

SESSION PACKET

Stated Session Meeting

February 21, 2023



_____ Approved

_____ Approved with Amendment

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**STATED SESSION MEETING AGENDA
TRINITY PRESBYTERIAN CHURCH
February 21, 2022**

DINNER & FELLOWSHIP

CALL TO ORDER & DECLARATION OF QUORUM

Rebekah LeMon

NEW MEMBER WELCOME & INTRODUCTIONS

Lucy Strong

MOTION to receive new member class.

DEVOTION

Ginny Hobbs

MOTION to approve Consent Agenda

Rebekah LeMon

- Agenda
- Stated Session Meeting Minutes from January 17, 2023
- Called Session Meeting Minutes for New Members from December 4, 2022
- Financial Report

MODERATOR'S REPORT

Rebekah LeMon

CLERK'S REPORT

David Carr

MOTION to approve 2022 statistical report for membership.

MOTION to call a congregational meeting on March 26, 2023, to receive elder slate from Nominating committee, receive 2022 annual report, and approve terms of call for pastors.

SPECIAL ORDERS & REPORTS:

COMMITMENT CAMPAIGN FINAL NUMBERS

Dave Higgins

FEBRUARY PRESBYTERY MEETING RECAP

Allen Spetnagel

FINANCE - Monthly Report, 2022 Year-End Actuals & 2023 Budget Update

Neal Williams

MISSION COUNCIL REPORT

Lucy Strong

OPEN FORUM

PRAYER AND DEPARTING BLESSINGS

Lucy Strong

UPCOMING DATES		
Ash Wednesday Service	February 22, 2023	
Communion	March 5, 2023	
Session Meeting	March 21, 2023	
Congregational Meeting	March 26, 2023	
Spring Music Sunday	March 26, 2023	
Palm Sunday	April 2, 2023	
Communion	April 2, 2023	
Easter Sunday & Baptism	April 9, 2023	
Session Meeting	April 18, 2023	
Presbytery Meeting	May 2, 2023	

**STATED SESSION MEETING MINUTES
TRINITY PRESBYTERIAN CHURCH
January 17, 2023**

CALL TO ORDER / DECLARATION OF QUORUM

Rebekah LeMon

The stated Session meeting for Trinity Presbyterian Church on January 17, 2023, was called to order in Old Fellowship Hall at 7:01 PM by the moderator, Rebekah LeMon. The assistant clerk, Bonnie Holliday, confirmed the presence of a quorum.

DEVOTION

Tanner Adams

Tanner Adams offered reflections on her service trip to Tanzania where she worked alongside local students—across lines of difference—to improve community access to water and other critical resources. She recalled how quickly the superficial differences between teenagers from different continents gave way to make room for meaningful connections and genuine friendships. Tanner spoke earnestly about her realization that opportunity is not distributed equally, but—as children of God—we are called to be in community, to help each other, and to lighten each other's loads.

OMNIBUS MOTION TO APPROVE CONSENT AGENDA

Rebekah LeMon

Rebekah LeMon directed Session members to the omnibus motion in the meeting packet. Rebekah pulled the statistical report for further review and discussion, and she asked if any additional items needed to be pulled. No additional items were identified, there was no discussion, and the consent agenda (minus the statistical report) was adopted with no opposition.

CLERK'S REPORT

David Carr

David Carr recapped recent holiday celebrations and other special events—including the long-awaited installment of our new pastor, Rebekah LeMon. David noted receipt of a letter from Joy Fisher (presbytery liaison) who expressed gratitude for being able to walk alongside Trinity throughout the process of Rebekah's installment and offered thanks for Trinity's generous financial support of the presbytery and its activities and offerings.

Next, David highlighted an upcoming audit of Trinity's statistical report because of some recently discovered errors that require remedy. The issues will be addressed in partnership with TPC staff over the next few weeks.

Lastly, David noted that the next Session meeting will take place on February 21st, and the next Presbytery meeting is scheduled for February 11, 2023 at First Presbyterian Church Of Covington.

MODERATOR'S REPORT

Rebekah LeMon

Rebekah LeMon began her report with a note of gratitude to the church community for the support they provided in the months leading up to her installation as well as during her installation ceremony on Sunday.

She also noted that she'll be asking Session and other members of the congregation about Trinity's Advent traditions to determine which of those practices are worth keeping and which ones—if any—we might be continuing out of habit rather than joyful reverence. Along those lines, she announced that more than 2000 people worshipped with Trinity on Christmas Eve (hundreds of those attended virtually).

Rebekah offered special thanks to the infrastructure team for all the work they did to ready the sanctuary for the Bryan Stevenson lecture as well as numerous other Advent activities. She also noted that new security systems are being installed around the church this month, but we are still awaiting furniture and screens (which are on backorder for now).

