

SESSION PACKET

Stated Session Meeting
August 16, 2022

_____ Approved
_____ Approved with Amendment



Table of Contents

Agenda and Upcoming Dates	Page 2
Stated Session Minutes: June 21, 2022	Page 4
Called Session Meeting Minutes: July 31, 2022	Page 8
Presbytery's Committee on Ministry Policy	Page 9
Worship Attendance Report	Page 16
Statistical Report	Page 17
Financial Report	Page 18
Session Meeting Schedule	Page 20
Prospective Members – August 2022	Page 21
Presbytery Meeting Commissioner Assignments	Page 22
Committee Reports	
Adult Education	Page 23
Youth & Family Ministries	Page 25
Communications	Page 26
Congregational Care	
Congregational Life	Page 28
Pastor's Aid	Page 30
Stephen Ministry	Page 31
Visitation Ministry	Page 33
Membership	Page 34
Mission Council	Page 36
Property Minutes	Page 39
Worship and Music	Page 45
Appendices:	
TELC Minutes	Page 47
Trinity Presbyterian Preschool Minutes	Page 49

**SESSION AGENDA
TRINITY PRESBYTERIAN CHURCH
August 16, 2022**

CALL TO ORDER & DECLARATION OF QUORUM	Rebekah LeMon
DEVOTION (5 minutes)	David Carr
OMNIBUS MOTION to approve:	Rebekah LeMon
<ul style="list-style-type: none">• Agenda• Stated Session Minutes from June 21, 2022 (pp 4-7)• Called Session Minutes from July 31, 2022 (pp 8)• Presbytery's Committee on Ministry Policy #3 for Richard Floyd (pp 9-15)• Statistical Report (pp 17)• Financial Report (pp 18-19)	
MODERATOR'S REPORT	Rebekah LeMon
CLERK'S REPORT (5 minutes)	David Carr
<u>SPECIAL ORDERS & REPORTS:</u>	
PRESENTATION: Supervised Ministry Internship (15 minutes)	Paul King
ENGAGEMENT COMMITTEE (10 minutes)	Ginny Hobbs & Shirley Davis
FINANCE (5 minutes)	Mark Stancil
PRIORITIES EXERCISE (30 minutes)	Rebekah LeMon
OPEN FORUM	
PERSONNEL COMMITTEE (15 minutes)	Brian Williams & Rebekah LeMon
EXECUTIVE SESSION	
PRAYER AND DEPARTING BLESSINGS	Rebekah LeMon

Consent Agenda

- Agenda
- Stated Session Minutes from June 21, 2022
- Called Session Minutes from July 31, 2022
- Presbytery's Committee on Ministry Policy #3 for Richard Floyd
- Statistical Report
- Financial Report

UPCOMING DATES

Session Meeting	August 16, 2022	
Presbytery Meeting (ZOOM)	August 16, 2022	
Communion	September 4, 2022	
Baptism	September 11, 2022	John Thomas Strachan
Fall Churchwide Kickoff & BBQ	September 11, 2022	
Session Meeting	September 20, 2022	
Engagement Fair	September 18 & 25, 2022	
Session Meeting	October 18, 2022	
Presbytery Meeting	November 12, 2022	

STATED SESSION MEETING MINUTES
TRINITY PRESBYTERIAN CHURCH
June 21, 2022

CALL TO ORDER / DECLARATION OF QUORUM

Rebekah LeMon

The stated Session meeting for Trinity Presbyterian Church on June 21, 2022, was called to order in The Loft at 7:09 PM by the moderator, Rebekah LeMon. The clerk, David Carr, confirmed the presence of a quorum, and Rebekah invited Tom Adams, Jr. to the podium for the night's devotion.

DEVOTION

Tom Adams, Jr.

Tom Adams shared moving reflections on heaven—as a concept, a place, a state of being. He noted that although his ideas of heaven have evolved and changed over the course of his life, a constant theme always emerged: glimpses of heaven are all around us when we open our eyes and hearts to others.

OMNIBUS MOTION TO APPROVE CONSENT AGENDA

Rebekah LeMon

Rebekah LeMon directed Session members to the omnibus motion in the meeting packet. Rebekah asked if any items needed to be pulled. There was no discussion. The motion carried without any opposition.

CLERK'S REPORT

David Carr

David Carr (clerk) brought forth a motion to remove two individuals from the church member roll.

MOTION: Based on the recommendation of church staff, remove Kevin and Edra Matthew from Trinity's church member roll.

The motion was seconded by Laura Bynum. There was no discussion. The motion carried without opposition.

David directed session members to the meeting packet for relevant reports and additional details, and he reminded members that assignments for devotions, communion, and Presbytery meeting coverage will be emailed within a week's time. He also noted that each Session meeting will continue to highlight two committee reports, and he directed members to review the full schedule of planned session meetings for the entirety of the church calendar year. Lastly, David announced that there is no scheduled Session meeting in July 2022, and he reminded members that Sunday worship will take place in Williams Hall starting in late July.

MODERATOR'S REPORT

Rebekah LeMon

Rebekah LeMon (moderator) shared additional details about the impact of renovation-related closures on Sunday worship. Notably, she reminded Session members that the Sanctuary balcony will be closed for three weeks beginning on June 25. She also announced a plan to schedule 6-8 meet-and-greet opportunities over the next 3-4 months. These events will allow congregants a chance to talk with Rebekah and her family in more intimate and informal settings. She intends to have a coffee on the church campus in early fall, but she anticipates most of these gatherings will be hosted offsite at members' homes.

Rebekah also offered thanks to many groups within the church for the good work they are leading. Specifically, she thanked staff for their willingness to engage in open conversations and for their consideration of new ideas and ways of doing things. She also thanked Elizabeth Davis for making Vacation Bible School such a great event and Cindy Semmes for always providing Session members with treats during meetings. Lastly, she commended groups like the Holy Smokers for ensuring the success of the recent church barbeque event. Rebekah also reminded Session to hold Trinity youth in prayer as they travel to Northern Ireland, and she highlighted the reflection and spiritual growth that took place during their recent trip to Montreat.

SPECIAL ORDERS & REPORTS:

Candidate for Ministry Endorsement

Velma Tilley & Kevin Lacson

Velma Tilley presented Kevin Lacson to Session with a formal request that members endorse his candidacy for ministry. She reviewed his educational credentials as well as his impressive track record as a Trinity staff member and church member. Kevin offered comments on the critical role the Church and the reformed

tradition has played in his spiritual development and growth. Velma then brought forth a motion for Kevin's formal endorsement. With this vote he moves from Inquirer toward formal candidacy.

MOTION: Based on the recommendation of a Session member, Session offers its enthusiastic endorsement of Kevin Lacson as a candidate for ministry.

The motion was made by Velma Tilley and seconded by Neal Williams. There was no discussion. The motion carried without opposition.

Worship & Music

Roxanna Erwin & Martha Craft

On behalf of Worship and Music, Roxanna Erwin gave a report on the committee's work over the last year. She reminded Session that Worship and Music encompasses several important sub-committees including the Fine Arts Committee, the Wedding Committee, the Memorial Garden Committee, the Memorial Garden Committee, and the Chancel Committee. Roxanna noted the return to "normal" memorial services, in-person choral performances, and music events—namely Faure's Requiem—earlier this year. She also noted that communion has finally shifted back to a quasi-intinction format (and away from the single-serve communion packets). Additionally, Patti Heinz retirement and all the associated celebrations was also mentioned.

9:00 AM Service Review

Roxanna Erwin & Bill Borland

Bill Borland (chair) gave an update on the work and findings of the Informal Worship Review Task Force. He noted the review process included many components including, but not limited to, watching and/or attending the contemporary worship services of other "peer" churches in Atlanta and across the country. The task force also had discussions with staff, reviewed attendance data, and analyzed survey results from worshippers at the 9:00 AM service. Bill noted that the task force did not set out to render a verdict about the value of informal worship. Instead, the goal was to ensure that all Trinity worship services—including informal worship—are designed with intentionality to engage as many stakeholders as possible. Bill highlighted the need to further refine the overall identity of the 9:00 AM service and noted that while the service draws a diverse group of attendees, the attendees often express divergent preferences for various elements of the worship service. Lastly, Rebekah LeMon noted that the 9:00 AM service had "good bones", and she charged Session members and congregants to continue the conversation around informal worship. Session members were directed to the meeting packet for a full report of task force recommendations and findings.

Infrastructure Task Force

David Merritt & David Caldwell

David Merritt gave an update on the Infrastructure Task Force's ongoing work on the Sanctuary screen design. In keeping with the goal of making the screens as unobtrusive as possible, the task force—in consultation with the architect and design firm—determined that encasing the screens within existing crown molding was not the best, most aesthetically pleasing option. As a more appropriate alternative, the task force proposes the installation of retractable screens suspended by cables.

MOTION: On behalf of the AV Project Team, the Infrastructure Task Force sub-committee moves that the Session proceed with the Sanctuary retractable acoustically transparent screens per the new design based on feasibility, cost, and overall aesthetics of the Sanctuary space. The screen casings will be suspended and angled with the projectors mounted inside the opposite aisle arches.

The motion was offered by the sub-committee, and Velma Tilley seconded the motion. There was significant discussion around the size and dimensions of the screens as well as the cost of labor and installation. The motion carried without opposition.

David Caldwell also gave a brief update on the ongoing renovations occurring throughout the building. He noted that painting continues on the first floor, but all painting and carpeting in Williams Hall has been completed. Carpeting throughout the remainder of the first floor will commence soon; although, there are ongoing discussions about carpeting for the sanctuary. All work on the second floor is essentially complete. Work is trending on budget.

Trustees

Margaret Reiser

Margaret Reiser brought forth a motion on behalf of the Trustees to transfer a specific amount of undesignated funds into the Carson Fund.

MOTION: The Trustees move to transfer \$3,420 from the Undesignated Fund, which represents gifts given during 2021 in memory of Jim Carson, into the Carson Fund. This follows a request from Anne Carson.

The motion was made by Trustees and seconded by Laura Bynum. There was no discussion. The motion carried without opposition.

Margaret also proposed closing the Building and Grounds Fund and transferring the balance to the Infrastructure Fund. For context, the B&G Fund was set up through the G2G campaign in 2002 and can be spent down. There have been no distributions since 2014, as Property needs have been funded through the Property operating reserve. The Carson Major Maintenance Fund was set up in 2020, which as it grows will help provide for our long-term major maintenance and repair (MMR) needs. The Trustees believes that the B&G fund should be spent in full towards the current Infrastructure needs, and that we now focus on building up the Carson Fund to provide for future MMR needs.

MOTION: The Trustees move to close the Buildings & Grounds Fund and move balance of (\$562,416) into the Infrastructure Fund in the church's operating accounts, as part of the \$800,000 approved by Session and the Trustees to come from the trust funds.

The motion was made by Trustees and seconded by Allen Moseley. There was no discussion. The motion carried without opposition.

Lastly, Margaret brought forth a third motion to support the Agape's 25th Anniversary campaign.

MOTION: On motion made and seconded and after discussion, it was unanimously RESOLVED that, subject to Session approval, the Trinity Trust Fund will commit \$50,000 to the Agape Campaign (in addition to the \$50,000 previously committed by the Trinity Mission Council). The funds will come from the Lucinda Gibson Estate Gift of approximately \$250,000 which Dr. Gibson Earmarked for mission and education purposes. The \$50,000 amount will first be deposited to the Mission Fund of the Trinity Trust Fund and then remitted in satisfaction of the gift.

The motion was provided by Trustees and seconded by Laura Bynum. There was no discussion. The motion carried without opposition.

Finance

Neal Williams

Neal Williams presented the May 2022 financial statement summary and a summary analysis of operations.

SESSION PRIORITY EXERCISE

Rebekah LeMon

Rebekah asked Session members to complete an exercise on church priorities. This activity will also be completed by staff and a few other stakeholder groups within the church. By September, Session should be able to discern and review recurring themes that can be converted into specific calls, refined priorities, and actionable steps in our journey forward.

