliminate the associated ministries. This is a hard thing to do, and an even harder thing to come back from, as a reduction in ministry is usually followed by a reduction in giving.

Alternatively, our ministries and staff could be preserved if each of us increased our financial pledge, by about 1% of our annual income. Thirteen members of the Council and Finance Committee have already signed on to this idea by submitting their increased pledges for 2023 early, at the beginning of September. During October, worshipers at the Sunday liturgies will hear from some of them about how they were inspired to make that leap of faith, and on Commitment Sunday, October 23, they will be invited to follow suit. A third way—no, there is no third way to address this problem. Either we make a prayerful, sober commitment to increase our pledged gifts, or we commit to reducing the scope of God's work at Trinity by eliminating one or more positions. Either decision could be described as transformative, but only one could be called inspired.

COUNCIL PRESIDENT'S REPORT– KAREN COUTURIER

The Congregation Council focused on two large agenda items at our September meeting: updates and progress from August to September on the TLC Preschool and the 2023 Budget.

TLC Preschool

We're pleased to report increased enrollment with 5 new students registered since our August meeting and a number of inquiries and tours. The preschool has expanded hours to 7:30-5pm. The Board will continue to monitor enrollment and marketing efforts to promote the TLC preschool. A subcommittee is reviewing the Preschool Director job description and performance evaluation.

The Council affirmed that TLC Christian Preschool is a ministry of Trinity that Welcomes, Proclaims and Serves in Christ's name. Our Ministry Staff (Pastor Nathan, Mark and Jena) continues to interactive with Preschool children every week with weekly chapel and music lessons. A letter of support, encouragement and expectations will be sent to Patti and the preschool teachers affirming the preschool as a ministry of the congregation.

2023 Budget

The Council focused on the budget challenges we face in 2023. Given our goal towards a balanced budget we considered how to reduce our expenses without compromising our ministry goals and mission while finding ways to maximize our income through pledges and building use fees.

Council has consensus on the following outline:

- No staffing cuts in 2023. Our current staffing pattern supports our ministry goals and mission identified in the CAT
- Balanced budget for 2024 (defined as no more than 5% MEF draw). If required, staff cuts would be implemented for 2024 to balance the budget.
- Focus on growing our income/revenue through pledging, other offerings, and building use fees.
- Careful use of the MEF (Mission Endowment Fund) Treasurer recommends maximum draw of approximately \$66k for 2023
- Continue to work on goals & priorities identified in the CAT.

The CAT survey tells us percentage giving at Trinity is lower compared to other mainline churches. CAT benchmark for giving is 3% of household income. Trinity falls just below 2% of household income on average. Stewardship reported earlier this year that if each person increased their pledge to the next percentage level, we could balance our budget and not need to draw on the Mission Endowment Fund.

Members of the Finance committee along with the Council were invited to pledge early and increase their percentage giving. **Finance reported thirteen early pledges were submitted reflecting an increase of 13% over their 2022 pledge.**

If each of us increase our percentage giving, we will make an impact on balancing the budget and supporting our congregation's mission.

CONGREGATIONAL MEETING INFO SESSION

**Sunday, October 16, 2022
11:00 a.m. in the Nave
(immediately following the 10:00 a.m. Eucharist)**

The Congregation Council invites you to an informational meeting for the congregation, which will be held October 16 directly following the 10 am service. We will be sharing information on our planning process and providing a financial update. No voting is planned, but please plan to attend this important meeting so that the Council can give you an update on what's happening and get your feedback to help us with our decision making.

NEWS & UPDATES



DICK'S MARKET FARM STAND CONCLUDES OCT 8 / After another year providing fresh produce in the Trinity parking lot, the farm stand is scheduled to conclude on Saturday, October 8. In return for use of the parking lot, they have generously donated us \$100 worth of coupons every week that the Church Office has distributed to members and

neighbors. We look forward to the farm stand returning next June.



OFFICE MANAGER CHRIS JACKEL OUT ON MEDICAL LEAVE / Please continue to pray for Chris as she recovers from a knee replacement surgery in September. She is hoping to return to the office on Tuesday, October 11. Volunteers are scheduled to staff the Welcome Desk for at least the first two weeks of October. Note: the office will be closed on Monday, October 10 in observance of Indigenous People’s Day.