Rebekah also provided a commitment update. As of today, the church has received 392 pledges for a total of \$3,347,081. This represents 95.6% of our commitment goal, and pledges have come in from 62% of our church families. The commitment advisory committee is doing some targeted outreach to those families who pledged last year but not this year, and—in the coming months—the membership and engagement committee alongside Session members will make a concerted effort to contact each member of the congregation—not to ask for money, but to increase engagement and review membership status for all members.

Continuing the finance discussion, Rebekah announced that a draft budget will be ready for review prior to the February Session meeting with the goal of adopting the budget at the March Session meeting.

In personnel news, Rebekah announced that a new search will soon be launched for a Digital Media Specialist since Will Giannini is leaving his current role. She also reminded Session of the ongoing searches for a Director of Communications and a Head Church Administrator. After several weeks of searching independently, Trinity has now engaged a staffing firm to assist with recruiting.

Next, Rebekah noted a new sermon series focusing on the identifies of Jesus that will take place during Lent. A concurrent book study based on the book *Freeing Jesus: Rediscovering Jesus as Teacher, Lord, Servant, Presence, and Way* will serve as a compliment to the sermons series.

Lastly, Rebekah announced that the nominating committee is meeting soon, and nominations for new elders will open by the end of January. Elders are encouraged to submit nominations.

SPECIAL ORDERS & REPORTS:

Family Ministries

Andrew Esqueda & Lucy Strong

Andrew Esqueda reminded Session Members to complete the Child Sexual Abuse Awareness training. The most recent training link came by way of email from Andrew on January 10th, but Session members also received an emailed training link directly from Ministry Safe in the Fall of

2022. Andrew also invited Session members to attend the Hiding in Plain Site Documentary on mental health awareness in The Loft on January 29th.

Lucy Strong encouraged all Session members to attend the 9am or the 11am service on Children's Sunday (February 5th). This is a special opportunity for our Children to lead all parts of worship and also a unique opportunity for the adults in our church family to support Trinity's youngest congregants in their spiritual growth.

Virtual Attendance

David Carr

David Carr called out the impressive attendance numbers that appear in the Worship Attendance Report on p. 9 of the Session packet. He paid special attention to the uptick in virtual viewers throughout the Advent season—including but not limited to the Christmas Eve services. Rebekah offered additional insight on the growing importance of virtual attendees, and she highlighted the need to delve deeper into our digital media data to discern how best to translate remote participation into real and ongoing engagement with the church.

Mission Counsel

Julie Hope

Julie reminded Session that the Mission Counsel's three priority areas are advocacy, food insecurity, and education, and she expressed the hope that Session will be more involved in discerning priorities going forward.

There was also some discussion about Trinity's continued support of Agape, and what our longstanding partnership might look like in the future.

Finance

Neal Williams

Neal Williams presented a brief summary of Trinity's end-of-year budget position. He noted that we are in a favorable position with pledged income, non-pledged income, and 'other' income all coming in above the budgeted amounts.

OPEN FORUM

Several announcements were made about upcoming church events (Churchwide BINGO on Jan.21st and the Trinity Talent Show on February 5th).


Additionally, many Session members expressed gratitude for all the outreach efforts currently underway to re-engage people within the Trinity community.

CLOSING PRAYER AND DEPARTING BLESSINGS

Andrew Esqueda

A motion was made and affirmed to adjourn the meeting. Andrew Esqueda closed the meeting with prayer. The meeting adjourned at 9:00 pm.

Respectfully submitted,



David Carr
Clerk



Bonnie Holliday
Assistant Clerk

Trinity Presbyterian Church Session In-person Attendance (In Bold), January 17, 2023:

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	Martha Craft
Hope, Julie	Lane Rhoden	Drew Timmons
Jackson, Mary Elizabeth	Allen Spetnagel	Tanner Adams (youth)
Lewis, Dale	Cindy Stancil	Duskin Balch (youth)
Shepard, John	Adair White	Meredith Daniel
Tilley, Velma	Neal Williams	Allen Moseley
		Chris Suh
		Lindsey Greene
Staff Attendees:	Other Attendees:	Guests
Rebekah LeMon-Moderator		
Elizabeth Davis		
Andrew Esqueda		
Lucy Strong		

**STATED SESSION MEETING MINUTES
TRINITY PRESBYTERIAN CHURCH
FEBRUARY 21, 2023**

CALL TO ORDER / DECLARATION OF QUORUM

Rebekah LeMon

The stated Session meeting for Trinity Presbyterian Church on February 21, 2023, was called to order in Old Fellowship Hall at 7:25 PM by the moderator, Rebekah LeMon. The clerk, David Carr, confirmed the presence of a quorum.

NEW MEMBER WELCOME & INTRODUCTIONS

Lucy Strong

Session members enjoyed introducing the following individuals as candidates for membership at Trinity Presbyterian Church: Cindy Neal, Peyton Warley, Tricia and Gregg Addicks, Lisa Allen and Alyssa Cohen (contingent on baptism), Libby and John Baum, Samuel Jackson "Deacon" Buchanan, Sarah Helwig, Sam and Lane Henderson, Paul Speigl, and Allison and Bill Spicer (and their daughter Lucy).