PERSONNEL

Rebekah LeMon

Rebekah announced that Richard Floyd has accepted a call to serve as the Senior Pastor of First Presbyterian Church in Hickory, North Carolina. She thanked Richard for his dedicated service to Trinity and highlighted opportunities for the congregation to hear Richard preach during the month of July before his departure. Lastly, she reminded Session of its responsibility to dissolve his existing call at Trinity to allow him to accept his new call.

MOTION: Session calls a congregational meeting on July 31st to dissolve Richard Floyd's call at Trinity Presbyterian Church.

Velma Tilley moved, and Laura Bynum provided a second. There was no discussion, and the motion was approved unanimously.

Rebekah also announced that Molly Faircloth has accepted a new position at First Presbyterian Church in Atlanta and will be leaving Trinity after 10 years on staff. Rebekah thanked Molly for a decade of hard work and stewardship, and she reminded Session that celebrations for both Molly and Richard will be planned during the month of July.

Brian Williams (chair) provided a brief update on behalf of the Personnel Committee with regard to long-term personnel planning. He highlighted the need to give Rebekah some additional time to discern God's

call for our congregation and to determine how best to fulfill that call through staffing and organizational structure. As a result, those conversations will begin in July 2022.

CLOSING PRAYER AND DEPARTING BLESSINGS

Rebekah LeMon

A motion was made and affirmed to adjourn the meeting. Rebekah closed the meeting with prayer. The meeting adjourned at 9:08 pm.

Respectfully submitted,



David Carr
Clerk



Bonnie Holliday
Assistant Clerk

Trinity Presbyterian Church Session In-person Attendance (In Bold), June 21, 2022:

Name	Name	Name
Adams Jr., Tom	Roxanna Erwin	Reid Willingham
Bynum, Laura	Ginny Hobbs	Kenny Kraft
Carr, David – Clerk	Bonnie Holiday – Asst. Clerk	Kristin Hunter
George, Bess	Richard O’Donnell	Tom Owens
Guerry, Bill	Trey Reese	John Shepard
Hope, Julie	Lane Rhoden	Martha Craft
Jackson, Mary Elizabeth	Allen Spetnagel	Drew Timmons
Lewis, Dale	Cindy Stancil	Tanner Adams (youth)
Shepherd, John	Adair White	Duskin Balch (youth)
Tilley, Velma	Neal Williams	Meredith Daniel
		Allen Moseley
Staff Attendees:	Other Attendees:	Guests
Rebekah LeMon-Moderator	David Beasley - Treasurer	Margaret Reiser
Elizabeth Davis		David Merritt
Andrew Esqueda		David Caldwell
Molly Faircloth		Brian Williams
Tom Farmer		Bill Borland
Richard Floyd		Kevin Lacson
Norman Mackenzie		
Lucy Strong		
Cindy Semmes		

CALLED CONGREGATIONAL MEETING MINUTES
TRINITY PRESBYTERIAN CHURCH
Sunday July 31, 2022

ELECTION OF ACTING CLERK/DECLARATION OF QUORUM

Rebekah LeMon

With the Clerk of Session traveling and the Assistant Clerk isolating with COVID-19, there was a need to elect an acting clerk to serve during the congregational meeting. At the conclusion of the 10:00 AM worship service in Williams Hall, Moderator Rebekah LeMon confirmed there was a quorum present to appoint Amy Krause as acting clerk. Note: the online Zoom option to attend the meeting was opened at 10:40 AM following the Doxology. With 280 people attending in-person worship and more attending via livestream/Zoom, the moderator called for and received a motion to elect Amy Krause as acting clerk.

MOTION: Appoint Amy Krause acting Clerk for the July 31 congregational meeting.

Moderator Rebekah LeMon asked for a second to the motion, and a second was provided by Lasley Gober and many others. After robust support, the motion carried.

CALL TO ORDER/DECLARATION OF QUORUM

Rebekah LeMon

After Amy Krause (acting Clerk) confirmed a quorum of in-person (280) and online (15) congregants, the congregational meeting was called to order by the moderator. After thoughtful and poignant comments were shared by Lasley Gober on behalf of the Adult Education Committee and additional remarks were made by Rebekah LeMon and Richard Floyd, the purpose of the meeting was introduced by the moderator, and a motion was made to dissolve Richard Floyd's pastoral call at Trinity Presbyterian Church.

MOTION: Dissolve the pastoral relationship between Trinity Presbyterian Church and Richard Floyd so that he may accept a call with First Presbyterian Hickory (NC) as the new Senior Pastor. The motion was seconded by many. After robust support, the motion carried.

The moderator then called for a motion to adjourn the congregational meeting. A motion to adjourn was given, seconded, and approved by those gathered at 11:00 AM.

Respectfully submitted,



Bonnie Holliday
Assistant Clerk of Session



David Carr
Clerk of Session

Policy #03
**Ethical Guidelines between Departing Pastors, both temporary and permanent pastoral positions,
and their Congregations**

COM Approval: February 16, 2017
PGA Approval: November 10, 2015

PURPOSE

Pastoral transitions represent key milestones in the lives of the departing pastor, the congregation, and the new pastor, and extreme care must be taken to ensure these transitions are as successful as possible for everyone involved. As such, the Committee on Ministry has developed this policy to establish a framework for a) communication, b) relationships & boundaries, and c) roles & responsibilities during the course of a transition. The Committee on Ministry affirms the unique nature of the relationships among a pastor, the pastor's family and the congregation, and this policy is not intended to harm those relationships that have grown during course of the pastor's tenure. The primary goal of this policy is to provide the incoming pastor and the congregation with the appropriate opportunity to establish healthy new pastoral relationships, and therefore this policy sets forth some unique requirements for behavior that must be adopted by everyone involved.

TRANSITIONS COVERED UNDER THIS POLICY

This policy only applies when a pastor departs a called position and that position is being filled by a new pastor not currently employed at the same congregation. It does not apply when the position is not being filled or the responsibilities of the position (full-time or otherwise) are being absorbed by existing staff.

POLICY SUMMARY

This policy and set of ethical guidelines are designed to assist pastors and church members in creating and maintaining relationships that respect appropriate professional boundaries during transitions of pastoral leadership. Upon dissolution of the pastoral relationship, the departing pastor shall cease performing all pastoral functions in the church, except when invited by the clerk of session and the moderator of session. In addition, the departing pastor will not participate in the life and work of the church for at least one year following the arrival of the new pastor or the hiring of a contract call pastor (see 2.01 below). The COM can grant exceptions to the one year period in instances of extraordinary circumstances (see 5.0 of this document). The ethical guidelines advise pastors on educating congregations on appropriate boundaries, friendships with church members, property issues, and handling requests from church members for pastoral care. The policy supports new pastors in deciding whether to extend an invitation to former pastors and commits Presbytery to supporting the departing pastor, the new pastor, and the congregation.

1.0 INTRODUCTION

The Committee on Ministry (COM) has instituted the following policy and ethical guidelines to assist former pastors, new pastors, and church members in developing and maintaining relationships that respect appropriate professional boundaries and promote healthy transitions of pastoral leadership.

2.0 STATEMENT OF POLICY

Policy #03

Ethical Guidelines between Departing Pastors, both temporary and permanent pastoral positions,
and their Congregations

2.01 On and after the effective date of the dissolution of the pastoral relationship between a pastor and a church, the pastor (a) shall not perform pastoral functions in the church, except when invited by the moderator of session and clerk of session; and (b) shall not otherwise participate in the life and work of the church during the interim time and at least one year following the arrival of the new pastor or the hiring of a new contract pastor (herein called the 'transition period'), unless authorized to do so in writing by the Committee on Ministry.

2.02 This policy applies to all installed and non-installed contract relationships between a pastor and a congregation.

2.03 In Section 2.01 "life and work of the church" means all activities by the congregation as a whole or organized groups within the congregation. Included in this term are worship services, church school classes, Bible Study, social gatherings, fundraising activities, choir rehearsals and presentations, meetings of committees and other congregational groups, mission and service projects, and all seminars, lectures, and forums. "Life and work of the church" does not include routine expressions of personal concern or celebration such as notes or tokens of condolence or congratulation and attendance at weddings and funerals for church members.

2.04 Nothing in this policy prevents a congregation from conferring on a pastor the honorary relationship of pastor emerita or emeritus, no sooner than one year following their departure from active service. However, the Committee on Ministry will approve the establishment of such relationship only if the congregation's request is accompanied by the pastor's written agreement to comply with this policy.

3.0 THE UNIQUENESS OF CLERGY-COUPLE SITUATIONS

3.01 As our denomination evolves, and as the economic health of our congregations continues to come under pressure, the number of clergy-couples employed by the same congregation will continue to grow. These situations introduce even more complexity into pastoral transitions when one member of the couple is leaving a called position and one is staying. An even greater sensitivity to the nuances of these situations must be applied in order to enhance the long-term success of such transitions.

3.02 For the most part, the same policy elements apply to the departing member of a clergy-couple, including the cessation of all pastoral functions. The departing pastor must also remove himself/herself from any formal leadership position in the church during the transition period, and to the extent possible, should separate himself/herself from the life and work of the church as well. However, it is clear that in some cases refraining from all aspects of church life/work is not possible or practical and might be unhealthy when young children are involved.

3.03 Recognizing that it is not possible to articulate specific exceptions for every clergy-couple situation, the Committee on Ministry requires the departing pastor to engage the session and the Committee on Ministry at the beginning of the transitions process to gain consensus on the appropriate degree of engagement (if any) during the transition period.

Policy #03

Ethical Guidelines between Departing Pastors, both temporary and permanent pastoral positions, and their Congregations

The Committee on Ministry will strive to achieve the goals of this policy with love and care, affirming the unique needs of the clergy-couple.

4.0. ETHICAL GUIDELINES

The Committee on Ministry offers the following ethical guidelines to assist pastors in complying with this policy and leaving a congregation in a healthy, constructive manner:

4.01 *Congregational Education.* Prior to departure, the pastor should clearly and consistently state that she or he cannot exercise any pastoral roles at the pastorate's conclusion. This helps church members understand that it is not a personal matter when the former pastor declines to participate in a baptism, wedding, funeral, or to make a pastoral call. The Committee on Ministry will assist the pastor in educating the congregation both before and after the pastor's departure.

4.02 *Friendships with Church Members.* The development of friendships between pastors and church members can enrich the lives of all concerned as long as those friendships respect appropriate professional boundaries. While such friendships need not end with dissolution of the pastoral relationship, they must change in order to remain healthy.

(a) Pastors must be clear in establishing boundaries that preclude all pastoral roles. It is important for the pastor to discuss these boundaries with her/his friends.

(b) It is appropriate for the former pastor to listen, and provide empathic support to friends who are members of her/his former church. However, the former pastor should not provide pastoral care and should notify the new pastor of the need for pastoral care as soon as possible upon conclusion of the conversation.

(c) The former pastor may make hospital visits to church members who are personal friends. In that case, however, the former pastor should take particular care to maintain the role of a friend and should inform the new pastor of the visit.

(d) It is important for the former pastor to refrain from performing baptisms, funerals, weddings, and other services for friends. Presiding at services for friends, but not other congregation members, creates the unhealthy impression of favoritism. It is a better practice to decline participation in all such services.

4.03 *Church Governance.*

(a) A pastor should not influence, directly or indirectly, the selection of her or his successor. (see Covenant of Closure)

(b) A former pastor should never communicate with church members about issues affecting the governance of the church or the selection or performance of a new pastor. The situation becomes especially difficult when members of

Policy #03

Ethical Guidelines between Departing Pastors, both temporary and permanent pastoral positions, and their Congregations

the former pastor's family serve on Session or other committees and boards of the congregation. As a result, the Committee on Ministry recommends that the spouse/partner of the former pastor also not be involved in the life and work of the pastor's former church during the transition period. This recommendation is not applicable in clergy-couple situations when both were employed by the same congregation. See Section 3.