	10:00 a.m. to 1:00 p.m.	1:00 p.m. to 4:00 p.m.
Monday	Katherine Duffy	Katherine Duffy
Tuesday	Bev Dumas	Paula Wyble
Wednesday	Susan Brown	Ann Burgdorf
Thursday	Judy Willoughby	Priscilla Evans
Friday	Dale Mattice	Rich Osterfield

TRINITY BOOK CLUB / With Fall begins a new season for the Trinity Book Club! All meetings will be held in the Library at 1:30 p.m. If you have any questions, please contact Susan Brown sbrown5453@gmail.com.



Listed below are the books for the upcoming months:

- **October 3:** *Under the Whispering Door (re-scheduled)* by T.J. Klune
- **October 24:** *The Book of Longings* by Sue Monk Kidd
- **December 5:** *The First Christmas* by Marcus Borg
- **January 23:** *Love Wins* by Rob Bell
- **February 27:** *Give Unto Others* by Donna Leon

SENIOR LUNCHEON MONDAY, OCTOBER 17 / Beginning in October, senior luncheons will resume on the second Monday of each month in Jeppson Hall at Noon. Please note: because Indigenous People's Day falls on the second Monday in October, this month's senior luncheon will be pushed back one week to Monday, October 17. Come for a meal, fellowship, and presentation and socialize with other seniors of the congregation.

FRIDAY NAVE WALKING / The Nave will be open from 10:30 to 11:30 a.m. for those who would like to walk in the beauty of the church. On inclement weather days, seniors from Briarwood have been invited to join in on walking in the Nave.

ALL SAINTS REMEMBRANCE SUNDAY, NOVEMBER 6 / As is our tradition, the names of beloved saints who have died in the past year will be named in our liturgies on All Saints Sunday, November 6th. If you would like to include a name to be remembered, please either write the name in the Book of Life that will be displayed in the Trinity Nave beginning in mid-October, email the name to WelcomeDesk@trinityworc.org, or call the Church Office at 508-753-2989.

SACRAMENT OF HOLY BAPTISM / We celebrate with Pam Mahoney and Andrew Hill as they receive the sacrament of Holy Baptism during the 10:00 a.m. Holy Eucharist on Sunday, November 6th. We give thanks that in water and word God names and claims Pam and Andrew as beloved children of God.



LITTLE FREE PANTRY / We are so excited to have a *new* Little Free Pantry to use! It is located on the fence near the exit at the back of our parking lot on Institute Road. Some of our neighbors have already been utilizing it. Please feel free to add items directly into the pantry if there is space OR you can drop items into the shopping cart in the hallway of the church. *Items we need more of:* Granola bars, fruit bars, water bottles, tuna/chicken packets or cheese and crackers. Thank you for your generosity towards the Little Free Pantry!

TRINITY'S MEAL-PACKING EVENT



We continue to raise money for our November 5 meal packing event. Our goal is \$7,500. A big "Thank You" to those who have contributed! If you have not yet done so, please consider donating in support of this popular and worthwhile event. Checks can be made payable to Trinity Lutheran Church, with "Meal Packing" added in the memo line.

We are also still seeking more volunteers to help pack meals. The sign-up sheet is in the hallway outside of Jeppson Hall. If you have questions, please contact:

Thom Tarquinio	601-054-9315	orthobuck@gmail.com
Chris Pavasaris	617-922-4735	christopher.pavasaris@gmail.com
Scott Mueller	774-272-5305	muellerstack@gmail.com

CHURCH MOUSE

The Personnel Committee has enlisted the help of the Church Mouse to communicate with the congregation the work the staff puts in during weekdays, and behind the scenes, to keep the ministry moving forward in mission.

Hello Congregants! It was another busy month for our hardworking staff. When you see them, make sure to thank them! Here are some highlights of what they have been up to in the summer months:

TLC's Building Manager Frank Ricardo and his able crew have been holding up the walls and ceilings of this voluminous building nicely over the summer and into the fall. Five new windows have been installed in the multipurpose room and the concrete pad outside of the entrance to the Nave and Jeppson Hall has been replaced (ah, church mouse misses all those crumbling cracks and crevices).

Painting and stucco repair of the hallway outside handicap bathrooms, boiler room, maintenance room has been completed and new signs have been added to better identify the rooms. The baseboard in the Fellowship Hall has been replaced (complicated by deteriorating stucco on the wall in front of the kitchen but really needed since existing baseboard was falling off and painted two different colors). There was a leaky water pipe in the boys' bathroom next to the gym that needed replacing. It turns out both hot and cold water pipes were pitted and needed replacement. That required the stucco concrete ceiling be removed (oie!) and replaced with a suspended ceiling that will give the maintenance crew easy access to all pipes with no restrictions (which also SAVES MONEY if future issues arise!)