The following motion was provided by Drew Timmons, seconded by Roxanna Erwin, and unanimously approved by session:

MOTION to approve these requests for membership into the congregation of Trinity Presbyterian Church.

Lastly, Lucy Strong noted that four additional new members will be joining at a called session meeting on March 5. These individuals are Betsy and Louis Oliver and Cal and George Jennison.

DEVOTION

Ginny Hobbs

Ginny Hobbs offered reflections on loving our enemies. She referenced Arthur Brooks' book Love Your Enemies which provides insights on respecting, listening to, and praying for those who disagree with us. She also highlighted the advice of Howard Thurmond in his book Meditations of the Heart. Thurmond encourages us to make room in our hearts for everyone and to "reject the sharp barb" we often feel to lash out, to argue, and to make our point at the expense of hearing others out.

OMNIBUS MOTION TO APPROVE CONSENT AGENDA

Rebekah LeMon

Rebekah LeMon directed Session members to the omnibus motion in the meeting packet. David Carr offered a few minor edits to two items in the consent agenda: 1) he amended the agenda to include a mission report, and 2) he corrected the list of attendees who were present at the December 4, 2022 called meeting to approve a new member.

The motion to approve the consent agenda as amended was unanimously approved.

MODERATOR'S REPORT

Rebekah LeMon

Rebekah LeMon began her report with a note of gratitude to Elizabeth Davis and all those who helped to make Children's Sunday a success, and she also thanked Mary Elizabeth Jackson for coordinating a wonderful church-wide talent show.

She also reminded session that the mission trip to Cuba takes place this week (the team is leaving on February 22), she thanked David Carr for his work to correct previous issues with TPC's statistical report, she expressed appreciation for Amy Krause updating the personnel handbook, and she also reminded session members to conduct their outreach calls to members of the congregation. Rebekah also noted that the session retreat will be held in May 2023.

Next, Rebekah also announced the recent hiring of several new staffers. MacKenzie Atkinson came onboard as the Executive Assistant to the Senior Pastor, Emily Beaver as Ministry Coordinator for Communications, and Dariel Parades as the Digital Media Specialist.

Lastly, she gave an infrastructure update noting that almost all work is planned to conclude by Easter.

CLERK'S REPORT

David Carr

David Carr thanked all the Trinity representatives who attended the recent Presbytery meeting, and he announced the next stated session meeting is scheduled for March 21.

Next, David gave an update on the statistical report. After a recent audit (prompted by some questionable report numbers), David determined that some inaccurate reporting had taken place in 2022; most of which occurred as an unfortunate and unintended consequence of significant staff reductions and transitions. In short: as staff were reduced in alignment with the recommendations of the budget work group, new staff (or existing staff that took on additional responsibilities) were not always aware of or trained on specific report formatting, and this led to inaccuracies in reporting over a period of several months. That stated, the errors have now been corrected to the greatest possible extent, an accurate statistical report is currently available for review (p. 14 of the session packet), and this updated report has been filed with the Presbytery.

Next, Rebekah asked for a motion to approve the new statistical report. The following motion was given by Laura Bynum, seconded by Velma Tilley, and unanimously approved.

MOTION to approve the new statistical report which supersedes and replaces previous statistical reports.

David also circulated the nomination form for the next Assistant Clerk and asked for members to submit nominations tonight or as soon as possible, and he requested a motion to call a congregational meeting to approve the new elder slate.

Allen Moseley provided the following motion, Allen Spetnagel seconded, and the motion was unanimously approved.

MOTION to call a congregational meeting on March 26, 2023, to receive elder slate from Nominating committee, receive 2022 annual report, and approve terms of call for pastors.

Lastly, David highlighted the changes that had recently been made to the employee handbook (p. 47 of the session packet).

SPECIAL ORDERS & REPORTS:

Commitment

Dave Higgins

The commitment campaign officially concluded yesterday. The congregation exceeded the giving goal, and there was a total of 435 pledges. For the first time in several years, the church will transition from a scarcity mentality to a hopeful mindset that promotes alignment between our programming and our purpose.

February Presbytery Recap

Allen Spetnagel

Allen Spetnagel attended the recent Presbytery meeting, and he gave an update on the proposed amendments to the Book of Order (28 of which were up for a vote, and all were approved).

Allen then noted the diversity of our Presbytery membership and the unique aspects of worship associated with each of our respective congregations.

Finance

Neal

Williams

Neal Williams presented the results of a recent external review (conducted by Carr, Riggs, and Ingram) of our financial processes and procedures. Neal noted that the review highlighted many positive aspects of our practices and also recommended a few improvements that can/should be made going forward.

Next, Neal provided a brief summary of Trinity's pledged income, non-pledged income, and 'other' income—all of which came in above the budgeted amounts for 2022.. He also noted that all committees had underspent last year which is something to watch and communicate with committees about going forward.