- 4.04 *Pastoral Care to Church Members.* If contacted, the former pastor should encourage church members to depend on the new pastor for pastoral care. Immediately following the call, the former pastor should notify the new pastor of the contact and the need for pastoral care. The former pastor should not make hospital or home visits except to personal friends under the conditions discussed in Section 4.02.
- 4.05 *Invitations to Participate in the Church's Services.*
- (a) Former pastors may officiate at services for members of her or his former church or at other services within its properties upon the invitation of the church's session. The former pastor should carefully consider the wisdom of accepting any such invitations. As noted in Section 4.02(d), accepting one invitation makes it difficult to refuse others. Moreover, accepting an invitation may not be in the best interest of the congregation.
 - (b) If the former pastor decides to accept an invitation, the new pastor (or interim pastor, as appropriate) should officiate, assisted by the former pastor.
- 4.06 *Property Issues.*
- (a) The pastor should return all property that belongs to the church (keys, credit cards, computers, furniture, etc) prior to the pastor's departure. The Committee on Ministry strongly recommends that as far in advance of the pastor's departure as practical, the pastor and the Property Committee of the session (or trustees) agree upon a list of property that the pastor may take and the property to be returned to the church.
 - (b) Ordinarily, the pastor should vacate both the manse and church office no later than the effective date of the pastoral relationship's dissolution.
- 4.07 *Continued Compliance with Presbytery Policies.* Former pastors continue to be subject to Presbytery's policies (including, but not limited to, Presbytery's Sexual Misconduct Policy) until they transfer to another presbytery.
- 4.08 *Social Media*
In these days of increased usage of social media (including Blogs, Facebook, Twitter, LinkedIn, Pinterest, Google+, etc.), former pastors may have more connections with past church members than ever before. Followers on these outlets may not necessarily see a distinction between a pastor's personal use of social media and his/her role in the church. If the pastor is contacted about church matters or pastoral care via these kinds of social media methods, the pastor should diligently apply the same guidelines from Sections 4.02, 4.03, and 4.04 above.

Policy #03

Ethical Guidelines between Departing Pastors, both temporary and permanent pastoral positions, and their Congregations

5.0 CONSIDERATION OF EXCEPTIONS FROM SECTION 2.01(B)

5.01 The Committee on Ministry will authorize a former pastor's continued participation in the life and work of her or his former church without the transition period provided under Section 2.01(b) only when the pastor's departure will place an extraordinary burden on the pastor or the pastor's spouse/partner. For the purposes of this determination, "extraordinary burden" is defined as physical, emotional, financial, or spiritual difficulty that exceeds in intensity or scope the stress or challenge ordinarily associated with life transitions such as retirement or moving to new employment.

The Committee emphasizes that approval for a former pastor to participate in the life and work of the congregation does not change the importance of the pastor's compliance with Section 2.01(a). The former pastor must cease performing pastoral functions. The Committee will carefully scrutinize any request for exemption from Section 2.01(b). The Committee will establish such conditions as necessary to make certain that the transition period proceeds smoothly and the congregation and the new pastor are provided an opportunity to develop a healthy and productive relationship.

5.02 Among the factors that may be considered by the Committee in authorizing a former pastor to continue to participate in the ongoing life and work of her or his former church are the following:

- (a) The health of the pastor and/or spouse;
- (b) Availability of reasonable alternatives for church involvement;
- (c) The circumstances surrounding the dissolution of the pastoral relationship;
- (d) The overall health and welfare of the congregation.

5.03 The Committee on Ministry may establish conditions for a former pastor's continuing involvement in a church following dissolution of the pastoral relationship. Examples of such conditions include:

- (a) The former pastor's agreement to decline leadership roles in the church's services or services for the church's members;
- (b) Departure from the congregation for an established period of time; and,
- (c) Limiting the scope of the pastor's involvement to attendance at worship services and other specific activities.

5.04 All authorizations for a former pastor's continuing involvement will be in writing and acknowledged by the former pastor's signature. Copies of the authorization will be provided to the church's clerk of session, the former pastor, interim pastor and the new pastor.

6.0 NEW PASTORS

Policy #03

Ethical Guidelines between Departing Pastors, both temporary and permanent pastoral positions, and their Congregations

The Committee on Ministry reminds new pastors that extending an invitation to the former pastor to participate in services or continue to be involved in the life and work of the church may not be in the best interest of the church or the new pastor. New pastors should consider any decision on this issue very carefully and should engage the session and the Committee on Ministry to gain consensus on the appropriate degree of involvement, if any. Similarly, the new pastor should notify the Committee on Ministry if a situation develops involving the former pastor that she or he believes endangers the peace and unity of the church.

7.0 ROLE OF PRESBYTERY AND THE COMMITTEE ON MINISTRY IN POLICY IMPLEMENTATION

7.01 *Supporting the Departing Pastor.*

- (a) Upon learning of a pastor's imminent departure from a congregation, the Congregational Consultant will review with the pastor and the session this policy, along with the Covenant of Closure, on her/his relationship with the congregation after departure.
- (b) The Congregational Consultant will consult with the departing pastor to determine what resources are necessary to meet the spiritual, emotional, and physical needs of the pastor and her/his family during the transition period. The Congregational Consultant will assist the pastor in securing those resources.

7.02 *Educating the Congregation.*

- (a) The Committee on Ministry has developed a standard news article describing, and briefly explaining, the Presbytery's policy on departing pastors (see Added Resource). This article could be published in the first newsletter or other publications sent to church members following the congregational meeting to dissolve the pastoral relationship.
- (b) The Committee on Ministry's Liaison to the congregation's Pastor Nominating Committee will review the policy with the committee and Session as appropriate.

7.03 *Conducting Investigations.* Upon the invitation of the new pastor, the clerk of session or any of its other officers, the Congregational Consultant, or upon its own initiative, the Committee on Ministry will investigate situations that could disrupt the peace and unity of the church.

7.04 *Providing Support and Assistance to New Pastors.* Presbytery in general and the Committee on Ministry specifically will provide support to a new pastor in making decisions about a former pastor's relationship with the congregation and, if necessary, act as an intermediary among the new pastor, the former pastor, and the congregation.

COVENANT OF CLOSURE

The Presbytery of Greater Atlanta

The Rev. Floyd, the Trinity Presbyterian Church, and the Committee on Ministry of the Presbytery of Greater Atlanta, having discussed the intent and requirements

Policy #03

Ethical Guidelines between Departing Pastors, both temporary and permanent pastoral positions, and their Congregations of the Presbytery's "Policy #03 - Ethical Guidelines" regarding former pastors enter into the following covenant:

- 1. I, the Rev. Richard Floyd agree:
 - a. not to become involved in any leadership or advisory role (public or private) in the Trinity Presbyterian Church congregation; and
 - b. not to intervene, support, or give advice to anyone involved in a congregational disagreement or dispute;
 - 1) not to officiate in any special events in the lives of former parishioners or of the congregation, including weddings, funerals, baptisms, worship leadership, church anniversary activities, etc. unless expressly invited by the moderator of the session and clerk of session;
 - 2) to refuse requests for pastoral services made by members of the congregation;
 - c. to consult with the moderator of session prior to visiting the congregation, attending worship or attending a special event;
 - d. to refrain from giving opinions or directions regarding church business;
 - e. to explain and affirm the above principles to the congregation in writing (by letter or newsletter) and/or the pulpit before departing.

It is understood that this policy does not affect or require termination of friendships with individuals in the Trinity Presbyterian Church congregation.

- 2. The Session of the Trinity Presbyterian Church agrees:
 - a. to respect the terms of the Covenant agreed upon by Rev. Floyd outlined above; and
 - b. to interpret the terms of the Covenant to the congregation and incorporate this agreement in the minutes of the congregational meeting when the pastoral relationship is dissolved; and
 - c. to incorporate this agreement in the session minutes.

[Signature] Signature, Clerk of Session
[Signature] Signature, Pastor Signature
[Signature] Signature, COM Representative

Worship Attendance 2022

	Livestream Views	Video Views	Total Online	Total In-Person	TOTAL ATTENDANCE	NOTES
January 2, 2022	148	246	394	74	468	Communion one service at 11
January 9, 2022	126	351	477	94	571	baptisms
January 16, 2022	0	0	0	n/a	0	inclement weather - service cancelled
January 23, 2022	140	324	464	111	575	
January 30, 2022	183	118	301	60	361	
February 6, 2022	176	211	387	134	521	communion
February 13, 2022	190	268	458	141	599	baptism
February 20, 2022	148	182	330	100	430	
February 27, 2022	210	233	443	122	565	Children's Sabbath
March 6, 2022	137	289	426	132	558	communion
March 13, 2022	52	142	194	146	340	baptism/daylight saving begins
March 20, 2022	251	436	687	304	991	Youth Sunday/Confirmation
March 27, 2022	32	124	156	394	550	Spring Music @ 11 (no recording)
April 3, 2022	350	212	562	422	984	Communion /Announcement by PNC
April 10, 2022	176	143	319	203	522	Palm Sunday/Communion
April 14, 2022	50	48	98	57	155	7:30 pm service - Maundy Thursday
April 15, 2022	65	75	140		140	noon service - Good Friday
April 17, 2022	282	408	690	815	1505	Easter
April 24, 2022	219	268	487	223	710	Choir Festival Sunday
May 1, 2022	159	146	305	169	474	Communion
May 8, 2022	145	190	335	161	496	Mother's Day
May 15, 2022	357	418	775	404	1179	Rebekah LeMon's 1st Sunday
May 22, 2022	469	342	811	261	1072	Elder Ordination Installation
May 29, 2022	131	147	278	95	373	Memorial Day
June 5, 2022	164	165	329	162	491	
June 12, 2022	234	201	435	164	599	
June 19, 2022	210	289	499	139	638	
June 26, 2022	205	202	407	147	554	
July 3, 2022	90	111	201	118	319	July 4 Weekend/ One service at 10
July 10, 2022	177	84	261	209	470	One Service at 10
July 17, 2022	144	131	275	130	405	One Service at 10
July 24, 2022	216	133	349	150	499	One Service at 10 in Williams Hall

*no data for 9am service

Trinity Presbyterian Church
Statistical Report July August 2022

* = Session Action Requested

Deaths (Active): (-4)

Kenneth P. Lynch

Richard K. Phillips

Virginia Sandidge Williams

Eleanor Gillespie Wilson

Trinity Presbyterian Church
Summary Analysis - Operations
General Fund
January to July 2022