A total of 32 switches and outlets were replaced with new childproof ones throughout basement level /TEC area. A new vanity light was installed in a TEC bathroom, three classrooms' floors were refinished, more coat hooks were added, and new shelves installed.

In April TLC had another sewer backup, this time in the boiler room, and again caused by something being flushed that shouldn't have been. The boiler room was ankle deep in sewage (a yucky mess, even for a church mouse!) It was cleaned up by a TLC crew and then professionally cleaned and sanitized. Luckily no damage to any boiler room equipment!

Three dying trees in parking lot where dumpster is located will soon be removed and replaced with new trees which will be better adapted to the location. Two split doors are being replaced and because the dishwasher in the Sacristy keeps tripping the breaker (overload on one circuit), it will be given its own circuit soon. So much work to keep those walls and ceilings up!

Cantor Mark Mummert has engaged in many of the usual monthly duties for August/September: full staff/ministry staff meetings, rehearsals as the Trinity Choir gears up for fall music, Bible Studies, and Preschool music classes. He reports that the collaboration with the Worcester Youth Orchestras began September 11, with rehearsals for that community organization scheduled weekly on Sunday and Mondays (church mouse loves the halls filled with music!).

Pastor Nathan, in addition to Eucharists, sermons, meetings with staff and church committees, and visitations with parishioners, conducted Welcome Desk Training and Appreciation on August 31 for the 9 volunteers who will cover the Welcome Desk as Chris Jackal recovers from her knee surgery. He also indicates that he will compile the October Trinity News (while Cantor Mark handles the Sunday bulletin and Jena monitors the Welcome Desk email inbox.) Pastor also participated in Food Insecurity meetings in August, joining local advocates and officials at Belmont AME Zion and Rev. Eugene Cho, Executive Director of "Bread for the World." He continues to reflect on the Congregational Budget and the staffing decisions connected to that, encouraging Council to ground decisions on what the C.A.T. survey told us (oooh, that cat again!), and to remember that we are a faith community and should make decisions from that faith base.

Youth/Outreach/Family Minister Jena Hill continues to participate actively in all the usual mechanizations of TLC and to think forward about levels of engagement the Congregation can handle and what role TLC can play in the future. She cites author Simon Sinek (Start with Why) who discusses the potential relevance of the future church, wondering whether it is like other "old-fashioned industries" that, in their inability to change with the times, encourage their own irrelevance. This author uses a music analogy: "similar to how the music industry behaved as iTunes disrupted it. People didn't stop listening to music, they just changed how they listened. Similarly, it's not that people are losing their spirituality, it's just that they aren't turning to the church for answers."

Jena continues to foster connections with WPI (the church mouse saw for itself a group of Tau Kappa Epsilon students attending the Church Picnic in September). The students were invited to the meal packing event in November. She also attended a Religion and Spiritual Life reception at the college. Meanwhile, she is helping to restructure Necessities for Neighbors, working on LFP (the Little Free Pantry - which needs a willing leader!), and the 2023 budget. She also met with Pr. Elizabeth Nees of Natick to help plan Faith Formation for families.

+ Worship at Trinity Lutheran Church +

Sunday, October 2 Seventeenth Sunday after Pentecost

Habakkuk 1:1-4; 2:1-4 *The wicked surround the righteous*

2 Timothy 1:1-14 *Guard the treasure entrusted to you*

Luke 17:5-10 *Faith the size of a mustard seed*

Psalmody: Psalm 37:1-9 *Commit your way to the LORD; put your trust in the LORD.*

Hymn of the Day: ELW Hymn 405, *O Spirit of Life, O HEILIGER GEIST*

The gospel on this coming Sunday speaks of how surprising it would be if a master served his slaves their evening meal. Yet this is exactly what happens each Sunday when Christ serves us at his table of mercy.

