



Office for
Transition
Ministry

Ministry Portfolio

Full Portfolio (last updated Apr 21, 2025)

Trinity, Fredericksburg, Virginia

825 College Avenue, Fredericksburg, VA 22401, United States

Contact:

Rector / Vicar / Priest-in-Charge | Receiving Names until 06/06/25. trinityepiscopalva22401@gmail.com

Weekly Average Sunday Attendance (ASA)	Number of Weekend Worship Services	Number of Weekday Worship Services	Number of Other per Month Worship Services
111	2	1	3
Current Annual Compensation	Cash Stipend	Housing / Rectory Detail	Utilities
\$102267			
SECA reimbursement	Compensation Available for New Position	Housing Available for	Pension Plan
Healthcare Options	Dental	Housing Equity Allowance in budget	Annual Equity Amount
Full family	Yes		
Vacation Weeks	Vacation Weeks Details	Continuing Education Weeks	Continuing Education Weeks Details
One month, including 5 Sundays (standard)		2 (standard)	
Continuing Education Funding in budget	Sabbatical Provision	Travel/Auto Account	Other Professional Account
\$1001-\$2000/year	Yes	Yes	

Total Compensation \$95,000 - \$110,000, based on experience

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Describe a moment in your worshipping community's recent ministry which you recognize as one of success and fulfillment.

During the 2023 Christmas Eve family Eucharist, a young family attended with their three-year-old, S. who was attending church for the first time. The rector, noticing him, invited S. to take part in the pageant saying, "We could use another sheep!" S. is likely neuroatypical. When he reached the front of the nave he embodied his role, wandering like a sheep without a shepherd around the other children. He continued to wander when the pageant ended and everyone returned to their seats, wandering around the sanctuary as his curiosity led him. S.'s parents cringed, embarrassed and expecting reproval for their son's behavior. Trinity's clergy and congregation took S.'s behavior in stride, continuing with the service and treating S. with gentleness and loving-kindness. S.'s mother wept in astonishment at the grace with which her son was treated. S.'s behavior that evening was disruptive. Some churches might have quietly taken S.'s parents aside and insisted they handle his behavior, and they might have been justified to do so. Trinity didn't do that, and because of that a young family and many people around them were able to experience God's love and grace in a deeply meaningful way.

How are you preparing yourselves for the Church of the future?

We can not be sure what the future church will look like, or how much change to expect. However, we do know that we are in the midst of radical change. Church attendance overall has been declining, especially since COVID. One thing Trinity is doing is staying focused on our mission, which is to lead people to the power and knowledge of Christ and to care for our neighbors. We have continued our outreach and, like many churches, have incorporated more technology to reach wider audiences. Advocating for inclusion by embracing radical welcome has caused some members to leave and some members to join; and while our numbers change, we must continue on the path of acceptance and encouragement for all people so that they may feel God's love. Understanding has been our first step in preparing for the future. The surveys and focus groups we've done as part of our discernment have helped us identify who we are and what we want for our future. The key now is finding someone willing to work with us in creating a vibrant community in which all are welcome and in which all want to belong so that they themselves may become active members of our church and advocates for our mission.

Please provide words describing the gifts and skills essential to the future leaders of your worshipping community.

compassionate, inspiring preacher, Servant Leader, Fostering Inclusivity

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Describe your liturgical style and practice for all types of worship services provided by your community.

Trinity's Sunday worship begins at 8:00am with a Rite 1 service in our beautiful sanctuary. Following the service, the choir practices, children attend Sunday School, and parishioners gather for breakfast in the fellowship hall. The 10:30am service uses Rite 2, with our wonderful choir supporting congregational singing from the Hymnal and Lift Every Voice and Sing. We have used other music, but since we livestream our 10:30 service, we are careful not to use things we don't have licenses for. Both services use the Book of Common Prayer, and we typically use Matthew's version of The Lord's Prayer. We tend to fall somewhere between low church and high church, but our congregants enjoy occasional opportunities to worship in different ways. Our long term rector wore our beautiful hand-made Chasubles for most services, and we hope our next rector will use them as well. Parishioners assist by preparing the altar, serving as ushers, lectors, acolytes, and oblation bearers. Volunteers also serve as Eucharistic Ministers and Visitors. On weekday mornings, prayer is led by volunteers on Facebook at 6:30am, and we hold a noon Eucharist on Wednesdays.

How do you practice incorporating others in ministry?