Accounts	MTD Actual	MTD Budget	MTD Budget Variance	YTD Actual	YTD Budget	YTD Budget Variance	Annual Budget	Annual Budget Remaining
Revenues								
Pledged Income								
11.40000 - Current Year Pledges	\$104,618.96	\$174,041.00	(\$69,422.04)	\$2,052,661.19	\$2,138,829.00	(\$86,167.81)	\$3,310,999.00	\$1,258,337.81
11.40010 - Pledges - Prior Years	\$0.00	\$0.00	\$0.00	\$182,502.06	\$95,000.00	\$87,502.06	\$95,000.00	(\$87,502.06)
11.40025 - Online Gift Processing Fees	(\$559.59)	(\$583.33)	\$23.74	(\$3,778.75)	(\$4,083.31)	\$304.56	(\$7,000.00)	(\$3,221.25)
Total Pledged Income	<u>\$104,059.37</u>	<u>\$173,457.67</u>	<u>(\$69,398.30)</u>	<u>\$2,231,384.50</u>	<u>\$2,229,745.69</u>	<u>\$1,638.81</u>	<u>\$3,398,999.00</u>	<u>\$1,167,614.50</u>
Non-Pledged Income								
11.41000 - Non-pledged Contributions	\$6,930.00	\$948.00	\$5,982.00	\$59,156.00	\$25,949.00	\$33,207.00	\$60,000.00	\$844.00
Total Non-Pledged Income	<u>\$6,930.00</u>	<u>\$948.00</u>	<u>\$5,982.00</u>	<u>\$59,156.00</u>	<u>\$25,949.00</u>	<u>\$33,207.00</u>	<u>\$60,000.00</u>	<u>\$844.00</u>
Trust Fund Income	\$0.00	\$0.00	\$0.00	\$69,242.00	\$69,243.00	(\$1.00)	\$138,485.00	\$69,243.00
Other Income	\$2,560.31	\$1,157.83	\$1,402.48	\$21,327.83	\$8,211.78	\$13,116.05	\$20,500.00	(\$827.83)
Activities & Recreation	\$0.00	\$0.00	\$0.00	\$25,081.43	\$25,718.00	(\$636.57)	\$25,718.00	\$636.57
Stock Gain/Loss	(\$19.13)	(\$83.33)	\$64.20	(\$3,019.24)	(\$583.31)	(\$2,435.93)	(\$1,000.00)	\$2,019.24
Total Revenues	<u><u>\$113,530.55</u></u>	<u><u>\$175,480.17</u></u>	<u><u>(\$61,949.62)</u></u>	<u><u>\$2,403,172.52</u></u>	<u><u>\$2,358,284.16</u></u>	<u><u>\$44,888.36</u></u>	<u><u>\$3,642,702.00</u></u>	<u><u>\$1,239,529.48</u></u>
Expenses								
Ministry to the Congregation	\$225.25	\$2,871.66	(\$2,646.41)	\$18,798.24	\$20,101.62	(\$1,303.38)	\$34,460.00	\$15,661.76
Ministry - Children & Families	\$8.44	\$991.67	(\$983.23)	\$4,550.31	\$9,941.69	(\$5,391.38)	\$23,400.00	\$18,849.69
Ministry - Youth & Families	\$713.44	\$4,710.10	(\$3,996.66)	\$8,847.47	\$32,970.70	(\$24,123.23)	\$56,521.00	\$47,673.53
Ministry to Adults	\$464.41	\$2,344.59	(\$1,880.18)	\$11,621.19	\$16,412.13	(\$4,790.94)	\$28,135.00	\$16,513.81
Worship & Music	\$3,701.93	\$5,987.49	(\$2,285.56)	\$37,590.61	\$41,912.43	(\$4,321.82)	\$71,850.00	\$34,259.39
Mission	\$24,166.00	\$40,799.15	(\$16,633.15)	\$201,862.61	\$285,594.05	(\$83,731.44)	\$489,590.00	\$287,727.39
Commitment	\$0.00	\$416.66	(\$416.66)	\$0.00	\$2,916.62	(\$2,916.62)	\$5,000.00	\$5,000.00
Finance & Administration	\$17,349.30	\$41,888.83	(\$24,539.53)	\$245,640.17	\$296,321.81	(\$50,681.64)	\$507,366.00	\$261,725.83
Property	\$49,075.07	\$35,314.57	\$13,760.50	\$298,454.00	\$288,913.99	\$9,540.01	\$550,380.00	\$251,926.00
Personnel	\$130,444.75	\$152,277.75	(\$21,833.00)	\$1,003,657.62	\$1,069,960.75	(\$66,303.13)	\$1,861,614.00	\$857,956.38
Childcare	\$681.56	\$1,198.83	(\$517.27)	\$7,324.07	\$8,391.81	(\$1,067.74)	\$14,386.00	\$7,061.93
Total Expenses	<u><u>\$226,830.15</u></u>	<u><u>\$288,801.30</u></u>	<u><u>(\$61,971.15)</u></u>	<u><u>\$1,838,346.29</u></u>	<u><u>\$2,073,437.60</u></u>	<u><u>(\$235,091.31)</u></u>	<u><u>\$3,642,702.00</u></u>	<u><u>\$1,804,355.71</u></u>
Net Operating Total	(\$113,299.60)	(\$113,321.13)	\$21.53	\$564,826.23	\$284,846.56	\$279,979.67	\$0.00	(\$564,826.23)

Trinity Presbyterian Church

Monthly Financial Statement Summary

YTD Actuals to Budget Analysis

As of July 31, 2022

	A	B	C	D			E	F	G
	YTD -7.31.2022	2022 Actual	2022 YTD Budget	Relative To BUDGET					Comments
				Favorable	+	Unfavorable	=	Net F/(U)	
1	Income								
2	Pledged Income	\$ 2,231,384.50	\$ 2,229,745.69	\$ 1,638.81					
3	Non-Pledged Income	59,156.00	25,949.00	33,207.00					
4	Trust Fund Income	69,242.00	69,243.00			(1.00)			
5	Other Income	21,327.83	8,211.78	13,116.05					
6	Activities and Recreation	25,081.43	25,718.00			(636.57)			
7	Stock Gain/Loss	(3,019.24)	(583.31)			(2,435.93)			
8	Total Income	\$ 2,403,172.52	\$ 2,358,284.16	\$ 47,961.86		\$ (3,073.50)		\$ 44,888.36	
9									
10									
11	Expenses								
12	Congregation	\$ 18,798.24	\$ 20,101.62	\$ 1,303.38					
13	Children & Families	4,550.31	9,941.69	5,391.38					
	Youth & Families	8,847.47	32,970.70	24,123.23					
14	Adults	11,621.19	16,412.13	4,790.94					
15	Worship and Music	37,590.61	41,912.43	4,321.82					
16	Mission	201,862.61	285,594.05	83,731.44					
17	Commitment	-	2,916.62	2,916.62					
18	Finance & Administration	245,640.17	296,321.81	50,681.64					
19	Property	298,454.00	288,913.99			(9,540.01)			
20	Personnel	1,003,657.62	1,069,960.75	66,303.13					
21	Childcare	7,324.07	8,391.81	1,067.74					
22									
23									
24									
25	Total Expenses	\$ 1,838,346.29	\$ 2,073,437.60	\$ 244,631.32		\$ (9,540.01)		\$ 235,091.31	
26									
27	Extraordinary Items								
28									
29									
30	Net Y-T-D Total	\$ 564,826.23	\$ 284,846.56					\$ 279,979.67	
31									
32									
33	Prior Month	\$ 678,125.83	\$398,167.69					\$ 279,958.14	

"- " = Under Budget; "+ " = Over Budget

2022 Prepaid Pledges \$560,366; 2021 Prepaid Pledges \$303,225; 2020 Prepaid Pledges \$467,882
Current Year Pledges (-\$86,168); (Prior Year Pledges (+\$87,502)

Rounding

Loose Plate (+\$6,026); Wedding (+\$2,400); Building Usage (+\$4,192)

Basketball (-\$1500) (moved Men's BB to building usage)

Activities & Rec (+\$4,839 timing); Congregational Events (-\$3,455 timing)

Curriculum (-\$2,858); Vacation Ventures (-\$3,000)

Mission/Outreach (-\$2,042); Relational Ministry (-\$2,637); Trips and Retreats (-\$8,500); Transportation (-\$7,250)

Adult Ed (-\$2,386); Engagement (-\$1,460); Youg Adults (-\$2,636); Spiritual Formation (+\$1,720)

Partner Funding (-\$30,789); Mission Support (-\$80,924); Grants (+\$27,981)

Administration (+\$30,187) Ins timing; Communication (-\$41,991); Technology (-\$29,742); Food Svc (-Cleaning (-\$13,504); Security (+\$10,630); Utilities (-\$2,816); Grounds Maint (+\$9,113); Vehicles (+\$8,998)

Primarily timing differences coupled by unanticipated staff vacancies

Trinity Presbyterian Church
2022/2023 Session Meeting Schedule

Tuesdays (7:00pm start typically)

No meeting in July

August 16

September 20

October 18

November 15

No meeting in December

January 17, 2023

February 21, 2023

March 21, 2023

April 18, 2023

May 16, 2023

June 20, 2023

PROSPECTIVE MEMBERS – AUGUST 2022

EMILY & SEWELL AVANT

Emily, Sewell, and their children, Richard & Betsy, began visiting Trinity in the Spring. Emily is in her second year at Candler School of Theology, working on her Master of Divinity. When not studying or with her family, she enjoys art and kayaking. Sewell works for the software company Veeam. He enjoys being in the outdoors, hunting & fishing. He also likes to golf and is active in CrossFit. Their son Richard is 11 years old and in 6th grade at Sutton Middle School. He likes baseball and golf and is a collector of baseball cards. Their daughter Betsy is 9 years old. She is in 4th grade at Jackson Elementary. In addition to gymnastics and soccer, Betsy is an avid fan of Harry Potter.

Emily & Sewell are joining Trinity by Letter of Transfer

HENRY BUSH

Henry has worshiped at Trinity for many years. He is married to Trinity member Lucy Currie Bush. He is retired and enjoys traveling, gardening, and hiking.

Henry is joining Trinity by Reaffirmation of Faith.

BEAUCHAMP CARR

Beauchamp is married to Trinity member LE Carr. He has attended Trinity's men's breakfast and worship at Trinity for many years. He is retired and enjoys the Atlanta Symphony Orchestra.

Beauchamp is joining Trinity by Reaffirmation of Faith.

JAMES LEMON

James is a sophomore at Decatur High School, where he is in the band. He likes to fly fish and being in the outdoors in general. He is the son to Rebekah and Joel LeMon.

James is joining Trinity by Letter of Transfer.

MANNY & CHERI MATHEWS

Manny, Cheri, and their children began visiting Trinity last fall. They've been active in worship and Children and Family Ministries. Manny is an attorney, working for DeLoitte Tax LLP. He is an Auburn fan and enjoys golf and football. Cheri is a nurse at Emory St. Joes. She enjoys swimming and being outdoors. Their daughter Ella Bleu is 11 years old and likes to dance and craft. Their son Cole is 8 years old and enjoys art, golf, and puppies.

Manny & Cheri are joining Trinity by Reaffirmation of Faith.

EMMA PEGEUS

Emma, Matthew, and their two young sons recently moved to Atlanta from New Orleans, where they were active at St. Charles Presbyterian Church. Emma works for a tech start up out of San Diego and is mom to Reed and Calhoun. She loves to paint and work at the pottery wheel. In addition to her art, Emma enjoys being outdoors and trying new restaurants.

Emma is joining Trinity by Letter of Transfer.

Trinity Presbyterian Church

Presbytery of Greater Atlanta 2022/2023 Stated Meeting Commissioner Assignments:

August 16 at 9:00AM via ZOOM

Elders: Bess George, Bill Guerry, Roxanna Erwin, Ginny Hobbs, Martha Craft, Meredith Daniel, Tom Owens

November 12 - Details TBD

Elders: Tom Adams, Laura Bynum, Richard O'Donnell, Trey Reese, Tanner Adams, Duskin Balch, Chris Suh

February 11 - Details TBD

Elders: Julie Hope, Mary-Elizabeth Jackson, Lane Rhoden, Allen Spetnagel, Lindsey Green, Kristin Hunter, Drew Timmons

May 2 - Details TBD

Elders: Dale Lewis, Velma Tilley, Cindy Stancil, Adair White, Kenny Kraft, Allen Moseley, Reid Willingham

Reserves/On Standby for any Called Meetings

Elders: David Carr, Bonnie Holliday, John Shepard, Neal Williams

Meeting Resources: <https://www.atlpcusa.org/statedmeetings>

NOTE: If you cannot attend your assigned meeting, then please find a replacement from TPC Session or TPC College of Elders well in advance of the meeting and notify the Clerk of Session (David Carr / dvdcbcr@aol.com) of the change as soon as possible.

ADULT EDUCATION COMMITTEE Minutes 9 August 2022

Vision Statement: Making God's love visible

Committee Purpose: Trinity's Adult Education Committee believes lifelong learning to be at the heart of the Christian life; to be a disciple is to be a student. To promote individual growth in community, we encourage intellectual inquiry and spiritual curiosity at every age, knowing that Christian unity does not require uniformity. Understanding that learning is holistic, the committee promotes engagement with the world all around us and active development of spiritual practices that connect us to God and one another, so we may more faithfully follow in the way of Jesus.

Committee Membership: Lucy Crosswell '23, Lasley Gober '23, Jim Henderson '24, Mike Hobbs '24, Lyn Knapp '25, Nick Leet '25, Brian Reed '24, Allen Spetnagel '24, Velma Tilley (chair) '24, John Tirrill '25, Lewis Wilson '25, Rebekah Close LeMon (pastoral advisor)

The Committee signed up for training with Paul King on the new, as-yet-to-be-named, hybrid carts. We also completed our sign-up for covering the Adult Education table for the Engagement Fair on September 18 and 25.