OPEN FORUM

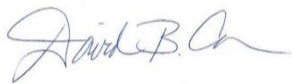
Lucy Strong asked session to allow the group traveling to Cuba to take communion on location. Velma Tilley made a motion which was seconded by many and unanimously approved.

CLOSING PRAYER AND DEPARTING BLESSINGS

Lucy Strong

A motion was made and affirmed to adjourn the meeting. Lucy Strong closed the meeting with prayer. The meeting adjourned at 9:14 pm.

Respectfully submitted,



David Carr
Clerk



Bonnie Holliday
Assistant Clerk

Trinity Presbyterian Church Session In-person Attendance (In Bold), January 17, 2023:

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	Martha Craft
Hope, Julie	Lane Rhoden	Drew Timmons
Jackson, Mary Elizabeth	Allen Spetnagel	Tanner Adams (youth)
Lewis, Dale	Cindy Stancil	Duskin Balch (youth)
Shepard, John	Adair White	Meredith Daniel
Tilley, Velma	Neal Williams	Allen Moseley
		Chris Suh
		Lindsey Greene
Staff Attendees:	Other Attendees:	Guests
Rebekah LeMon-Moderator		
Elizabeth Davis		
Andrew Esqueda		
Lucy Strong		

Trinity Presbyterian Church

Worship Attendance 2023

online views calculated by IP address, multiply each IP address by 1.5 to get a more accurate count of people viewing

	9am Livestream Views	9am Video Views	Total 9 am online	9am Livestream Views	9am Video Views	Total 9am online	9am In-person	Tam In-person	Total In-person	TOTAL ATTENDANCE	NOTES
January 1, 2023	n/a	n/a	n/a	72	57	129	n/a	116	116	245	Communion - one service - New Year's Day
January 8, 2023	12	55	67	64	52	116	62	210	272	455	
January 15, 2023	n/a	n/a	0	125	140	265	n/a	428	428	693	RCL Installation
January 22, 2023	11	30	41	95	60	155	68	236	304	500	
January 29, 2023	10	45	55	87	98	185	85	206	291	531	
February 5, 2023	10	52	62	69	78	209	147	225	372	581	Communion - Children's Sunday

FINANCE COMMITTEE REPORT – January 11, 2023

Attendees:

Finance committee - Tom Austin, David Caldwell, Christine Quillian, Neal Williams, Walt Gillikin, Chris Suh, David Beasley, and Mark Stancil.

Staff - Rebekah LeMon and Kori Roddy.

Rev. LeMon opened the meeting with prayer.

The Finance Committee unanimously approved the minutes from the November 9th meeting. While there was no formal update from the Commitment team, the committee discussed the very successful campaign thus far. At this point, the commitment effort has raised about 95% of the goal. There was a brief discussion about the ongoing challenge of hiring for the current open positions.

Financials

Mr. Stancil reviewed the preliminary 2022 year-end financial reports. The initial bottom line is \$654k favorable to the budgeted net income. Actual revenue benefitted from better-than-expected prior year pledged income, non-pledged contributions, and other income. On the expense side, lower Personnel and Finance & Administration costs contributed to the strong net operating total. It was also noted that the actual current year pledged income was better than budgeted (i.e., fewer unpaid pledges than expected). The actual expenses recorded for Children and Youth ministries appear too low and Kori will review to make sure everything has been recorded. Once we complete the annual review later this year, any actual net operating income will be allocated per our policy.

2023 Budget

Budget worksheets were sent out to each ministry chair in late November and we are waiting for a few to be returned. Hopefully a 2023 budget will be ready for the February meeting.

Mr. Stancil asked the committee members to think about good candidates that should be considered for the next class of committee membership.

Next Meeting

The next meeting of the committee will be on Wednesday, February 15, 2023, at 5:30 pm.

With no other business before the committee, the meeting was adjourned at 6:39 p.m.

