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THE DEAN’S PASTORAL LETTER:
A SACRED PLACE FOR ALL PEOPLE

Jesus did not have a strategic plan. And yet, somehow, he completely changed the world.

For this reason, I have always approached “strategic planning” with fear and trembling. Every church may have a unique voice, and, as a cathedral Trinity certainly has a mission that includes our city and our wider diocese. Yet beneath all the details and the planning documents that go into strategic visioning rests a singular vision for why we exist: Trinity exists to praise and worship the Living God, to share Jesus’ message of love and justice and to be a community in which we each live out the commitments of our baptismal covenant.

As we discern Trinity’s mission, as we seek threads that connect yesterday’s vision to today, we remain grounded in the life-changing vocation of the church: the mission of the church is to restore all people to unity with God and to each other in Christ.

Our mission is the work of restoration; it is our task now to imagine how God is calling Trinity Cathedral, the oldest church in Cleveland and an expression of the ministry the Episcopal Diocese of Ohio, to be an agent of restoration. Our work is to restore all people to unity with God and each other in Christ, and that is at the heart of all our planning.

Why now?

Over the past year the Rev. Adrienne Koch and I, in conversation with the vestry and cathedral council, have been listening closely to the congregation and wider community as we discern a strategic vision. This is a vision rather than a plan which means that we start with a framework based on our careful listening, and then adapting and evolving it going forward as a congregation together.

The time was right in these past months to do this work. Sometimes we were playful about it – remember last spring’s Question of the Week which featured the bitmoji images of your two priests? We asked questions like, “what is your favorite hymn?” and, “who is your favorite Christian troublemaker?” and, “what person who you know personally has taught you the most about faith?” We got some wonderful answers!

We discerned through skills-building sessions with our vestry and cathedral councils, and Adrienne and I met with community partners to ask what they valued about Trinity. We reviewed historical data, looking at attendance figures from the past 30 years to get a sense of our congregational life cycle. We gathered in the fall for Community Conversations about liturgy and values and Trinity’s distinct assets for creating meaningful worship services.

Through all this (and the many conversations we’ve had with each of you over the past few years) we learned a lot about what the people of Trinity Cathedral value. When we hold these values up to the light of the mission of the wider church – to restore all people to God, and to each other in Christ – we can see how Trinity has always had a distinct voice, breathing life into that call to restoration.

Trinity’s core values are those things that are, and have always been, at the heart of everything we do. Whether it’s 1907 or 1968 or 2022, the vocabulary can shift a bit but the values will remain consistent. Trinity simply wouldn’t be Trinity if all our values were not guiding our ministry.

Integrity is a core Trinity value. Integrity means we are who we say we are. It also speaks of living an “integrated” life, meaning that what we do and say in one sphere of our life matches the others, whether at work, home or in the neighborhood. Honesty and appropriate transparency are essential to who we are.

Dignity is a core Trinity value. How often have we felt inspired – and a little bit challenged – by our baptismal covenant’s call to respect the dignity of every human being? It’s a core value because we believe that each person is a child of God and bears the image of God. Our mission is to restore one another to an awareness of our inherent belovedness.

Our core values often combine to lead us to action, by the way. Justice and inclusion, for example, are clearly parts of who we are, and are reflections of our commitment to human dignity and to the integrity that calls us to value one
Faithfulness is a core Trinity value. We are faithful to God and to one another, and our strong desire to see Trinity as a beacon of God’s love for the whole community leads us to put that faith into action. Whether showing up to serve at A Place at the Table or the urban farm or supporting the work of the cathedral as a ministry leader, or reaching out to a person experiencing a loss, the ministry of Trinity happens because of the faithfulness of this congregation.

Continuity is a core Trinity value. We are the stewards of a great sanctuary, and we see it as our mission to celebrate its witness today while preserving it for the future generations. Likewise, we value a continuum of leadership that includes bishops, deans, and lay leaders, and see each as adding their voice to the Trinity story. Yet this does not hearken us back to a single golden age: continuity means that our history (and our voice) is shaped by our founding years as well as by our witness in the civil rights era, by the voices of today as much as by the decades that preceded. We carry the prayers of generations in our walls and seek to create a space for more people to shape the vision in years to come.