8:00 a.m. Holy Eucharist (Christ Chapel)

10:00 a.m. Holy Eucharist (Nave) Livestreamed at www.vimeo.com/trinityworchester

Wednesday, October 5 Commemoration of Francis of Assisi, renewer of the church, died 1226

Jeremiah 1:4-10 *I appointed you a prophet to the nations*

Mark 10:35-45 *Whoever wishes to be first must be slave of all*

6:00 p.m. Holy Eucharist with Pet Blessing (Trinity Green; weather permitting)

Sunday, October 9 Eighteenth Sunday after Pentecost

2 Kings 5:1-3, 7-15c *Naaman is cleansed*

2 Timothy 2:8-15 *We will live with Christ*

Luke 17:11-19 *One leper gives thanks to God*

Psalmody: Psalm 111 *I will give thanks to the LORD with my whole heart*

Hymn of the Day: ELW Hymn 840, *Now Thank We All Our God, NUN DANKET ALLE GOTT*

This coming Sunday the gospel reading is Jesus healing ten people of leprosy. Come to worship; join with these ancient people to pray for God's mercy; and in Christ join with the community of faith to be healed.

8:00 a.m. Holy Eucharist (Christ Chapel)

10:00 a.m. Holy Eucharist (Nave) Livestreamed at www.vimeo.com/trinityworchester

Wednesday, October 12

2 Kings 15:1-7 *A leprous king lives in isolation*

Matthew 10:5-15 *Cure without payment*

6:00 p.m. Holy Eucharist (Nave Chancel) Livestreamed on www.facebook.com/tlcworchester

Sunday, October 16 Nineteenth Sunday after Pentecost

Genesis 32:22-31 *Jacob's struggle with the angel*

2 Timothy 3:14—4:5 *Christ the judge*

Luke 18:1-8 *A widow beg for justice*

Psalmody: Psalm 121 *My help comes from the LORD, the maker of heaven and earth*

Hymn of the Day: ELW Hymn 769, *If You But Trust in God to Guide You*, WER NUR DEN LIEBEN GOTT *In the gospel for this coming Sunday, a widow so pesters an unjust judge that finally she gets the justice she seeks. We know in our world people like this widow who must plead and beg for justice. Come to worship, and join the assembly to pray to God for justice in the world.*

8:00 a.m. Holy Eucharist (Christ Chapel)

10:00 a.m. Holy Eucharist (Nave) Livestreamed at www.vimeo.com/trinityworchester

Wednesday, October 19

1 Samuel 25:36-42 *David welcomes Abigail as wife*

Luke 22:39-46 *Jesus prays for life*

6:00 p.m. Holy Eucharist (Nave Chancel) Livestreamed on www.facebook.com/tlcworchester

Sunday, October 23 Twentieth Sunday after Pentecost

Commemoration of James of Jerusalem, martyr, c. 62

Jeremiah 14:7-10, 19-22 *Jerusalem will be defended*

2 Timothy 4:6-8, 16-18 *The good fight of faith*

Luke 18:9-14 *A Pharisee and tax collector pray*

Psalmody: Psalm 84:1-7 *Happy are the people whose strength is in you*

Hymn of the Day: ELW Hymn 599, *Lord Jesus, Think on Me*, SOUTHWELL

The gospel reading for this coming Sunday is the parable of the Pharisee and the tax collector. Come to worship, to see which one of these characters is more like you, and join the assembly in the meal of forgiveness.

8:00 a.m. Holy Eucharist (Christ Chapel)

10:00 a.m. Holy Eucharist (Nave) Livestreamed at www.vimeo.com/trinityworchester

Wednesday, October 26

Commemoration of Hymnwriters: Nicolai, Heermann, and Gerhardt

Daniel 5:13-31 *Daniel urges humility*

Matthew 21:28-32 *Faith of tax collectors and prostitutes*

6:00 p.m. Holy Eucharist (Nave Chancel) Livestreamed on www.facebook.com/tlcworchester

Sunday, October 30 Reformation Sunday / Twenty-first Sunday after Pentecost

Isaiah 1:10-18 *Learn to do good*

2 Thessalonians 1:1-4, 11-12 *Faith and love amid adversity*

Luke 19:1-10 *Zacchaeus climbs high to see Jesus*

Psalmody: Psalm 32:1-7 *All the faithful make their prayers to you in time of trouble*

Hymn of the Day: ELW Hymn 631, *Love Divine, All Loves Excelling*, HYFRYDOL
At some time in your life, you will feel as if you are up a tree. Come to worship this coming Sunday: join with Zacchaeus, first up in his tree, and then meeting and eating with the Lord. We celebrate the ongoing Reformation of the church on Sunday.