Trinity Presbyterian Church
Summary Analysis - Operations
General Fund
January to December 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	\$714,215.69	\$510,331.00	\$203,884.69	\$3,523,925.29	\$3,310,999.00	\$212,926.29	\$3,310,999.00	(\$212,926.29)
11.40010 - Pledges - Prior Years	\$0.00	\$0.00	\$0.00	\$185,017.06	\$95,000.00	\$90,017.06	\$95,000.00	(\$90,017.06)
11.40025 - Online Gift Processing Fees	(\$3,896.58)	(\$583.37)	(\$3,313.21)	(\$10,130.37)	(\$7,000.00)	(\$3,130.37)	(\$7,000.00)	\$3,130.37
Total Pledged Income	\$710,319.11	\$509,747.63	\$200,571.48	\$3,698,811.98	\$3,398,999.00	\$299,812.98	\$3,398,999.00	(\$299,812.98)
Non-Pledged Income								
11.41000 - Non-pledged Contributions	\$60,416.54	\$16,669.00	\$43,747.54	\$180,192.94	\$60,000.00	\$120,192.94	\$60,000.00	(\$120,192.94)
Total Non-Pledged Income	\$60,416.54	\$16,669.00	\$43,747.54	\$180,192.94	\$60,000.00	\$120,192.94	\$60,000.00	(\$120,192.94)
Trust Fund Income								
Other Income	\$0.00	\$34,620.00	(\$34,620.00)	\$138,484.00	\$138,485.00	(\$1.00)	\$138,485.00	\$1.00
Activities & Recreation	\$15,550.56	\$6,333.07	\$9,217.49	\$97,945.17	\$20,500.00	\$77,445.17	\$20,500.00	(\$77,445.17)
Stock Gain/Loss	\$0.00	\$0.00	\$0.00	\$63,818.43	\$25,718.00	\$38,100.43	\$25,718.00	(\$38,100.43)
	\$183.89	(\$83.37)	\$267.26	(\$2,575.95)	(\$1,000.00)	(\$1,575.95)	(\$1,000.00)	\$1,575.95
Total Revenues	\$786,470.10	\$567,286.33	\$219,183.77	\$4,176,676.57	\$3,642,702.00	\$533,974.57	\$3,642,702.00	(\$533,974.57)
Expenses								
Ministry to the Congregation								
Ministry - Children & Families	\$19,510.38	\$2,871.74	\$16,638.64	\$29,759.75	\$34,460.00	(\$4,700.25)	\$34,460.00	\$4,700.25
Ministry - Youth & Families	\$3,938.14	\$5,991.63	(\$2,053.49)	\$11,472.59	\$23,400.00	(\$11,927.41)	\$23,400.00	\$11,927.41
Ministry to Adults	\$17,297.73	\$4,709.90	\$12,587.83	\$37,987.29	\$56,321.00	(\$18,533.71)	\$56,321.00	\$18,533.71
Worship & Music	\$2,849.53	\$2,344.51	\$505.02	\$18,957.30	\$28,135.00	(\$9,177.70)	\$28,135.00	\$9,177.70
Mission	\$11,976.59	\$5,987.61	\$5,988.98	\$67,804.43	\$71,850.00	(\$4,045.57)	\$71,850.00	\$4,045.57
Commitment	\$45,695.99	\$40,799.13	\$4,896.86	\$484,488.03	\$489,590.00	(\$5,101.97)	\$489,590.00	\$5,101.97
Finance & Administration	\$5,777.48	\$416.74	\$5,360.74	\$9,027.48	\$5,000.00	\$4,027.48	\$5,000.00	(\$4,027.48)
Property	\$140,567.41	\$43,188.87	\$97,378.54	\$498,732.06	\$507,366.00	(\$8,633.94)	\$507,366.00	\$8,633.94
Personnel	\$72,100.82	\$110,716.73	(\$38,615.91)	\$575,475.94	\$550,380.00	\$25,095.94	\$550,380.00	(\$25,095.94)
Childcare	\$217,556.48	\$177,542.25	\$40,014.23	\$1,699,432.51	\$1,861,614.00	(\$162,181.49)	\$1,861,614.00	\$162,181.49
	\$5,058.59	\$1,198.87	\$3,859.72	\$15,916.92	\$14,386.00	\$1,530.92	\$14,386.00	(\$1,530.92)
Total Expenses	\$542,329.14	\$395,767.98	\$146,561.16	\$3,449,054.30	\$3,642,702.00	(\$193,647.70)	\$3,642,702.00	\$193,647.70
Net Operating Total	\$244,140.96	\$171,518.35	\$72,622.61	\$727,622.27	\$0.00	\$727,622.27	\$0.00	(\$727,622.27)

Trinity Presbyterian Church
Monthly Financial Statement Summary
YTD Actuals to Budget Analysis
As of December 31, 2022 Revised

A		B		C		D		E		F		G	
YTD -12.31.2022		2022 Actual		2022 YTD Budget		Favorable		Relative To BUDGET		Net F/(U)		Comments	
						+ Unfavorable		=					
1	Income												
2	Pledged Income	\$	3,698,811.98	\$	3,398,999.00	\$	299,812.98						
3	Non-Pledged Income		180,192.94		60,000.00		120,192.94						
4	Trust Fund Income		138,484.00		138,485.00				(1.00)				
5	Other Income		97,945.17		20,500.00		77,445.17						
6	Activities and Recreation		63,818.43		25,718.00		38,100.43						
7	Stock Gain/Loss		(2,575.95)		(1,000.00)				(1,575.95)				
8	Total Income	\$	4,176,676.57	\$	3,642,702.00	\$	535,551.52	\$	(1,576.95)	\$	533,974.57		
9													
10													
11	Expenses												
12	Congregation	\$	29,759.75	\$	34,460.00	\$	4,700.25						
13	Children & Families		11,472.59		23,400.00		11,927.41						
14	Youth & Families		37,987.29		56,521.00		18,533.71						
15	Adults		18,957.30		28,135.00		9,177.70						
16	Worship and Music		67,804.43		71,850.00		4,045.57						
17	Mission		484,488.03		489,590.00		5,101.97						
18	Commitment		9,027.48		5,000.00				(4,027.48)				
19	Finance & Administration		498,732.06		507,366.00		8,633.94						
20	Property		575,475.94		550,380.00				(25,095.94)				
21	Personnel		1,699,432.51		1,861,614.00		162,181.49						
22	Childcare		15,916.92		14,386.00				(1,530.92)				
23													
24													
25	Total Expenses	\$	3,449,054.30	\$	3,642,702.00	\$	224,302.04	\$	(30,654.34)	\$	193,647.70		
26													
27	Extraordinary Items												
28													
29													
30	Net Y-T-D Total	\$	727,622.27	\$	-						\$ 727,622.27		
31													
32													
33	Prior Month	\$	418,982.19		(\$108,789.56)						\$ 527,771.75		