Finally, Transcendence is a core Trinity value. We come to Trinity because we seek an experience of the holy. That can happen through gospel or rhythm-and-blues music. That can happen through majestic silence. That can happen through two organs resounding antiphonally, filling our nave with the echoes of holiness and song. When we are within the walls of the cathedral, and when we go forth rejoicing in the power of the Spirit, we know that God is with us.

Vision & Values

Why have we spent so much time focusing on values as we talked about a strategic vision? Because values are at the heart of the ongoing discernment work that will help us focus and refine our vision over time. We all know, after two years of pandemic, that there is much we cannot control, and that a fully top-down “strategic plan” could well become more brittle than life-giving. Yet a strategic vision allows us to make important choices, deciding where to focus and what to let go, while also being open to the life-giving movement of the Holy Spirit.

A Sacred Place for All People

As we brought the rich feedback of the congregation alongside the history of Trinity – from 15 years ago to 115 years ago – a picture emerges that ties them together and helps us cast a vision for today. When Bishop William Leonard commissioned the cathedral, he did so calling for it to be a sacred place for all:

“A church for the masses of the population, it is intended to offer doors wide enough for the religious ingatherings of many who are even churchless and perhaps creedless…It is capacious in its intention…socially a great civic and moral as well as ecclesiastical church… and there should be a universal consciousness of the truth that its doors are open to everyone,… especially those who have no particular church home; such should realize that they may say gladly, “This is our church and I have a right to it.”
Capacious. Open to all. Welcoming. An “ecclesiastical” church (meaning the heart of the bishop's ministry) while also being a civic asset for all who walk by, or even simply lay eyes on it. We found in Bishop Leonard's words the century-old echoes of what brought each of us to Trinity, each in our own way: a place to know and worship God but also a place that offers an expansive vision of the sacred to all. Trinity Cathedral has, from its very founding, been called to be A Sacred Place for All People.

Next Steps

The mission of the church is to restore all people to unity in God, and to each other in Christ. That is our work at Trinity as well, and we carry out that work by creating a capacious space – both physical and spiritual – in which that restoration, through the lively work of the Holy Spirit – can happen.

We will focus on three broad goals:

1. Supporting Trinity Commons as a place for programming that inspires, nourishes, and celebrates the image of God in all people
2. Growing the Trinity congregation, in number and diversity, as the heartbeat of formation, community and hands-on service, and
3. Serving neighborhood partners, especially the students of surrounding colleges as a place of spirituality, respite and community service

A New Relational Model

Our vision calls us to try new ways of carrying out our mission, discerning what continues to work while exploring new models to strengthen our ministry. We believe that the best way to grow and to live into our mission to be a sacred place for all people is to cultivate networks of ministry, led by congregation members and supported by staff and vestry members. This is the foundation of our new mission team structure, in which 7-8 mission teams lead, guide, and adapt our ministries over time.

Trinity Cathedral is a sacred place for all people. Here's the big secret to our strategic vision: we're not actually inventing anything new. From the day this cathedral was constructed, it was intended as a house of prayer for all people, and each generation has found a new way to live out that vision.

The pandemic has taught us many things, but perhaps the most important is our great need for restoration. Yes, we want to be restored to a sense of safety and connection that we've lost. Yet we've seen in this crisis a far deeper challenge, that of the spiritual costs of being, in so many ways, distanced from one another.

In a time of loss and rebuilding, Trinity Cathedral stands as what Bishop Leonard called, “...a parable in stone”; a place where we go to be restored to God and to each other, a place where all God's children in Cleveland and beyond can meet the sacred and see the image of God in every human being.
WORSHIP, ART & MUSIC

Wide-ranging, forms of worship characterized Trinity in 2021. A new service was introduced known as A Service of Word & Prayer, held via Zoom and including the congregation as part of the liturgy. In the early months of 2021, online worship was prerecorded in answer to a spike in COVID-19 cases at that time. Outdoor services on the lawn across the street from Trinity at CSU’s Center for Innovations in Medical Professions began in May and took place every other week. July 11 marked the congregation’s return to the cathedral, with outdoor Early Eucharist services in the garden at 8:30 a.m. and Choral Eucharist services in the nave at 10 or 11 a.m. The later service was also livestreamed utilizing a brand-new permanent 3-camera setup in the cathedral for the first time. The return was approached with due caution, including mask requirements, social distancing, reservations required, limited singers in the choir and quiet singing for the congregation. On All Saint’s Day, Nov. 7, we finally resumed our regular three-service Sunday morning schedule which continued through the end of the year, accompanied by a full complement of Christmas Eve and Christmas Day services.