We're becoming more adept at using the Adult Education Google Folder for planning classes, sharing promotional content with Mary Kate Sykes, and archiving committee agenda, minutes, church school calendar, and other notes to facilitate our work together.

Mary Kate has made some alterations in the Convener Doc, including process, providing attendance sheets (to be archived by Mary Kate for future data capture) and providing name tags for class attendees. Nick Leet suggested we also try the QR code method for collecting this data.

Rebekah said Trinity will be hiring a digital media specialist who will be able to edit, package, and share recorded classes via YouTube and a new platform, Resi, as our Vimeo account will be retired. These recordings will then be loaded on a weekly basis onto the Adult Ed page on Trinity's website under the title: "What did I miss..." for catch-up viewing, as well as be made available for small groups. Nick Leet volunteered to be the liaison between our committee and the new digital media specialist in this work.

Rebekah will check into our receiving a monthly budget statement, as we haven't been getting those in the past several months. We also discussed raising the honorarium daily rate for guest speakers and making some donations to the new Library. Adult Ed would also like to be part of the promotions and Grand Opening of the new Library.

Our Fall Season brochure is ready to go to press, and we hope and anticipate the social media and pulpit announcements will attract more participants to our classes. We also intend to expand our "personal invitation" system of outreach to congregational members and friends who might be interested in particular offerings.

In preparation for this fall's Kittrell Lecture Series with Bryan Stevenson, we will offer classes as **prelude** – "Let Justice Roll" and "The Music of Our Lives: Freedom Songs," and Scripture. As **postlude**, we hope to arrange a Family Dinner Mission Fair for the congregation to gather and learn more about Action Steps we can take in service to Stevenson's call for Social Justice throughout our community and world. Mike Hobbs has offered to organize this event with the Mission and Congregational Life committees and members of the Pastoral Staff.

Mary Kate Sykes has offered to help committee members coordinate a Trinity Profiles Database, using a survey and permission form to enter names of those with particular talents, expertise, and/or interest in teaching, convening, organizing Adult Education classes, as well as lending their gifts to event planning, etc. In the

database, we can record dates of “service” to “spread the wealth” of participation in our programs. We will create a survey to distribute to the congregation in order to gather this information.

While our Fall programming is complete and will be featured in a brochure to be distributed in the coming weeks, we discussed a few details in need to clarification regarding the schedule of classes beginning on September 11.

Rebekah suggested we might sponsor a single Advent event on Sunday morning, December 18, in keeping with the Advent theme “All the World Rejoices” with a group carol sing.

Motions for Session Vote: none

Our next meeting will be on Tuesday, September 13 at 6 pm.

YFM Committee Report – August 11, 2022

Vision Statement: Making God’s Love Visible

Committee Purpose:

The Youth and Family Ministry of Trinity Presbyterian Church seeks to be a relevant, relational, missional, and accessible ministry to youth and families from all walks of life.

Staff Leadership: Andrew Esqueda, Jean Lapitan, Emily Beaver (YFM Intern)

Committee Chair(s): Lane Rhoden (elder), Laura Balch (Co-Chair)

Committee Membership:

Youth elders: Tanner Adams, Duskin Balch

Class of 2025: Lindsey Greene, Becky MacGilvray

Class of 2024: Walter Hall, Laura Balch, Helen Stewart, Whitney Farr

Class of 2023: Andrew Von Kleydorff, Susan Grubb, Melissa Moseley

I. Current Activity Report:

- a. High School – 30+ youth attended ‘Pizza Night’ at the Manse!
- b. High School – Emily Beaver is starting a Wednesday night ‘HS Hangout’ this Fall
- c. High School – Glynnis Hollihan and Emily Beaver are spearheading HS Sunday school series, ‘Stories of Faith’ for Middle and High School students. Rebekah LeMon will begin the series on September 11th
- d. Middle School – Missions – 12 students worked hard every day for about 5 different organizations in Charlotte. Meaningful discussions around gentrification and poverty.
- e. Middle School – Cabin trip – 11 students – Youth agreed that they liked this better than MS Montreat in Maryville TN, morning devotions, group lesson and discussions each day. Students enjoyed ‘story sharing’ with each other and lots of fun outings.
- f. MS - Wonderful Wednesdays – averaged 7 students attending – visited lots of places in Atlanta. Top Golf and Thinking Thursdays had lower attendance.. will do on a monthly basis next summer. Meaningful Friday service projects – will do again next summer!

II. Upcoming & New Project Report:

- a. YFM Parents Social Gathering – Melissa Moseley has generously offered to host a social event for parents of youth this fall. Planning is underway.
- b. YFM will ‘staff’ a table at the Engagement Fairs on September 18th and 25th from 9:30-11 and 12-1pm
- c. Committee Member will reach out to Claire Stratton about joining YFM Committee
- d. Reviewed YFM program year calendar for 22/23 – dates set for all trips
- e. Fall Family Ministry Kickoff is planned for August 28th – Food, fellowship and the slip and slide will be great! Volunteers needed for set-up and take down.
- f. Youth Auction Planning – need to get clear on mission, scholarships for youth as prices increase?

Revised: 2/16/21

Adopted: February 20, 2017

Communications – August 2022 Report

Vision Statement: Making God’s Love Visible

Committee Purpose:

By improving the methods and means of communication, the Communications Committee’s work supports and allows Trinity to live into its 8 Core Values - Welcome Intentionally, Worship Creatively, Care Compassionately, Learn Purposefully, Gather Joyfully, Serve Wholeheartedly, Lead Humbly, or Give Generously.

Follow Trinity on Facebook, Instagram, and Twitter!

Committee Chair: Mary Kelly Speed

I. Current Activity Report:

	Status	ETA
Branding/ Logo/ Signage	In production.	Executing along with other Infrastructure work through 2022
Website	Website officially launched. Reengaged with Sherpa for follow up training, tracking and additional functions. Additional pricing reflected relationship and funding was available.	Ongoing.
A/V/L/B	Substantial installation has taken place. Williams Hall streaming is functioning well. Sanctuary work is ongoing. Equipment delays are still possible. Ongoing discussions related to potential additional needs.	Williams Hall 7/24/2022 and Sanctuary 11/1/2022.
Internal Communications	Paused further discussions with database vendors given recent staff turnover.	1 st Q 2023
Social Media	The Green Gate Strategic Marketing and Implementation Report is scheduled for review in early September. Green Gate continues to oversee the social media and website updates.	ongoing
Staffing	Finalizing job descriptions and advertising for the positions of Director of Communications and Digital Manager.	Ongoing.
Special Projects	Congregational Life has started the archiving a portion of Heritage Room.	2 nd Q 2023

Thank you to Esther Patrick for 20+ years of dedicated service to Trinity’s communications efforts and to Paul King for his tireless efforts to Trinity’s leap into the 21st century.

II. Upcoming & New Project Report:

Communications will participate in the Engagement Fair in September to recruit new volunteers.

REMINDER:

- Session Committee Chairs Communications Request Process:
 - Complete Jotform <https://form.jotform.com/220555131982151> (bookmark, also housed under “Session” on website).
 - Email ideas/questions to communications@trinityatlanta.org .
 - Social media is planned out 2 weeks in advance. Please plan accordingly.
 - Communications Liaisons: Mary Kelly Speed mkspeed@bellsouth.net .
 - Assign committee member to photograph/video event. Share via communications@trinityatlanta.org!

III. Motions for Session Vote: None

CONGREGATIONAL LIFE - COMMITTEE REPORT for August 2022

VISION STATEMENT: Making God's Love Visible

COMMITTEE PURPOSE: We are engaged in a concerted effort to identify, implement and support activities and events involving a broad range of the church membership by encouraging their full participation in the life of Trinity Church.

COMMITTEE CHAIR: Bess George

COMMITTEE MEMBERSHIP: 2023: Logan Brown, Bess George, Mary Elizabeth Jackson, Molly Jamieson, Jennifer Kahn, Miranda Segrest 2024: Seale Lindsay, Margaret Smith, Ellie Sullivan
2025: Nancy Calhoun, Drew Timmons, Sarah Williams

I. ACTIVITY REPORT: Meeting August 10, 2022

*All writers for Advent Devotional have been confirmed. Theme is "All the World Rejoice"

Submissions from writers are due the Saturday after Labor Day (9/11) for editing and layout. CL committee decided to proceed with the book in print this year, and continue with daily email devotionals for those who opt in.

*Christmas Decorations- Seale Lindsay in charge. Some changes being made this year- will adjust "buy a poinsettia" to something along the lines of "make a donation in honor of your loved one to benefit ..." as will be limiting number of poinsettias ordered this year and adjusting decorations. More greenery and candles in windows so they can be up and enjoyed longer.

*Engagement Fair in September (18th and 25th)- Membership Committee has reached out asking us to coordinate food for both days- we will be handling the food and beverage. Seale Lindsay and Molly Jamieson will be in charge of ordering and getting on site for each day.

*Heritage Room- CL is in charge of maintaining this room. Jennifer Kahn and Mary Elizabeth Jackson are coordinating the digitalization of pertinent information from the Heritage Room for easier access for all members. Will continue to consider ways to share stories of TPC on social media and also pictures throughout the halls of TPC.

*"Homecoming" churchwide event 9/11- CL will be in charge of decorations (Bess George and Mary Elizabeth Jackson)- tents, tablecloths. Possible set up of tables in Old Fellowship Hall discussed to get out of sun- will discuss further with Lucy.

*Will be adding Sign Up Genius feature to events in future to solicit volunteers churchwide, to capture those who may want to help on a one-off event

*Discussed CL providing some form of staff appreciation, breakfast, lunch etc. Possibly funding one of Rebekah's staff outings in future. Will decide which committee prefers in future meeting.

II. **UPCOMING ACTIVITY REPORT:** Discussed upcoming events for the year- including

Open Mic Night- Confirmed for Feb 5th

Jazz in Courtyard/Art Walk- discussed doing these together, having congregation members bring one of their works of art to display, with Jazz in Courtyard at same time. Pulling some dates for the Spring.

Drive thru Christmas Pageant- Will check with Elizabeth to see if they need/want our assistance this year.

≡

PASTORS' AID COMMITTEE

COMMITTEE REPORT for August 2022

VISION STATEMENT: Making God's Love Visible

COMMITTEE CHAIR: Anne Snyder

COMMITTEE MEMBERSHIP:

I. CURRENT ACTIVITY REPORT

Flowers for June coordinated by Cindy Ferguson:

5/29 – Sarah K delivered to Paige and David Todd whose infant daughter, Olivia, spent time in NICU. Anne Snyder delivered to Caroline Woodall and to Judy Allison.

6/5 – Nancy Broadfoot took one arrangement to Maggie Michael who had foot surgery. One arrangement was given to Patti Heniz in celebration of her retirement.

6/12 – The donors designated one arrangement to Betty Sue Wright and one to Betts Love. Betts offered to pass hers along so Betty Sue took both arrangements back to Pres Village and kept one for herself and gave one to Sam Pope who has been sick/surgery.

6/19 – one arrangement given to Richard Floyd in honor of Father's Day; Cindy took one arrangement to Steve Williams on the loss of his mother.

Notes and Cards for June:

Nancy Spetnagel sent condolence notes to Janet Johnson and Steve Williams

Becky Warner, Peggy Alford and Bernie Bridges sent 21 birthday cards to those over 80.

No births were announced in June.

II. UPCOMING & NEW PROJECT REPORT

Pastors' Aid will meet on July 27 at 10 a.m. to polish silver for upcoming memorial receptions.

Volunteers are needed to staff the Pastors' Aid table for the upcoming Engagement Fair on September 18 and 25.

P.A. monthly meetings are being changed to Thursday mornings beginning August 25, 2022.

III. MOTIONS FOR SESSION VOTE

None at this time.

STEPHEN MINISTRY

COMMITTEE REPORT for August 2022

VISION STATEMENT: Making God's Love Visible

Stephen Ministry seeks to follow Christ by preparing lay ministers who commit to one-on-one relationships with members of our congregation who have asked for help during a difficult time.

