



We are an inclusive and accepting downtown community, welcoming all to join us on our journey to seek and share God's abundant love through worship, the arts, and service in our community.

Overall Summary

Trinity is a small but vibrant parish with strong lay leadership, deep community bonds and a reputation for being “the church that does things.” Parishioners are proud of the community’s resilience, creativity and faithfulness, especially in sustaining ministries without a full-time priest. The congregation values its worship, outreach and identity as a loving and active church. At the same time, members recognize challenges: sustainability, growth, theological depth, declining attendance, reliance on lay leaders, an aging congregation and uncertainty about the parish’s long-term future. A new Priest in Charge (PIC) is seen as essential for guiding, teaching and strengthening sacramental and biblical grounding. We also hope that a new PIC will help Trinity engage with its local community and the wider Episcopal Church while honoring the parish’s unique spirit.

Section 1: Theological Imagination

- **Strengths**

- **Deep care for one another:** Parishioners describe Trinity as loving, supportive, and unified, a “beloved community.” Parishioners deeply care for one another and their neighbors, which fuels strong outreach.
- **Strong lay leadership:** Lay preachers, formation leaders and volunteers are widely appreciated for their wisdom, energy, creativity and dedication. They have filled gaps left by not having a full-time priest and have created space for different voices.
- **Courageous:** Leaders and Parishioners are not afraid to try new things (e.g., lay preachers, shelter ministry).
- **Outreach and service:** Trinity is highly engaged in community service (shelter ministry, food programs and other partnerships) in Torrington. We have a visible and respected presence in our community, where we are known for outreach, partnerships, cultural events and hospitality.
- **Community Connections:** Parish is known as “the church that does things” and we serve as a beacon of hope in Torrington and beyond.

- **Challenges**

- **Small size can limit capacity and create burnout risk:** A small congregation contributes to worries about sustainability, finances and attracting younger families. Volunteer fatigue and reliance on a “small but mighty” group weigh heavily on those carrying burdens.
- **Declining attendance & aging congregation:** Concern about sustainability, growth, staying connected to those who can no longer attend, and lack of young families or children.
- **Navigating varied perspectives with grace:** Balancing varied theological, political and denominational backgrounds can create hesitancy to open dialogue; concerns about our ability to have difficult conversations about faith or politics without causing division.
- **Reliance on lay leaders:** Leaders without formal training can present uneven theological messages. While empowering, reliance on lay leadership creates fears of theological drift without clergy guidance.

- **PIC Hopes**

- **Help parish grow spiritually and numerically.**
- **Strong spiritual leader:** Grounded in scripture, sacraments and Episcopal tradition, offering biblical teaching and care through sacraments.
- **Encourage openness, creativity and new ways of engaging God’s mission.**

Section 2: Word and Sacraments

- **Strengths**

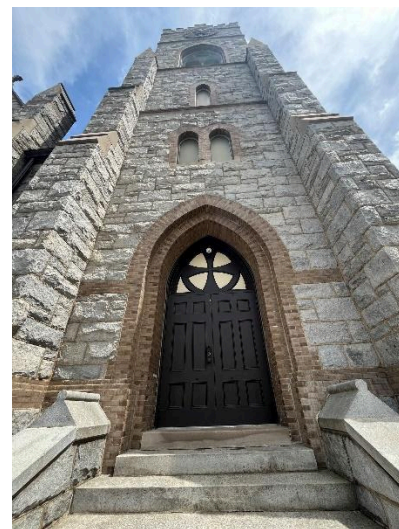
- **Liturgy, music and sanctuary create meaningful worship:** Thoughtful liturgy, strong music, Morning Prayer and diverse preaching nourish the community. Many value Morning Prayer, lay sermons and shared communion. Trinity's historic building, sanctuary and memorial garden also create a powerful environment for prayer and community and contribute to spiritual depth.
- **Strong lay preaching and adult formation:** A defining strength is the energy and creativity of committed lay preachers, leaders, volunteers and formation groups.
- **Inclusive communion and welcoming spirit:** Parishioners deeply care for one another and their neighbors.
- **Blend of Morning Prayer and Eucharist:** Diversity of liturgy along with varied preaching and leading voices are highly valued.

- **Challenges**

- **Lack of regular clergy leads to less frequent Eucharist.**
- **Aging membership creates a need for Eucharistic visitors.**
- **Limited participation in choir, altar guild and a complete lack of children's programming.**
- **Desire for more fellowship:** organization of purely social events is lacking.
- **Desire for more formation opportunities:** existing opportunities have scheduling conflicts, may not be interesting for all.

- **PIC Hopes**

- **Deepen Faith and Formation:** Grounded in scripture, sacraments and Episcopal tradition.
- **Model reverence for sacraments while exploring new forms of worship:** Support innovative but respectful liturgy and encourage inclusivity in all liturgies.
- **Strengthen altar guild and lay leaders:** support those doing lots of the work while allowing and encouraging others (new people) to join in that work.



Section 3: Forming Disciples and Apostles

- **Strengths**

- **Lay preaching and adult formation seen as “amazing”:** A defining strength is the energy and creativity of lay preachers, leaders and formation groups. This has filled gaps left by not having a full-time priest and has created space for diverse voices.
- **Strong outreach (shelter, soup kitchen, community service):** Trinity is highly engaged in community service—shelter ministry, food programs and other partnerships in Torrington. Parish is known as “the church that does things.”
- **Willingness of parishioners to try new roles:** Our willingness to take chances and step out of our comfort zones for the good of the Parish and wider communities.