Music at the cathedral was greatly enhanced by the new Muller-Aeolian/Skinner chancel organ. It was fully installed early in the year and underwent tonal finishing from January through June. The organ was the cover story in the August edition of The American Organist magazine. It was featured prominently in worship and concerts starting in early summer. BrownBag Concerts were held via livestream from February through May and in-person starting in October, with COVID protocols in place including a vaccination requirement. Weekly Choral Evensong services also returned to the nave in October, welcoming singers and homilists from around the diocese.
Trinity congregational life met the challenges of the pandemic by adapting some of its big events in 2021. Virtual Zoom coffee hours were held in between virtual services early in the year, replaced by outdoor coffee hours in the garden when outdoor worship began. A summer picnic was held in the cathedral garden, which filled the available space with members anxious to see one another.

Mardi Gras and game night was celebrated on Shrove Tuesday. Although it was a virtual event, fun was had by all as Mardi Gras/Lenten kits were sent home to all participants.

Outings included a walk to public square to view the holiday lights in January and a visit to the Maltz Museum to see its exhibit *The Notorious RBG: The Life and Times of Ruth Bader Ginsburg*. Congregants made a trip to the Greek and Italian Cultural Gardens near University Circle for a tour led by member and docent Bill DiTirro.

In September, Trinity held its first annual fall barbecue accompanied by Trinity’s own bluegrass band *Poor Ornry Sinners*. Members of all generations participated in Advent wreath-making on the first Sunday in Advent. Folks were anxious to participate in this annual tradition at Trinity, after having a take-home wreath kit in 2020.
INVITE, WELCOME, CONNECT

In mid-2021, a group of Trinity members began meeting to discuss starting an *Invite, Welcome, Connect* ministry for the cathedral. Although Trinity has always been known for its friendliness, warmth and radical hospitality, we wanted to make all of these actions very intentional and ingrained in the way we greet and welcome our guests.

We now have greeters in place to meet folks at our doors – to answer questions and offer any help and put Trinity’s best foot forward when our guests first enter. In 2022, we’re introducing newcomer hosts who will bring our hospitality efforts even further into focus.

MINISTRY SUPPORT

CATHEDRAL COUNCIL

In 2021, Cathedral Council instituted a liaison system, providing greater support to the ministries of Trinity by assigning a council representative to serve specific ministries. A successful *Grow Your Group* training session was held and was attended by most ministry leaders and participants. The meeting featured the Rev. Adrienne Koch as moderator and speakers the Rev. Brad Purdom, canon for congregations in the Diocese of Ohio, and Kirsten Frei-Herrmann, program director for Greater Cleveland Volunteers. Many participants commented that they learned practical lessons that would allow them to conduct a better small group ministry.

A new active ministry flier was produced and updated to share with members and newcomers. Council also developed a schedule of ministries to share their missions and stories by staffing a table in the promenade each week. The program has been implemented and is active, with groups scheduled to promote themselves through December 2022.

Council wishes to thank Trinity members for supporting them during the course of the year.
PEACE, JUSTICE & MERCY

Trinity continued its Holy Work in the area of racial equity training. The work began in 2020 with the Racial Equity Institute’s Groundwater training. Phase 2 is The Episcopal Church’s Sacred Ground training. Sacred Ground is a film and readings-based dialogue series on race, grounded in faith. Small groups are invited to walk through chapters of America’s history of race and racism, while weaving in threads of family story, economic class, and political and regional identity.

Several Sacred Ground groups were formed in 2021. Many that have gone through the training have gone on to facilitate groups around the diocese. The Rev. Adrienne Koch and the Rev. Margaret D’Anieri, the canon for mission in the Diocese of Ohio, led a clergy group. Over 80 people have attended classes connected to Trinity’s Holy Work curriculum since its inception.