COMMITTEE CHAIRS

Scott Calhoun, Paul Marston, Cindy Stancil, Carlton Segrest, Miranda Segrest

COMMITTEE MEMBERSHIP:

There are **30** active Stephen Ministers with several Stephen Ministers on Sabbatical or designated as being inactive.

I. CURRENT ACTIVITY REPORT

At our July meetings, we discussed issues related to caring for people experiencing a major medical crisis. This topic is one of the training modules which is designed to be covered in a continuing education setting rather during the intensive training course. We had good discussions which focused on different approaches to care depending on the stage of the crisis being experienced by the care receiver.

Rebekah LeMon joined us for our August meetings. In addition to having an opportunity to get to know each other better, we discussed Stephen Ministry's role in the overall caring ministries of the church. Rebekah discussed her experiences in observing the impact of Stephen Ministry within congregations she has served. She wants to make Stephen Ministry more visible at Trinity and has asked us to have Stephen Ministers available after worship to talk or pray with anyone who might feel the need. Pulpit announcements are now being made each week about this opportunity.

Ten Stephen Ministers now have confidential care receivers. Several relationships recently have reached closure and others are on the verge of closing. A number of Stephen Ministers remain active in the Visitation Ministry as well.

II. UPCOMING ACTIVITIES

Stephen Ministry will be represented at the Congregation-wide Engagement Fair on September 18 and 25 in connection with Trinity's caring ministries. We look forward to participating in this event and to the increased visibility the fair will bring to all of Trinity's engagement opportunities, including Stephen Ministry. Our biggest challenge remains finding enough appropriate care receivers to match up with our

talented Stephen Ministers so that we can provide the kind of one-on-one, confidential, Christian caregiving we have been trained to share. Information about the ministry is readily available and mentioned in church-wide communications, and a dedicated email address allows congregation members to reach out directly to request a Stephen Minister. Together with the visibility from the Engagement Fair and our availability after worship, we are hopeful that members of Trinity will take greater advantage of our ministry. We continue to be grateful for the support and guidance from the pastoral staff, especially from Rebekah and most notably, Tom Farmer.

III. MOTIONS FOR SESSION VOTE - None

May 2022 VISITATION MINISTRY SESSION REPORT

The goals of the Visitation Ministry in “Making God’s Love Visible” are:

1. To support the ministerial Staff in expanding the outreach to Trinity’s congregation.
A visitation partner is provided to those identified by staff and/or the visitation team as being unable to regularly attend worship and fellowship with our congregation.
2. To assist with extending the Communion Table to those at home and in retirement homes.

Committee Co-chairs: Lynn Bradley and Nancy Spetnagel

Committee Membership: Rev. Tom Farmer, Suzanne Addicks, Eleanor Baughman, Lynn Bradley, Berney Bridges, Nancy Broadfoot, Meredith Daniel, Paul Marston, Sally Sinkler, Nancy Spetnagel, Cindy Stancil and Adair White plus other volunteer callers who do not attend meetings. The committee welcomes new members and volunteers.

Current Activity:

Our committee members are assisted by 18 visitation partners, primarily recruited from Stephen Ministers, Pastors’ Aid and Men’s Breakfast participants. They regularly contact some 39 people on our Concerns List (people with health issues or immediate concerns), our Watch list (people basically doing well under current circumstances, but are isolated) and Cards Only list. All Visitation partners report monthly to Nancy Spetnagel and/or Lynn Bradley so their reports can be reviewed and assessed by Tom Farmer, Lynn and Nancy prior to our monthly meeting. At our monthly meeting the committee members make their reports and update everyone for those only contacted in the last few days.

Upcoming and New Project Report

No new committee projects are planned.

Meeting Schedule:

Our May meeting was in person on Tuesday, May 24, at 12:30. Our next meeting is scheduled for June 28. Our usual meeting place is at the church in room B-112. We usually meet 10 times a year on the fourth Tuesday of the month and skip July and December.

Submitted by Lynn Bradley, co-chair
5/24/2022

Membership Committee

Meeting Minutes August 8, 2022

12:00 – 1:30 p.m.

Present: Shirley Davis, Ginny Hobbs, Wardlyn Bassler, Saralyn Bell, Chris Betts, Janet Edwards, Bill Jaynes, Jon McCrae, Barbara Stevenson, Reid Willingham

Absent Excused: Miles Cline, Amanda Jackson, Elizabeth Scholz

Staff: Rebekah Lemon, Lucy Strong

Since Rebekah Lemon joined our meeting, we began each introducing ourselves and at the same time welcoming Jon McCrae and Bill Jaynes as new members to our committee.

New Member follow-up

We discussed the Google Sheet “New Members and Sponsors.” We are currently actively following 9 new members who have joined Trinity since 2/20/22. It was the committee’s assessment that all new members are actively engaged in the life and work of the church and the sponsors are doing a great job.

Rebekah LeMon, Lucy Strong and several members of the committee met with prospective new members on August 7th for the first of 3 new member sessions. There are a potential 15 new members who could choose to join the church on Sunday, August 21st with 6 young children and one confirmed youth among them.

2017-2022 Members to Contact List

We decided to delay delegating and discussing this list due to the pressing needs of the Engagement Fair. Ginny and Shirley will assign responsibilities for divvying up this list and instructions for individual Member Committee contact early next week.

Engagement Fair (EF)

- Shirley is working with all committees and Amanda/Chris/Janet and Reid are working with all groups to ensure that we will have volunteers lined up for the EF in the right time slots with the right information.
- We discussed the committee/group bulletin insert which will be used for worship on Sep 18 and 25. We will also have copies available during the BBQ church kickoff on Sep 11.
- We reviewed Shirley’s draft EF station map. Questions were asked and clarifications were made concerning the map. Ginny will work with a graphic artist to refine the station map further before final printing.
- The importance of substantial refreshments was emphasized for success of the event.
- We asked for volunteers for help to set up before and help during the event on both days and a signup sheet was passed around.
- We decided to have small Lucite table tents (Lucy will obtain) identifying each station in addition to the standup easels identifying each group of tables. Mary Kate will be able to help us produce the copy for these.
- We need to check and make sure that there are still clip boards in the mission closet (at the moment we will need 48.)
- Ginny has received permission to borrow easels from the Speech School for the committee/group poster sized signs. Ginny is working on getting the wording correct for all the poster sized signs for the easels for each committee/group.

- There was discussion about plastic vs. permanent white tablecloths. (In a post meeting discussion, permanent white tablecloths were decided on as an investment for the event for future years. Janet will buy 24, which she will wash and store after the event for next year.)
- Ginny also asked that committee members think about whether they could possibly co-chair the event for next year, perhaps on one day instead of two, and perhaps prior to Labor Day instead of afterwards.

Mission Council report to Session – August 2022

Vision Statement: Making God’s Love Visible

Committee Purpose:

Mission Council serves as the formal body of representatives for TPC’s Mission Ministries and, through regular review of all activities determines the vision and course for this ministry. Its goal is to strengthen and support local, global, and denominational communities in the areas of human services, education, justice, and sustainability. As a church, we believe in serving the common good by reaching out beyond ourselves, caring for God’s creation, and boldly addressing human needs through social action and advocacy. We serve wholeheartedly as an expression of our faith, remembering that Jesus “came not to be served but to serve.”

Committee Chair(s): Julie Hope, Chair
Jim Stokes, Vice-Chair

Committee Membership:

Class of 2023: **Margaret Bond, Sally Montgomery, Craig Pendergrast, Barbara Robertson**

Class of 2024: **Julie Hope, John Fenton**, Chip Thompson, **Catherine Warren**

Class of 2025: **Kristin Hunter, John Shepard, Jim Stokes, Bright Wright**

Finance Committee liaison to Mission Council: John Shepard

(Names of those attending 8/3/2022 Mission Council meeting in bold.)

I. Current Activity Report:

Updates from Trinity’s primary mission partners:

Agape Youth & Family Center:

- Agape reports they served 149 students K-12 through a wide range of programs and activities including: Camp JumpStart for rising K-2nd graders (learning workshops, outings and field trips); FIT Camp and GoGirlGo! for rising 3rd-7th graders (sports and fitness, workshops, outings, field trips); Elevate Camp for rising 8-12 graders (college tours, substance use prevention program, local camping trip, and several 1-week trips for camping, backpacking, etc. to NC, CO and ME sponsored by Julie’s Dream).
- The Backyard project at the Agape Center funded by the current capital campaign is scheduled for completion within the next few weeks. This outdoor space will include a mini pitch/turf field, play zone and amphitheater-style space.
- A 25th Anniversary Dinner is scheduled for November 30th at Agape. The event will celebrate Agape’s success and thank supporters. Rebekah Close LeMon and Joanna Adams have agreed to be part of the celebration.

Buckhead Christian Ministry:

Buckhead Christian Ministry -- now operating as BCM Georgia -- provides emergency assistance, supportive housing, and financial education to families in need, primarily in the metro Atlanta region, and now beyond. BCM Georgia’s focus is to keep people from becoming homeless and work to elevate their possibilities for economic empowerment. Last year, BCM Georgia kept 4,000 people from losing their homes. Their work during the COVID-19 pandemic, which included processing more than \$6M in rental assistance to City of Atlanta households alone, earned them a \$12.7M grant from the Governor’s Office of Planning and Budget for COVID relief funding through the federal American Rescue Plan Act. These funds provide baseline operational and programmatic funding for BCM Georgia’s three programs and allow for the expansion of the emergency assistance program for households at-risk of eviction across north Georgia through 2026.

Cuba:

After the recent fire at an oil storage facility in the town of Matanzas (where our Cuba mission partners at La Playa Presbyterian Church and the Evangelical Seminary are located) we are grateful that neither sustained any damage and our partners are all safe and well. In addition, there are no longer travel restrictions in place from the U.S. to Cuba so the Cuba mission team will begin promoting and gauging interest in a possible trip in February 2023.

Haiti:

Barbara Robertson, Julie Hope and Larry Gentry participated in the two-day annual conference of La Gonave Haiti Partners (LGHP) July 22-23. This year the conference was hosted by Alpharetta Presbyterian Church with representatives present from more than a dozen other partner churches and organizations from Florida, Georgia, South Carolina, Virginia, Tennessee and Arkansas participated. Our Haitian partners were able to participate in the meetings via Zoom. Presentations were made on education, healthcare, school lunch program, agriculture/goats, infrastructure, and microfinance programs. Despite continued political, security and economic challenges, all of these programs supported by LGHP continue to function on the island of La Gonave. Funding from Trinity and other partners flows through LGHP and is wired directly to our Haitian partners on La Gonave so that salaries for teachers, healthcare workers, and other personnel can continue to be paid, and supplies purchased, subject to shortages and availability. Travel to Haiti by mission partners groups is not possible at this time due to instability and security concerns on the main island, although those conditions do not extend to La Gonave. We will revisit the possibility in 2023.

Faith in Action:

The Faith in Action committee has two big events planned, both on October 22nd:

Trinity will partner with Peachtree Rd United Methodist Church to sponsor and provide leadership and volunteers for a field day/fall fair at the Metro ReEntry Facility in Atlanta; the event will be an opportunity for incarcerated people who are scheduled for release soon and their families to enjoy a day of fun and activities together.

Other members of Faith in Action will participate in a second trip to Montgomery to visit the Legacy Museum and Natural Museum for Peace and Justice. This trip is open to all interested Trinity members and is a continuation of planned events leading up to Bryan Stevenson's time at Trinity as the second Rosemary Kittrell lecturer in November.

Through Trinity's relationship with the Georgia Justice Project (a Trinity impact grant recipient) the committee is also exploring ways Trinity might support assisting families in prison visitation once it reopens.

Other Updates:

Afghan Refugee Resettlement:

Both the Houssaini and Faizi families, who Trinity has helped to support financially and through dedicated teams of volunteer mentors, are past the 6-month resettlement time period during which our partner, International Rescue Committee (IRC) requires the mentor team to be in regular contact and regularly visit the families. Both families are self-sufficient and moving towards greater stability, although they still face language barriers and other challenges. Three out of four of the parents are employed (the Faizis have very young children and the mother is at home taking care of them full-time), and all children who are of school age are enrolled.