"-" = Under Budget; "+" = Over Budget
2022 Prepaid Pledges \$560,366; 2021 Prepaid Pledges \$303,225; 2020 Prepaid Pledges \$467,882
Current Year Pledges (-\$212,926); (Prior Year Pledges (+\$90,017)

Loose Plates (\$14,872); Wedding (+\$5,100); Bkg Usaget (\$2,795); Other City of ATL (+\$35,000) Cash Back (+\$7,736); Int (+\$11,941)
Youth Basketball (+\$8,930) (Timing will have expenses in 2023)

Activities & Rec (-\$3,165 timing); Cong Care (-\$1,417 timing)
Curriculum (-\$4,820); Vacation Ventures (-\$3,000); New Prog & Tech (-\$6,922)
Mission/Outreach (-\$3,500); W Wed (-\$2,077); Transportation (-\$11,000)
Adult Ed (-\$7,157); Young Adults (-\$1,841)
Music (-\$4,899); Informal Worship (-\$1,365); Worship (+\$1,365)
Mission Support (-5,192)

Administration Insurance (\$9,195); Audit (\$3,900); Communication (\$7,605); Technology (+\$9,510); Food Cleaning (-\$24,226); Building Maint (-\$6,659); HVAC (+\$9,293); Security (+\$30,904); Utilities (-\$7,906); Grounds Maint (+\$16,617); Vehicles (+\$7,648)
Primarily timing differences coupled by unanticipated staff vacancies

**Trinity Presbyterian Church
2022 Statistical Report to Session
2/13/2023**

1,575 Active members per January 2022 statistical report and Presbytery record

18 Confirmands in 2022 (vs. 23 in 2021)

28 New adult members (vs. 7 in 2021)

➤ With 11 non-confirmed children added (vs. 6 in 2021)

1 Member reactivation (Blant Smith)

(2) Deleted from roll - Kevin and Edra Mathew

(19) Member deaths in 2022 (vs. 26 in 2021)

(3) Transfers out of active members - last names: Ambler, Baldwin, Slaughter

NET = +23 Active members in 2022

Therefore, 1,598 total active members at Trinity as of 1/1/23

OTHER 2022 MEMBERSHIP NOTES:

10 Baptisms

2 Inactive Local to Inactive Non-Resident - last name: Penegar x2

2022 TPC Membership Notes - Major Categories

19 Total Deaths (vs. 26 in 2021)					18 Total Confirmands (vs. 23 in 2021)		
First	Middle	Last name	Date of Death		First	Last	
Gloria	Warren	Johnston	1/20/2022		Thomas	Burch	
William	M	Schotanus	2/4/2022		Lanier	Byars	
Frances	Henry	Almand	3/2/2022		Harris	Farr	
Christopher	Davis	Rex	3/22/2022		Amelia	Friedman	
George	H	Johnson	4/25/2022		Bradley	George	
Bettie	Born	Brown	5/19/2022		John Henry	Jamieson	
Kenneth	P	Lynch Jr.	7/13/2022		Clark	Jordan	
Richard	K	Phillips	7/16/2022		Brent	Karasick	
Eleanor	Gillespie	Wilson	7/23/2022		Leighton	Maynard	
Virginia	Sandidge	Williams	8/8/2022		Anna	Mefford	
Richard	Wayman	Owen	8/15/2022		Hollis	Mefford	
Martha	Caroline	Woodall	9/20/2022		Maddy	Murray	
Jane	Grant	Pinkston	9/28/2022		Ben	Reese	
Nola	Carolyn	Frink	9/29/2022		Margaret	Reynolds	
Elizabeth	Sands	Fuller	10/19/2020		Kate	Saxon	
Sarah	Patterson	French	10/23/2022		Tommy	Smith	
Lebby	Rogers	Neal	11/6/2022		Robert	Suh	
Kathleen	McCaskill	Summers	11/22/2022		Ella Anne	Williams	
Stephen	T	Yoder	12/12/2022				

28 New Adult Members (vs. 7 in 2021)

David Todd
Paige Todd
Narra DeMichina
Dominic DeMichina
Donna Draughon
Gina Nana
Mike Jarrell
Caroline Pitts Jarrell
Joes Shodieru
Marshall Smitherman
Emily Avant
Sewell Avant
Richard Avant
Betsy Avant
Matthew Smith
Emma pegues
Henry Bush
Beauchamp Carr
Manny Mathews
Cheri Mathews
Cole Mathews
Ella Blue