The Trinity racial audit committee began regularly meeting in 2021 and explored the cathedral archives to discover the role that race has played in Trinity’s history. They were excited to discover the Rev. Dr. Raleigh D. Hairston’s unpublished dissertation titled “Blacks and the Episcopal Church in the Diocese of Ohio.”

SPIRITUAL FORMATION

Trinity’s adult formation committee offered hybrid education for much of 2021, conducting Bible study classes online from committee and congregation members. The topics included the book of Isaiah, Visio Divina (a multi-sensory connection with God), the Green Bible study, dislocated exegesis (where participants walked to nearby locations and discovered how Scripture differed when read aloud in that location) and sci-fi Bible study. The Rev. Greg Farrand from Second Breath Center led an Advent retreat which also had hybrid options, It has led to a new 2022 eight-session online class called The Inward Journey. Adrienne completed her training to become a certified Enneagram instructor in 2021. Several inquirer’s classes were held and Trinity celebrated with 4 new confirmands.
NEIGHBORHOOD PARTNERSHIPS

Trinity’s A Place at the Table ministry, now in its 39th year, continues to feed the hungry in Trinity’s neighborhood. A take-out lunch was served in 2021 to conform to COVID protocols. Coffee is served each week, and sometimes guests receive special treats made by our volunteers. In cold weather months, warm hats, gloves and socks were available for our guests, provided by the Wall of Love ministry.

The urban farm had a special year. Our farmers donated 3,245 pounds of organic food to The Friendly Inn, a local nonprofit that provides services primarily to residents in nearby public housing. This was the second largest harvest in the farm’s 16-year history. The farm also partnered with Monarch Lifeworks Adult Autism program, whose volunteers helped out weekly. Farmers made their services available to parishes across the diocese who were looking to start or expand their own community gardens. Public art was also installed, including branding the 20-foot storage shed with Trinity signage. The farm partnered with a neighborhood artist to install statues at the farm. In 2022, our farmers plan an expansion to grow even more food for Cleveland’s hungry.

At Cleveland State, the Rev. Adrienne Koch staffed a Trinity table during their wellness week. During CSU’s Mental Health Awareness Week, Trinity became the canvas for a huge lightshow promoting mental health awareness, projected from a CSU building across Euclid Ave. Adrienne was interviewed by CSU students for the school’s Pride Guide LGBTQ+ podcast.

Trinity’s Marion-Sterling school partnership expanded in 2021 as congregants not only supported the annual school supplies drive, the Thanksgiving dinner baskets and the mitten tree, they also purchased presents and winter clothing for over 200 students at the school at Christmastime. In addition, opportunities to tutor students in academic need continue, with Trinity offering two tutors last year during the pandemic. Trinity is also represented by Adrienne on the St. Vincent Charity Medical Center advisory board, serving on the grant writing committee to secure funding for a mobile laundry unit in the Central neighborhood due to a lack of laundromat capacity.
CHILDREN & YOUTH

Like much of the programming at Trinity, children and youth went through a number of curriculums in 2021. The year started out with Zoom Sunday school and youth group classes. Children and youth were the first members to start holding in-person classes, starting May 2, when virtual worship services were still being held. This continued throughout late spring and early summer, when outdoor worship services were being held every other week.

May 9 was Youth Sunday and high school senior Emma Gittins delivered a moving sermon. Other youth served as musicians, lectors, intercessors and acolytes.

Youth group typically goes on a mission trip most summers to an out-of-state location to share Christ and bring hope to people in need. This summer, Trinity youth stayed close to home for the 2021 Mission: *Together We Are CLE*. The teens worked at the urban farm, created new gardens and play areas for our neighbor nonprofit, The Friendly Inn, and cleaned and restored 44 bicycles which were given to Cleveland children in need. The group took time for some fun, attending an Indians baseball game and enjoying a trip to Edgewater Park for some swimming and beach time.