Our focus is shifting to exploring how we might best assist these two families as they seek permanent status. The majority of Afghan nationals who were brought to the U.S. in August 2021 through

Operation Allies Welcome are in the country on humanitarian parolee status which does not grant full rights or a clear path to citizenship, and which expires after two years. The federal government has the option of extending permanent status through an “Adjustment Act” to all Afghans who are part of this group, as was done, for example, with Vietnamese nationals brought to the U.S. at the end of the Viet Nam war. This is a complex bureaucratic process; we have a good resource in one of our impact grant recipients, GAIN (Georgia Asylum and Immigration Network) which provides representation through this process with paid and pro bono attorneys.

II. Upcoming & New Project Report:

Mission Council is making plans to participate in the Engagement Fair September 18th and 25th. We will promote all the volunteer opportunities available through Agape, BCM Georgia, and our impact grant recipients: Childspring International, GAIN, Georgia Justice Project, Meals on Wheels, Memorial Drive Ministries, Second Helpings Atlanta, and Street Grace.

III. Motions for Session Vote:

N/A

Property Committee

July 6, 2022

Vision Statement: Making God's Love Visible

Purpose/Mission: Property works closely with Trinity staff to oversee the operation and maintenance of all physical aspects of the Trinity property—its buildings, campus landscapes, and playgrounds. The goal of excellent property management exists to ensure the church property is well-maintained, well-planned, and operated efficiently in order to support the work of all the other committees at Trinity.

Committee Chair: **Esther Stokes**

Committee Membership: **David Caldwell, Anne Carson, Hank Hall, Jane Harrison, Lea Holliday, Dale Lewis, Paul Marston, Allen Moseley, George Parson, Trey Reese, David Quillian, Anne Weaver, Christie Woodfin.** Staff in attendance: **Rev. Rebekah Close LeMon, Molly Faircloth, Karen Simmons, and TreVarius Worthy.**

Esther called the meeting to order at 8:04am and welcomed everyone to a special July Property Committee meeting, when most committees are not meeting. Rebekah opened the meeting with prayer.

Esther read tributes to the three long-serving committee members who are rotating off the committee. The tributes are recorded here:

ANNE CARSON has served on Trinity's Property Committee for many decades, bringing to the committee and to our church her excellent taste, her willingness to take as much time as was necessary to attend to details and "get it right," her broad knowledge of the church and its people, her ability to design spaces and figure out how they work best, and her understanding of the importance of not only the beauty of materials but also the toughness of materials and specially the maintenance of our property. Her leadership in the Generation to Generation additions to Trinity was immeasurable. And now Trinity is the beneficiary of Anne's and Jim's generosity in establishing the Carson Fund, dedicated to Trinity's property maintenance, which will serve as a valued resource for the Property Committee--just as Anne has been that resource over so many years. We are so grateful for her long service and for her generosity. Thank you, Anne!

PAUL MARSTON has served on Trinity's Property Committee for many years, and during that time he has generously shared his many professional talents with our church. His years of experience overseeing construction in churches and other sites have made his oversight of Trinity's additions and renovations all the more valuable. Paul's high standards for construction have led us to make quality choices in our work, resulting in first-rate buildings. His almost daily involvement with the Generation to Generation additions resulted in the quality construction we enjoy today. He has a wealth of knowledge of how Trinity's buildings have evolved, which has been valuable to the decision-making process within the Property Committee. Paul has also worked with the two childcare programs on our campus—the Trinity Early Learning Center and the Trinity Preschool—as the Property liaison to both, and they have both valued his assistance and support. Trinity has been so lucky to have him in our midst because he has always stepped up to work on behalf of the church. Thank you, Paul!

CHRISTIE WOODFIN came to the Property Committee to serve as the liaison between the Sustainability Committee and Property Committee, and she has been faithful to that work for many years. She was a natural fit because of her knowledge of interior design, art, and design generally (she has great taste!), as well as cutting-edge approaches to sustainability. As a Property Committee member, she has always been the person willing to ask the difficult (and necessary) questions—can we install solar at Trinity? When can we install solar at Trinity? Why haven't we installed solar at Trinity? Christie is blessed with an ability to think outside the box, and she can look at things through the lens of an artist—two qualities that have been genuine assets on our committee. We treasure her and pray that God will watch over her in her current medical challenges. Thank you, Christie!

There were many additional comments of appreciation.

The minutes of the June meeting were approved.

David Caldwell, co-chair of the Infrastructure Committee, gave updates on the infrastructure work to date. He noted that we are spending a lot on media/technology, a sum of \$1,021,000. It has cost significantly more to bring things up to date than had been anticipated. Part of the increase is attributable to supply chain issues, where second or third choices now cost more than the first choice which is not available. Security is on budget, signage is seeking a variance to locate signs closer to the street, we have engaged an engineer to advise us on HVAC work, we have spent just under \$700K on the common areas in A and B buildings. The sanctuary renovation work will begin Monday July 18 and should be complete by October 31. David has worked out a contract for refinishing the pews; the work will be accomplished in the Scout Hut. The new hard surface for the chancel is under evaluation, not yet decided. We are painting a special acoustic paint recommended by Norman Mackenzie on the advice of various experts. Organ maintenance will happen in the first quarter of 2023.

David also reported that he has updated the capital budget for the next five years. We will need \$1.5 million for updates over the next five years, including two of our elevators. The biggest single item is the elevators, which will cost at least \$230K for the Welcome Center and kitchen elevators. Dale Lewis, our designated elevator person, will be meeting with Trinity member Isaac Smith of Schindler Elevator, who was referred to Dale by David Quillian, to get a second opinion on our elevators.

Dale Lewis reported that there is a question about the motion detector on the kitchen elevator and there is a 6-month lead time to order elevator parts. It is unclear if there is a motion detector issue with the Welcome Center elevator. Allen Moseley observed that we need to determine whether there is a problem with the Welcome Center elevator and if there is, we need to repair it. Dale will meet with Ramsey, our TK elevator maintenance man, to check both motion detectors.

George Parson moved and the motion was seconded and approved that **if it turns out we need to repair the motion detector on the Welcome Center elevator, we go ahead with that repair.** The approximate cost is \$3480 to fix the motion detector.

Molly shared the financial results. She pointed out that our security salaries are higher, cleaning is under budget, linen service is higher now that more people are using our facilities and hosting events. She noted that we have under-budgeted for churchwide events, that post-covid people want to gather at the church. Molly also reported that the lighting retrofits on the first and second floor hallways came out of the Property budget, not the Infrastructure budget. Similarly, the HVAC engineer cost is coming out of the Property budget.

Esther announced that Property Committee will join with the Finance Committee for a lunch at Trinity to celebrate Molly's distinguished ten years at Trinity. It is scheduled for Wednesday July 27 at noon. The Committee then began a tour of certain facilities to figure out the way forward for those spaces. First, the Welcome Center. It was decided we should keep the Welcome Center as it is because we need to have a presence at that door, and we will retain the glass dividers because we want the person to be warm and secure (the purposes of the glass).

With that decided, the room at the top of the ramp can be seen as a place for photographs of the church and of the senior pastors, as has been suggested by the Walls and Halls group, made up of the Art Committee and the Heritage Room folks.

Lastly, the committee visited the old library to discuss how it might be deployed as a new gathering space for Trinity. A number of suggestions for a name for this new space were made. They will be added to the others that have been suggested, and circulated to various committees. We need a new name before interior signage is ordered.

Property Committee

August 2, 2022

Vision Statement: Making God's Love Visible

Purpose/Mission: Property works closely with Trinity staff to oversee the operation and maintenance of all physical aspects of the Trinity property—its buildings, campus landscapes, and playgrounds. The goal of excellent property management exists to ensure the church property is well-maintained, well-planned, and operated efficiently in order to support the work of all the other committees at Trinity.

Committee Chair: **Esther Stokes**

Committee Membership: **David Caldwell, Hank Hall, Jane Harrison, Lea Holliday, Dale Lewis, Allen Moseley, George Parson, David Quillian, Trey Reese, Anne Weaver, and special guest David Merritt.** Staff in attendance: **Rev. Rebekah Close LeMon, Molly Faircloth, Karen Simmons, and TreVarius Worthy.**

Esther called the meeting to order at 8:05am and Rebekah opened the meeting with prayer.

The minutes of the July special meeting were approved.

David Caldwell, co-chair of the Infrastructure Committee, gave updates on the infrastructure work to date. He reported that we are currently \$225K over budget, but we don't have final numbers on some of the work so that figure could change. We are looking to downsize some of our HVAC units but there is a shortage of commercial units at this time. John Noel has been contracted to provide additional lighting in the prefunction space outside Williams Hall. For the sanctuary, we have not yet made a decision on broadloom v. carpet squares in the sanctuary. For the chancel flooring we are looking at a high-density Carrara marble which is durable, beautiful, available. There are questions of honed v. polished, how the stairs will look. David Merritt asked when the existing travertine tile will be taken up, and David C. said very soon. Once it is up, the hearing loop work in the sanctuary can take place.

Hank Hall reported that the infrastructure security work (by Invictus) is coordinating with the IT work David Merritt is leading.

David Merritt updated the committee on the technology upgrades throughout the church. Broadcasts from Williams Hall are going well, and we are moving our broadcasts to the website where they will be readily available. They will also be available on vimeo and facebook. David said that our budget does not allow all that we would like to have to update our technology, that the wish list is substantial. Members who live at Canterbury report that they love the new hearing loop. David said there will be 3 or 4 booths at the engagement fair in September that will help individuals get their phone set up for the new hearing technology, introduce folks to My Trinity, and how to work with the technology with "bring your own earbuds." He said we want people to register their phone.

David M. reported that we are conducting a PC inventory of the staff which will lead to a replacement plan.

Esther reported that Trinity's variance request was unanimously approved by NPU-C last night and now will move to the Board of Zoning Adjustment next week for their review and vote. Detailed wayfinding signage work is continuing with DeNyse, our sign company, and interior signage is also under way. Jane Harrison, Anne Carson, and Esther are working on the details; the overall package of signs still needs to be reviewed by the Signage Committee.

A member made a donation to Trinity last year in memory of her mom, and it was put in the Property reserve. She has asked to have it used toward signage, which is being paid for out of the Infrastructure budget. **It was**

moved, seconded, and unanimously approved to move those dollars from the Property reserve to the Infrastructure budget to be used toward signage.

TreVarius Worthy reported that he has met with the adjuster related to our lightning fire in the gym which occurred in July. He is getting prices from two companies. There is roof damage, ceiling damage, the gym floor is cupped, there is carpet on the walls that needs to be cleaned, lots of restoration needed. He is working with the contractors to define the scope of the project. We have a \$25K deductible insurance policy with Church Mutual.

TreVarius reported he is getting an estimate from Ricardo Razo for brick repair. Three areas have been identified where we need repairs: in the sculpture courtyard, in the Williams Hall courtyard, and in front of the sanctuary.

David Caldwell said he has asked a commercial pressure-washing company he works with to review our pressure-washing needs and give Trinity a price to accomplish it.

TreVarius reported he found four roof leaks last week. Also, there was stoppage in downspouts in the courtyard adjacent to the chapel. David's plumbing company jetted it out successfully.

The porte-cochere is being painted this week.

David Caldwell said there are rotten spots in some of the columns in our covered areas, particularly outside Old Fellowship Hall. Jeff Gower, the contractor working on the porte-cochere, will take a look at it. Allen Moseley suggested that we need an assessment of just what we need in these areas. David will ask Jeff to look at both courtyards outside B Building and he and TreVarius will review the suggestions.

Esther reported that the "Walls and Halls" group, made up of individuals from the Art Committee, Property Committee, and the Heritage Room, is looking into ways to create fresh looks at Trinity. Frank Fuerst has taken some great photos of the church exterior, Esther Patrick has printed them on 42" canvas, and they will be framed and hung in the room at the top of the ramp from the Welcome Center (the "ramp room"). Former senior pastor photos that have been hanging in the Heritage Room will be hung in the "ramp room" along with photos of Rebekah and her family.