James LeMon
Megan Esqueda
Isaiah Esqueda
Des Esqueda
George Hauptfuher
Frances Walker Harris
Elen Pace
Jon Pace
Jon Smith
Anna Elliot
John Elliot
Al Adams

Key:

Non-confirmed children (11 in 2022 vs. 6 in 2021)

ADULT EDUCATION COMMITTEE REPORT – February 14, 2023

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:

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

Committee Chair(s): Velma Tilley: Chair Elect: Allen Spetnagel

We were very pleased with both Winter classes: Unacceptable and Imperishable. Both reached members and non-members not considered "the usual suspects" for such classes and there was excitement and energy around mission opportunities with Unacceptable.

I. Current Activity Report:

February 26 – April 2

- Feb 26 only: Ron Greer, Director of Pastoral Counseling at PRUMC will speak on *Now That They Are Grown: Successfully Parenting Your Adult Children*. In the Loft
- Lenten Bible Study: Beginning March 5; deep dive into the Scripture passages that pastoral staff will use to preach during Lent. Tom Jones and Velma Tilley convening.
- Lenten Book Club: *Freeing Jesus* by Diana Butler Bass. This study will run parallel with a sermon series leading up to Easter and will be led by the pastor preaching the sermon that day. It will be repeated on the following Thursday at noon.
- Literature Class: Jane Austen's *Pride and Prejudice* Lewis Wilson convening.
- Foundations: This class studies the scripture that Trinity's children are learning about. All interested adults are invited to attend.
- Connections: March 12 – April 2. During this session, we will explore simple things we can do to remain grounded in our Christian faith amid the hustle and distraction of daily life.

II. Upcoming & New Project Report

April 16 – May 21

- The Stories We Tell: Rev. Dr. Sarah Bogue from Candler Foundry presenting.
- Angels in the Bible: Allen Spetnagel and Isabel Allen convening
- Foundations: This class studies the scripture that Trinity's children are learning about. All interested adults are invited to attend.
- Connections: TBD

June 2023

- Summer Speaking of Faith Series
 - June 4: Bill and Lacey Jordan
 - June 11: TreVarius Worthy
 - June 18: Jim Henderson
 - June 25: Isabel Allen

Planning for classes in August, Fall, and 2024 well underway.
Fall will include Preludes to our Kittrell Lecture featuring Arthur Brooks.

III. Motions for Session: None

CFM COMMITTEE REPORT – January 2023

Vision Statement: Making God's Love Visible

Committee Purpose:

With the Spirit's guidance, we seek to provide opportunities for the children of TPC to play, learn, grow and serve. Programs/activities of CFM seek to nurture:

- Faith in Christ, Wonder in God, Curiosity for God's Word, Hearts for Mission

CFM prays that our children, with the help of their families and the family of God, will integrate faith throughout their lives so that they may become mature, committed and joyful disciples.

Committee Membership:

Bonnie Holliday (Chair), Tom Adams, Jr. (Elder), Jim Groover, John Morris, Lauren Hitchens, Elizabeth Davis, Andrew Esqueda, Karen Bain, Kenny Kraft, Louise Timmons, Erin Kendall, Leslie Hall.

I. Monthly Programming

Dec. 2021 Recap

- Caroling
 - Approximately 80 Participants
- Drive-Thru Pageant turned into a Walk-Thru Pageant.
 - The kids got to participate, and we'll pray for good weather next year!
- Christmas Eve Service
 - In-person attendance was double what it was last year (approximately 300 attendees not including choirs and child readers). Pre-Pandemic numbers were more like 400. Trending in the right direction!
 - The 2nd graders leading the 4pm service had perfect attendance at rehearsal!
- REQUEST: Advent Review **[ACTION REQUIRED]**
 - Rebekah asked for committees to reflect on Advent activities while they are fresh on our minds. What did we like, want to continue? What might we consider retiring? Submit feedback [here](#).

2022 Events

- January
 - BINGO (Jan. 20th in the Loft)
 - 4th/5th Grade Rec/Dinner (Sun., Jan 29; 6:00pm-7:30pm in the gym)
 - At the same time, YFM will show a docu-series for youth, parents and adults. (More info to come from Andrew)
- February
 - Children's Sunday (Feb. 5)
 - ALL children's choirs are now singing on Children's Sunday, including cherubs!
 - Shrove Tuesday/Pancake Race (Feb. 21)

- March
 - Messy Church (March 5)
- April
 - Messy Church (Apr 2)
 - 2nd-5th Grade 'Flashlight' Egg Hunt + Parents' Happy Hour (Friday, March 31; 6:30-8:30. Meet in The Loft. Parents Happy Hour at Andrew's.)
 - 1st Grade and Younger Egg Hunt (Sat., April 1; 9am-10:30am in Williams Hall)
 - 5th Grade Bible Presentation (Sun., Apr 30 at 9am Worship)
- May
 - Launch Night with YFM for 3rd-5th Graders (May 7)
 - Messy Church (May 7)
- June
 - VBS (June 12-15) – Volunteers Needed

II. Nominations **[ACTION REQUIRED]**

- Submit nominations for new CFM Committee Members [here](#).
- Submit nominations for 2023 Elder Class [here](#).