The fall season resumed with outdoor and indoor Sunday school and youth group, which led to all indoor when Trinity returned to 3 services in November. Children and youth have played an increased role as lectors and ushers in 2021. Worship bags were distributed prior to services with activities and crafts to keep young children occupied. Children’s chapel, long a staple of the 9 a.m. service was also offered at 11:15 a.m. as a result of member suggestions. Even though there wasn’t a Christmas pageant this year, children and youth participated in the family Christmas Eve service.

All Trinity children received Bibles in 2021.
We regret any errors or omissions. Please contact Dan Hout-Reilly, Controller, at dhout-reilly@trinitycleveland.org or call (216) 774-0412 with questions or corrections.
INCOME

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Pledges Current Year</td>
<td>365,834</td>
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<tr>
<td>Offerings Christmas &amp; Easter</td>
<td>19,466</td>
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<tr>
<td>Additional Gifts</td>
<td>126,688</td>
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<td><strong>TOTAL CONGREGATIONAL SUPPORT</strong></td>
<td><strong>$531,988</strong></td>
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<td><strong>TOTAL GRANTS</strong></td>
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<td>Music &amp; Art at Trinity Shared Services</td>
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<td>Earned Income General</td>
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<td>Friends Support</td>
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<td>Corporate/Diocesan Contributions</td>
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<td><strong>GENERAL TRUST FUND SUPPORT</strong></td>
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<td><strong>TOTAL INCOME</strong></td>
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EXPENSES

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<td>Spiritual Formation</td>
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<td>Civic &amp; Community</td>
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<td>Music &amp; Art at Trinity</td>
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<td><strong>TOTAL EXPENSE</strong></td>
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**GENERAL TRUST FUND**

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**GENERAL TRUST FUND ASSETS 12/31/2020**

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<td>Withdrawals for 2021 Operations</td>
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<td>Withdrawal for 2020 Operations</td>
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<td>Withdrawal for Capital</td>
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<td>Investment Income and Gains</td>
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<td><strong>NET CHANGE IN VALUE</strong></td>
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* of trailing 20 quarter average balance at September 30, 2020.

The endowment also funds capital projects not included in this annual operating budget.
PEOPLE AT TRINITY CATHEDRAL

STAFF AS OF DECEMBER 31, 2021

The Very Rev. Bernard J. Owens, IV, Dean
The Rev. Adrienne Koch, Priest Associate
Ginger Bitikofer, Associate for Congregational Life & Membership
Melvina Blair, Space use & Hospitality Coordinator*
Scott Blanchard, Communications Manager
Jennifer Cochran, 9:00 Music Coordinator*
Dan Hout-Reilly, Controller
Sam Hubish, Livestream, Video & Website Consultant
Doreen Hughes, Executive Assistant
Nicole Keller, Associate Organist*
Marisa Marlak, Operations Assistant
Aretha McCreary, Hospitality Coordinator*
Brandon McCreary, Sound Technician*
The Rev. Johanna Owens, Youth & Children’s Program Coordinator*
Lamont Thomas, Building Steward
Corinne Wallner, Facility & Events Manager
Todd Wilson, Director of Music

* Denotes part-time employees

VESTRY
Gary Benjamin
Mark Biddlestone
Elizabeth Billings
Martin Hermes
Paul Herrgesell, Treasurer
Diane Hexter
Janet Lechleitner, Junior Warden
Linda Lee
Cynthia Ries
Patricia Roberts, Senior Warden
Jeff Spiess

CATHEDRAL COUNCIL
C.J. Bromfield
Barbara Crouse, Co-Chair
Bill DiTirro
Bill Fuller
Carol Gallagher
Emma Gittins, Youth Representative
Marian Graham
Audrey Hudak, Chair
Sandy Luther
Aretha McCreary
Dan McGuire, Clerk
Janet Morrison
Dan Senger

THE EPISCOPAL DIOCESE OF OHIO
The Rt. Rev. Mark Hollingsworth, Jr.
Bishop of Ohio
The Rt. Rev. William Persell
Assisting Bishop
Assisting Bishop

TRINITY CATHEDRAL
AN INCLUSIVE COMMUNITY OF FAITH

The Cathedral of the Episcopal Diocese of Ohio located in downtown Cleveland

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