Trinity believes that "Invitation will lead to involvement and involvement will lead to commitment." One way of incorporating others into ministry is an open invitation in the online Trinity Newsletter. This approach was successful with a new ministry called "The Prayer Ministry" which began in the Fall of 2024. Several congregants published Newsletter articles inviting those interested to attend an information session where an experienced member of the local St. George Episcopal Church teamed with a member of Trinity to conduct four hours of training. The two parishes maintain a collaborative and active relationship in ministry and fellowship. Within a few weeks the Prayer Ministry was launched. We have several volunteer lay prayer ministers who offer individual confidential prayers at the back of the sanctuary during Sunday services for any who want them. The lay prayer ministers meet periodically to discuss their ministry and make assignments. This approach has also been the way to maintain a strong acolyte team of children and youth. Other approaches include Trinity's Annual Ministry Fair and (e.g., Brotherhood of St. Andrew) and word-of-mouth (e.g., Daughters of the King).

As a worshipping community, how do you care for your spiritual, emotional and physical well-being?

Our spiritual well-being is nurtured through Prayer. We pray to give thanks; to praise God; for guidance; for protection; to care for the sick; for wisdom; to confess sins; to endure personal suffering; for emotional and physical strength; for healing and inner peace. Reading Scripture Strengthens our spirituality as a way of learning who God is, what he has done, and how we can be transformed into the likeness of Christ. The Eucharist is a vital source of spiritual nourishment by experiencing how Jesus rescues us, heals, and feeds us within himself, that we may evermore dwell in him, and he in us. Emotional support is provided by our Parish Shepherds, our grief support and care-givers groups, and pastoral care volunteers. Through Christian Fellowship we are encouraged by one another's faith and share in the likeness of Christ for support, joy and peace. Christian Education provides opportunities to grow in wisdom, knowledge and understanding of God's will through our Sunday school, adult discussion groups and library of religious readings. We hope that our next rector will actively support our community by leading or co-leading some of these ministries.

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How do you engage in pastoral care for those beyond your worshipping community?

Trinity engages in many outreach programs that benefit the community. The most notable being our relationship with Micah Ecumenical Ministries, which was started in Trinity's basement. This ministry has evolved into a Jeremiah Community that reaches beyond cold weather shelters and meals for our unhoused community to put people into stable home environments. Other ministries include Trinity's support of The House, an Episcopal Lutheran Campus Ministry for college students at the nearby University of Mary Washington. Additionally, Trinity provides food through the Trinity Food Pantry and Blessings in a Backpack for elementary school children, and serves breakfast to the unhoused during the cold months. Trinity also helps families with overdue utility bills, participates in community events such as School Dressing Days, and partners with local agencies during Christmas to distribute gifts. The formation of The Committee for Racial Healing and events like our Pride Mass are inspiring examples of Trinity's commitment to radical welcome. Trinity also opens its doors to various support and recovery groups, reinforcing the message of welcoming everyone in the spirit of Christian love.

Describe your worshipping community's involvement in either the wider Church or geographical region.

Located at the crossroads of the diocese, halfway between Northern Virginia and Richmond, and due to its convenient accessibility, Trinity is often used for meetings, including the monthly gathering of the Diocesan Committee on Priesthood. In May 2025, Trinity will host the diocesan-wide spring assembly for the Daughters of the King. A highlight of the gathering is the opportunity to walk our landscaped, public outdoor labyrinth, which is included on the website labyrinthlocator.org. We are also a member of the Interfaith Community Council, a nonprofit organization representing a broad range of faiths, whose purpose is collaborating on programs and services to help individuals and families in need. Trinity participates in the annual Pride Month events and has hosted the well-attended Pride Mass celebration in 2023. Worldwide activities include meal packaging for Rise Against Hunger, a family-friendly, multigenerational event to help alleviate food insecurity. For many years, while it was safer to do so, Trinity sponsored mission trips to El Hogar, an orphanage in Honduras, and continues to provide financial support.

Tell about a ministry that your worshipping community has initiated in the past five years. Who can be contacted about this?

One of the new worship opportunities started in early 2022, was the addition of Morning Prayer on-line via Facebook. Started by our priest and then turned over to lay leaders, this group meets for roughly 25-30 minutes each morning (M-F) for readings, as well as prayers and thanksgivings offered by the 10-15 participants who routinely attend. It has allowed us to be more intentional and prayerful; not just saving those prayers for Sunday morning, but giving us an opportunity to pray together during the week as well. It has been especially helpful in giving those who travel a way to be together, while geographically separated. Today, we work with another parish to offer the daily Morning Prayer Service, which connects people with several parishes. While many of the participants are members of Trinity, we have others who attend nearby churches, but join us for this service as it fills a Spiritual and social need that wasn't filled before having this online prayer option. All are welcome to attend live or watch at a later time on the replay.