Our existing art will be re-hung, many of the items in new places, some in their original spots. Some of the original architectural drawings from Ivey & Crook will be framed and displayed. New monitors in the halls will hopefully receive lots of photos of Trinity folks at work and play and at worship. Bring on the photos!

David C. reported that the library has been moved to B-100 and is set up. One of the original library doors has been moved there. Non-fiction is in the library; the fiction volumes have been packed up. The Allison Williams collection is in the Heritage Room.

David C. reported that we have pricing on elevator upgrades from two companies—TK and Schindler. We are asking for written bids from both. We are working on figuring out the funding. A 50% deposit is required to start, and there is a minimum of six months to begin. Allen asked if the TELC could play a role in helping pay for the elevators since they use them so much. Rebekah indicated that it would seem reasonable to use the TELC trust fund to help fund the elevators. Discussions will be ongoing.

David C. asked the view of the Property Committee on church member vendors and how we can be transparent about this work. David has a plumbing company which we have called on lately for some badly-needed help. We have engaged other members' companies as well. The question: do we need a policy related to the use of a member's company to address Trinity's property needs? How can we be transparent about this? David can get

help to Trinity in a timely manner and he can give a reasonable price for the work, but he wants to make sure that he is up-front about doing this work.

A great deal of discussion ensued, and ultimately **it was moved, seconded, and approved that Property Committee ask the Finance Committee to craft a policy covering members' companies as vendors.** David Merritt volunteered to draft some elements that might be included in such a policy.

Esther said that Property will have a table at the engagement fair on September 18 and 25 to attract new interest and reach out to members.

The meeting was adjourned at 9:25am.

Worship and Music Committee Report – August, 2022 (From Meeting held on August 3, 2022)

Worship and Music Ministry Mission Statement

The Worship and Music Ministry assists the Session and staff in providing and supporting worship which glorifies God by challenging the mind, nourishing the spirit, honoring tradition, demonstrating liturgical depth, exercising creativity in its use of music and the arts, and addressing the needs of individuals and families. (2016)

Committee Chair:

Roxanna Erwin (Session)

Committee Membership:

Caroline Brown, Meredith Daniel (Session), Dorsey Farr, Patti Heinz, Jim Hinkle, Jan Irvin, Rebekah LeMon (Staff), Norman Mackenzie (Staff), Mary Fleming Riley, Cissy Smith

I. Current Activity Report

Worship:

- Rebekah shared that she feels worship is off to a good start with lots of joy and energy! Given it is summertime, attendance is solid, both in-person and on-line. In the future she plans to include information on worship attendance in the monthly Session packets. She will also share this with the Worship & Music Committee. Although we certainly want to encourage in-person worship, we do have a very strong on-line participation. For online-participation, the attendance data will reflect those worshipping “live” as well as those that view a worship service at a later time.
- Williams Hall looks wonderful and the set-up for worship continues to be modified a little each week depending on what is taking place. The sound and livestreaming are working well. Many thanks to Paul King and David Merritt!!
- Rebekah indicated that we currently have six open staff positions. Paul King’s internship will conclude with TPC at the end of August. Paul has indicated that for some period of time he will be able to assist on Sunday mornings. Emily Beaver’s internship will continue through May 2023 and she will split duties between TPC digital footprint and youth. With Esther Patrick’s departure on August 10th, Mary Kate McAlister Sykes will temporarily take on sending out the This Week at Trinity emails and production of the worship bulletins.
- Rebekah indicated that the pastors have discussed writing a year-long family devotional that would follow the lectionary. In addition to attending Sunday School and worship, families could use this devotional at any time during the week in their homes.
- While we are worshipping in Williams Hall, Elizabeth Davis has set up some tables for the children to use and is also providing activity bags and books for different ages.
- Rebekah would like to bring back Acolytes to worship and will be working with Elizabeth and Jean on this. This is another way we can engage children, youth and their families in worship.
- Rebekah also plans to have monthly lay readers, both youth and adults. She will work with the pastors on this for the coming year.

Music & Fine Arts:

- Norman expressed his thanks to all on the Worship & Music Committee for the wonderful retirement celebration for Patti Heinz and to Scott Morris for filling in for him while he was on vacation (a much needed and long overdue one!).
- Norman sent a communication out on August 2nd to the entire congregation on registering for all the different choir programs for the 2022 – 2023. Norman is excited about rebuilding all these programs post-pandemic. Scott Morris will continue as director of Primary and Junior Choirs and the Westminster Ringers. Phyllis Sommer will again be the director for the Cherub Choirs and leader of the Hosanna Ringers. Norman will continue to work with the Youth and Chancel Choirs and oversee the entire music program.
- While we are in Williams Hall, Norman is looking to have some different instrumentalists during worship to provide some variety. The Choir Ensemble is currently singing in Williams Hall. Norman hopes to have the Chancel Choir back sometime in September.
- Norman is hopeful that we will have a Fall Music Festival Sunday in November; however, a determination will be made after further review of the worship calendar and timing of when we move worship back in the Sanctuary.
- Norman was happy to report that through an anonymous gift from the estate of a member, Trinity has received a two-keyboard harpsicord! He looks forward to using this beautiful instrument during worship and for music events.

II. Upcoming & New Project Report:

- **Engagement Fair**
 - The Membership Committee is sponsoring a church-wide Engagement Fair on the Sunday September 18th and September 25th from 9:30 am. – 11:00 a.m. and 12:00 p.m. – 1:00 p.m.
 - The Worship & Music Ministry will need to provide a flyer describing our volunteer opportunities, sign-up sheets for members to indicate their interest in volunteer opportunities and committee members to staff our Worship & Music station(s). Our station volunteer names and contact information is due to Shirley Davis by Monday, August 29th.
 - Roxanna will set up a Zoom call with the W&M Committee Chairs to discuss plans in detail.
- **Upcoming Events –**
 - August 7 – Communion
 - August 14 – Baptism
 - September 4 – Communion
 - September 7 – W&M Executive Committee Meeting @ 6:00 p.m.
 - September 11 – 11:00 a.m. Service Williams Hall followed by Holy Smokers BBQ & Music
 - September 11 – Baptism
 - September 18 - Begin two services: 9:00 a.m. The Loft & 11:00 a.m. Williams Hall
 - September 18 – Engagement Fair
 - September 25 – Engagement Fair
 - October 2 – Communion
 - October 4 - W&M Executive Committee Meeting @ 6:00 p.m.
 - October 9 – Baptism
 - November 2 - W&M Executive Committee Meeting @ 6:00 p.m.
 - November 6 – 11:00 a.m. service moves back to Sanctuary and Communion

III. Motions for Session Vote: None

TELC Minutes

Online Meeting May 4, 2022

Board Attendees (names in bold were present via Zoom at the meeting):

Tim Allen

Andrew Belisle

Bob Cooney

Courtney Deveau

Joe Dixon

Richard Floyd

Blake Head

Sarah Heller

Ashley Hooper

Jacob Jordan

Wyatt Kendall

Sarah Kirkpatrick

Righton Lewis

Bobby Norwood

Steven Smith

Jen Tessendorf

Kenny Kraft

Joe Dixon called the meeting to order at 6:30 pm.

May 2022 Minutes were approved unanimously.

Andrew Belisle volunteered to serve as Secretary and keep Minutes for the meetings this year.

New Member Vote:

- Kelly York Hays – approved unanimously
- Margaret Mansfield Ale - approved unanimously
- Margaret (Maggie) NeSmith - approved unanimously

Center Update: Tim Allen

- Enrollment
 - o 109, 106, 116 (June/July/August)
 - June and July under budget as pre-k students left
 - TELC met budget in August
- Faculty
 - o Tanisha Riley promoted to Assistant Director
 - o Ms. Chantal (in Roses) moving to Pre-K
 - o Looking to hire 3 FT: 1 Toddler, 1 Two's, 1 Young Preschool
 - 3 Candidate interviews are in-process
- Families and Events
 - o Transition August 1-4th
 - o Curriculum Night in September (TBD)
 - o 2022-23 calendar will be available Monday, setting forth all events
- Health and Safety
 - o Annual licensing visit this fall with Bright from the Start. Back to in person licensing visits, so they will appear unexpectedly
 - o A few cases of COVID – no material impact. People affected had mild symptoms
- Annual Audit – in process and will be presented to Finance committee this month or next

Committee Updates

Finance: Blake Head, Joe Dixon

- Revenue slightly off due to lower headcount, though not significant
 - o Only off around \$40k on net income
 - o Cash about \$7k less than where we were in beginning of year

- Expect to receive tax refunds following receipt of notice letters from IRS – this will help cash balance
- Audit Update – as Tim mentioned we will be reviewing the annual audit report soon.
- Employee Retention Credit – we have received four of the five refunds from the amended quarterly payroll tax forms. Tim has deposited the \$550k+ and the last refund check of about \$200k and amended return should be processed by the IRS soon
- TELC Trust – meeting has not occurred yet, Trustees reached out last spring and Tim and Joe will be meeting with them on 8/17 to discuss their request for sharing renovation costs with the TELC Trust fund as well as our request for scholarship funding (\$15k-\$20k).

Development/Financial Aid: Ashley Hooper

- Letters have gone out.

Governance: Andrew Belisle

- 15 current members, seeking 21 total
- Voted on 3 tonight, have inquiries out to two others. Starting with TPC members and parents before we reach out to grandparents/etc.
- Committee Needs:
 - 1-2- Financial Aid/Development
 - 1- Events
 - 1- Finance
 - 1-2 - Governance - we will need to add at least one here that is a church member
 - 0 – Personnel
 - 0 - Public Relations
 - 1-2- Strategic Projects
- Open to committee rotation or those on committees that are not too active, participating with other committees.
- Orientation – will schedule in the coming weeks and communicate who will be joining which of the various committees.
- TPC has reached out for us to review the covenant between TPC and TELC, coordinating calendars to discuss with Tim, Joe, Kenny, and Andrew. Maybe make a change relating to the kitchen.
- Virtual or in person meetings? Consensus is to meet in person once a quarter with a zoom option.

Personnel: Courtney Deveau, Wyatt Kendall

- Working with PR committee to look at website. Build out admissions FAQ.
- Tim's review/winter check-in

Strategic Projects: Righton Lewis, Bobby Norwood, Steven Smith

- Updates to blinds, doors to classrooms and bathrooms are in process. This funding may come from trust.

Public Relations: Sarah Heller, Jen Tessororf, Jacob Jordan

- Jen to connect with lead of parent council to plan a park meetup in next two months

Events: Sarah Kirkpatrick, Bob Cooney

- No update, need to connect on any action items for Miles for Smiles this fall

Meeting adjourned at 7p.m.

Respectfully submitted,

Trinity Preschool Update

Vision Statement: Making God's Love Visible

Committee Purpose: *To provide leadership, guidance and resources that will ensure the mission of the Preschool is accomplished and appropriate goals are strategically set and achieved. Each Board of Director ("Board") member is expected to promote the mission and embody the program's values.*

For more information about the Board, schedules, or initiatives, please review the [TPP Board of Directors Handbook](#).

Committee Chair(s):

Betsy Oliver, Chair

Grace Powers, Finance Chair

Committee Membership by Class:

2023 - Jessica Heberton, Tom Owens, and Grace Powers

2024 - Ashley Cotey, Kristina Maynard, Betsy Oliver, and Cindy Stancil (Elder Representative)

2025 (New Upcoming Members) - Josh Aaronson, McKinley Bandy, and Melissa McFadden

Non Voting Members: Paige Keller and Andrew Esqueda

- I. Current Activity Report:
 - a. Beginning a new school year and bringing on new Board Members.
 - b. Preparing to finalize the 22-23 Budget in our August 16th Board Meeting
- II. Upcoming & New Project Report:
 - a. Continuing to improve the school's current offerings more to increase competitiveness and stronger student experience.
- III. Motion for Session Vote:
 - a. None.