- **Challenges**

- **Small volunteer pool can lead to high burnout risk:** A small but faithful base carries heavy ministry loads.
- **Evangelism is difficult for Episcopalians:** Parishioners are unsure how to share faith outside our church walls.
- **Sustainability:** Balancing financial realities with ministry goals and the burden of maintaining our historic building. Trinity’s deep commitment to service sometimes outpaces its financial and human resources, creating fatigue and questions of capacity.
- **Lack of children and families create concern for future vitality.**
- **Adult formation has scheduling conflicts and limited participation:** Diversify offerings and times?



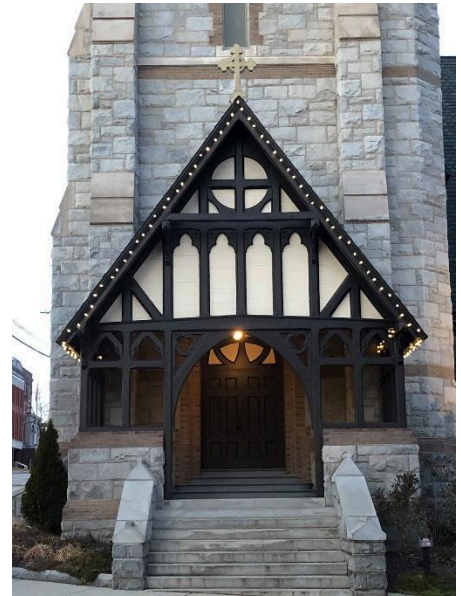
- **PIC Hopes**

- **Be a visible, engaged role model in the community.** Socialize and attend events
- **Mentor lay leaders and preachers:** Help deepen theological imagination, support lay preachers and leaders and offer sacramental, liturgical and spiritual guidance to those leaders.
- **Provide theological guidance and vision:** Expand opportunities for Bible study, discussion, theological reflection and learning.
- **Attract new members, ideally families:** Expand into new areas (eco-spirituality?, liberation theology?, children’s programming?), help us welcome young families and children and attract new members.

Section 4: Connection to the Wider Body of Christ

- **Strengths**

- **Active lay participation in ECCT and regional events:** Leadership and staff of ECCT respect and value the parish as a strong voice and presence.
- **Partnerships with local organizations and cultural groups:** Parish has a strong sense of mission and is respected locally and in ECCT.
- **Hosting community organizations and events:** John Brown's Birthday, Juneteenth Celebrations, movie screenings, concerts, tours, arts events, acting as landlord to Emergency Shelter, Community Kitchen, McCall Center for Behavioral Health.
- **Participation in interfaith collaborations:** Ecumenical Thanksgiving Service, partnering with ECCT / local parishes for Easter Vigil and other services, supporting other parishes where and when able to do so.



- **Challenges**

- **ECCT barriers to participation are perceived as high, limiting participation to a small group.**
- **Travel/time commitment can be burdensome for Regional or Diocesan events:** Requirements for training and certification but a complete lack of accessibility is frustrating.
- **Lack of parish-wide engagement in diocesan life:** While some members are very engaged with ECCT and ecumenical efforts, many parishioners feel disconnected or unaware of these wider ties.
- **Financial limitations:** Though the Parish remains in good standing with the Diocese, there is some resentment as to how much money it takes to remain so.

- **PIC Hopes**

- **Foster stronger relationships with ECCT and local parishes:** Strengthen ties with ECCT, other parishes, the Anglican Communion and the Torrington community.
- **Encourage more parishioners to participate beyond Trinity:** Serve as a visible and respected leader in Torrington's wider faith community, city governance and ECCT.
- **Be visible in Torrington and broader community:** Foster fellowship and shared purpose so that we may continue to be a beacon of Christ's love in our city. Encourage social events, fellowship and wider participation to keep the parish connected and energized.
- **Help Trinity find its voice in the wider church:** Foster stronger ties with ECCT, other parishes and global Anglican/Christian communities.

Overall Summary: Trinity Episcopal Church, Torrington, CT

Trinity is a vibrant, lay-driven, faithful, outward-facing and resilient parish with strong community bonds. Known in Torrington as “the church that does things,” this small congregation has an outsized impact, rooted in deep care for one another and strong outreach to the community through ministries such as the Emergency Winter Shelter and the Torrington Community Kitchen. Members describe Trinity as a place of love, safety, and nourishment, where God’s presence informs decisions and inspires service.

A defining strength is the vitality of lay leadership. Lay preachers, formation leaders, and volunteers keep worship and parish life rich and creative. The parish treasures its liturgy, music, and historic sacred space, which together create meaningful experiences of Word and Sacrament. Faith formation, community service, and fellowship deepen discipleship and knit the parish family together.

The congregation values its worship, outreach, and identity as a loving and active church, but faces real concerns around sustainability, growth, and theological depth. Trinity’s challenges are common to many small churches: declining and aging membership, financial pressures and concern about sustainability.

Parishioners express both gratitude for the new opportunities that lay leadership has brought and concern about the need for deeper biblical and theological grounding. Some worry about burnout, political division or hesitancy to talk openly in a politically divisive time. Trinity’s strong local presence sometimes overshadows its connection to the wider Episcopal Church and global Christian community.

Looking ahead, parishioners hope for a Priest-in-Charge who will be both Pastor and Teacher: someone to strengthen worship and formation, nurture lay leaders, and provide sacramental guidance with care and reverence. They seek a leader who can help Trinity grow spiritually, welcome new members (including families), and sustain its commitment to outreach. They also hope for a priest who will stay long-term, become rooted in Torrington, and help build stronger ties with ECCT and other parishes.

Trinity’s greatest gifts are its people, its imagination, and its visible witness in the city of Torrington and beyond. With faithful leadership and continued creativity, the parish is poised to deepen its discipleship and remain a beacon of God’s love while honoring our Parish’s unique spirit.