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What is your practice of stewardship and how does it shape the life of your worshipping community?

The spiritual and practical life of our parish is sustained by volunteers who give generously of their time and talent to support lay ministries, Christian formation and worship. We are also stewards of a remarkable physical plant. Trinity is located across the street from the University of Mary Washington, providing access to college students who worship with us during the school term and who are involved with The House, a ministry shared with two other area churches and led by our Campus/Young Adult Missioner. Our campus consists of two buildings with plenty of meeting space. The rooms are used by 16 different AA and related groups about 130 hours each month. We also offer space to programs such as Micah Ecumenical Ministries, the American Red Cross and others. Since COVID, we have run a financial deficit, with donations covering approximately 90% of the budget. Forty-two percent of our active members pledge each year. Although the number of families returning pledge cards went down in 2025, the amount pledged per family went up about 15%. Our parish recognizes a need for greater investment in Trinity and could benefit from creative leadership to help us improve.

What is your worshipping community's experience of conflict? And how have you addressed it?

After a period of 18 months without a rector, we called a priest who chose to make a number of changes over a short period of time, and which were difficult to adapt to. Our congregation tends to be conflict-avoidant. Rather than cause large or dramatic confrontations, disagreements about the direction of the church (both as a whole and Trinity in particular) have mostly resulted in members quietly leaving. Historically, this behavior has extended to our church leadership, with instances of unspoken expectations and disagreements leading to larger consequences as the original conflict went unaddressed. Recently, the vestry has identified this tendency and acknowledged a need to establish guidelines for handling conflict to combat it. Since her departure, we have had a series of supply priests, a short term interim, and several more months of supply priests before calling our current interim. We are looking forward to finding a period of stability with our next rector - someone who will partner with us in demonstrating clear communication and an openness to constructive conflict.

What is your experience leading/addressing change in the church? When has it gone well? When has it gone poorly? And what did you learn?

At the onset of the COVID-19, Trinity was without a permanent rector. Our rector of 22 years retired, and we chose to use supply clergy rather than calling an interim. Navigating this difficult time is a testament to our strong lay leadership as we were forced to adapt long-held practices. Some changes have been lasting and positive. We realized that our manner of meeting people's needs through our outreach ministry needed to change. We opened our food pantry four days a week rather than one, with more volunteers and more donations supporting this work. This change has persisted. Other changes have been less positive. We have not resumed providing a nursery during Sunday services, partly due to a reduction in our Christian Education Department. Once in person services resumed, our new rector reduced the number of Sunday services from three to two, which meant no longer having a dedicated family service. These changes led some families to go elsewhere or stay home. We have found that the changes that have gone best have been those that were communicated clearly, and those in which the congregation was invited to provide input regarding the decisions being made.



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Prior Incumbents

Name	Position Title	Date Begun	Date Ended
The Rev. Mary L. Staley	Interim	2025-02	

Name	Position Title	Date Begun	Date Ended
The Rev. Cynthia McKenna	Rector / Vicar / Priest-in-Charge	2021-01	2024-08

Name	Position Title	Date Begun	Date Ended
The Rev. Kent Rahm	Rector / Vicar / Priest-in-Charge	1997-07	2019-06

Church School	Number of Teachers/Leaders for Children School	Number of Students for Children School
Sunday School	9	19

Number of Teachers/Leaders for Teen/Young Adults School	Number of Students for Teen/Young Adults School	Number of Teachers/Leaders for Adults School	Number of Students for Adults School
2	4		

Day School	Number of Students for Day School	Number of Teachers for Day School	Number of Total Staff for Day School



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Worshipping Community Web site: <https://www.trinity-fredericksburg.org>

Media Links:

> <https://www.thehousefxbg.org>
> <https://micahfredericksburg.org/about-us/churches>

Online References:

> https://www.facebook.com/trinityfredericksburg/?ref=page_internal

Languages Significantly Represented:

English

Provide Worship or Classes in:

References

Bishop:

**The Rt. Rev. E. Mark
Stevenson**

Diocesan Transition Minister

The Rev. Will Dickinson

wdickinson@episcopalvirginia.org

Current Warden/Board Chair

Val Folden

Previous Warden/Board Chair

Harry Dickinson

Search Chair

**Karen Harrison / Dick
Ayres**

trinityepiscopalva22401@gmail.com

Parish/Institution

Local Community Leader

Meghann Cotter

**Micah Ecumenical Services (serving those experiencing temporary
and chronic homelessness) <https://micahfredericksburg.org/>**