8:00 a.m. Holy Eucharist (*Christ Chapel*)

10:00 a.m. Holy Eucharist (*Nave*) Livestreamed at www.vimeo.com/trinityworchester

✠ CELEBRATIONS / TRANSITIONS ✠

BIRTHDAYS

We recognize the birthdays of our members age 75 and older

Peter Karlsson – October 1
Rev. Cliff Gerber – October 3
Rose Williams – October 3
Warren Kast-Tuttle – October 8
Alice Hendrickson – October 18
Linda Richardson – October 18
Janet Fenuccio – October 23
Jeris Stewart – October 24
Gordon Wallat – October 25
Rosalind Horn – October 28
June Lindsay – October 30

ANNIVERSARIES

We recognize anniversaries beginning with 25 years

Bruce & June Anderson – October 2
Steven & Susan Golebiowski – October 4
Scott Mueller & Maureen Stake – October 9
Paul & Cynthia Foster – October 15
John Sampson & Karen Nordstrom – October 30

DEATHS

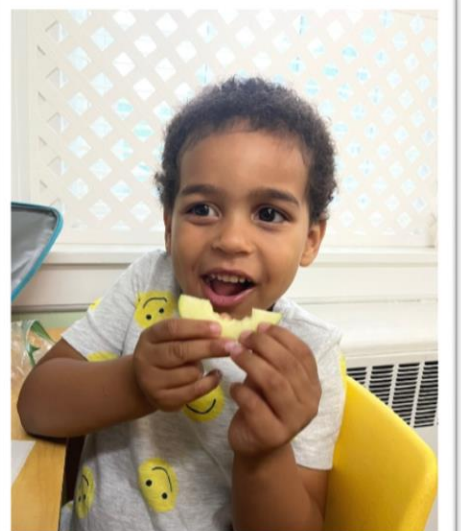
The Rev. Dr. Paul Kennedy + August 24
Gina Zenaro + September 4

TLC CHRISTIAN PRESCHOOL



TLC Christian Preschool

The Daisy class has made a smooth transition to the Daffodil Class and we have welcomed 8 new families to the preschool in September! All are settling in well. Here is a look at some September activities both classes have been engaged in so far, including charting the results of the apple taste test and making apple sauce.



RESTRUCTURING NECESSITIES FOR NEIGHBORS

We are looking forward to making a greater impact in our community by focusing on just a handful of projects throughout the year. Our next collection will be Christmas gifts for residents of the Lutheran Home. Please watch for more information about what gifts will be needed. If you have any questions, please contact Nina Behm or Jena Hill.

Season	What We're Collecting	When donations will be shared
Fall	Donations for Lutheran Home Christmas gifts	December
Winter	Hats, gloves, scarves, mittens etc.	Ongoing throughout the winter
Spring	Supplies for summer ministry	Ongoing throughout the summer

FAITH FORMATION

SUNDAY ADULT FORUM / Sundays at 9:00 a.m. in the Library. Sessions this fall will explore topics of hunger and food insecurity from a Lutheran perspective. For more info, please speak with Pastor Nathan or Beth Getman.

CHILDREN'S TIME / Following the "Time with Children" during the **10:00 a.m. liturgy** on Sunday mornings, children are invited to go to the narthex with Jena Hill for age-appropriate learning and activities. The children return to the Nave at the Sign of Peace in time for the Lord's supper.

TUESDAY BIBLE STUDY / Tuesdays at 11:00 a.m. in the Library & via Zoom. Cantor Mark leads this bible study discussing the scripture readings for the upcoming Sunday.

WEDNESDAY MORNING BIBLE STUDY / Wednesdays at 8:00 a.m. in the Library and via Zoom. Dave Horn leads this bible study discussing the readings for the upcoming Sunday.

WEDNESDAY NIGHT BIBLE STUDY / Wednesdays at 6:45 p.m. in the Library. Pastor Nathan leads this study of readings for the upcoming Sunday. If you have not attended, but would like to do so, please contact Pastor Nathan for more information.

TRINITY CONGREGATION COUNCIL

2022-2023 Council Members

President – Karen Couturier president@trinityworc.org
Vice-President – Beth Getman vice-president@trinityworc.org
Secretary – Kate Gregoire secretary@trinityworc.org
Treasurer – Nancy Fontneau treasurer@trinityworc.org

Nathan Cummings, Jim Drackley, Bryan Gregoire, Jena Hill, Roz Horn,
Dale Mattice, Mark Mummert, Pastor Nathan Piphon, Nick Salerno,
Mary Tarquinio, Suzanne Whitmarsh, Judy Willoughby

The Council meets next on Monday, October 17, 2022.
Please speak with an Officer to add an item to the agenda.

PARISH STAFF CONTACTS

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Deadline for November Trinity News: Thursday, October 20, 2022