III. Other Business

- Sunday School
 - Because of some great volunteers, Elizabeth has coverage for almost all the children's Sunday School classes covered for winter/spring!
 - A few holes remain for K/1st if anyone can help.

IV. Next Meeting: Sunday, February 19th (in person following the 11am service)

V. Motions for Session to Vote: None

PASTORS' AID REPORT – January 2023

Vision Statement: Making God's Love Visible

Committee Purpose:

The Pastor's Aid Committee is a subcommittee of Congregational Care and provides support to the families of Trinity, especially when they are ill, homebound, bereaved or marking life's milestones.

Committee Co-Chair(s): Anne Snyder and Elsie Henderson

Committee Membership:

There are currently forty+ members on the committee, with varying degrees of participation. The Pastor who leads Congregational Care participates in the meetings.

I. Current Activity Report:

Receptions:

- Installation Ceremony of Rev. Rebekah Close LeMon, 1/15/23
Assisting: Nancy Broadfoot, Meredith Daniel, BJ Dickensheets, Cindy Ferguson, Elsie Henderson, Betty Layng, Beverly Mason, Jane Smith, Sarah Smith, Anne Snyder and Pat Wildman

Flowers:

- Delivered to Reynolds and Sally Couch, Andrew Esqueda, Tom Farmer, Billy Daniel, Rose Oglesby, Jayne Phillips, Judith Bobo, Mary Gossett King, Rebekah LeMon, Joanna Adams, Bradley Kibler, Rebekah Close LeMon's mother, Karen Simmons, Ed Garland, Terri Pendergrast, and Tim Allen.

14 birthday cards were sent to members 80 and older.

6 bereavement notes were sent.

II. Upcoming & New Project Report:

Our committee voted and approved the transfer of \$5,000.00 from P.A. to the Property Committee to assist with the benches in the new gallery space. An additional \$5,000.00 will be donated after discussion in our February meeting.

III. Motions for Session Vote: None

STEPHEN MINISTRY COMMITTEE REPORT – February 2023

Vision Statement: Making God's Love Visible

Committee Purpose:

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 Members:

There are **27** active Stephen Ministers with several Stephen Ministers on Sabbatical or designated as being inactive.

I. Current Activity Report

At our January meetings, we conducted internal training and engaged in discussions regard how to identify potential new care receivers who could benefit from Stephen Ministry. Stephen Ministers, as well as staff personnel, can serve as lookouts and help pave the way for a potential Stephen Ministry relationship to develop. We discussed how to spot potential issues, how to discuss situations with those who present situations which might benefit from Stephen Ministry, and how to communicate with others about the potential benefits of a Stephen Ministry relationship.

At our February meetings, we welcomed Trinity member and accomplished attorney Bob Boyd, who discussed issues faced by person going through a divorce. Bob's talk focused on identifying potential spiritual issues for persons going through a divorce, including whether a person has sinned by divorcing and questions pertaining to whether solemn vows have been broken. Bob emphasized that Stephen Ministers could be especially helpful to their care receivers by helping them make good decisions. The emotional and stress-related aspects of a divorce often leads to poor decision-making. Bob offered many excellent resources for discussion on spiritual and relational issues encountered by person going through the divorce process.

Seven 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 Events

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. The Leaders continue to work with staff to develop strategies for creating greater awareness and

opportunities to provide caring 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

VISITATION MINISTRY REPORT – January 2023

Vision Statement: Making God's Love Visible

Committee Purpose:

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. Also 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, 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.

I. Current Activity:

Our committee members are assisted by 19 visitation partners, primarily recruited from Stephen Ministers, Pastors' Aid and Men's Breakfast participants. They regularly contact some 36 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.

II. Upcoming and New Project Report: None at this time

III. Meeting Schedule:

Our January meeting was in person on Tuesday, January 24, at 10:00. Our next meeting is scheduled for February 28 at 10:30. Our usual meeting place is now at the church in room A-116. We usually meet 10 times a year on the fourth Tuesday of the month and skip July and December.

CONGREGATIONAL LIFE REPORT – February 2023

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: **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, DeDe Woodring, **Olivia Wall, Catherine Kraft,** Emily Avant(remaining active on committee but not attending meeting rest of spring due to class at Seminary), Emma Pegues

Katy Morris- resigned from CL

I. Activity Report: Meeting January 11, 2023

Advent Devotional

Nancy Calhoun and Melissa Moseley will be recruiting writers-with assistance of Molly Jamieson. Susan Foxworth will be joining to assist with Editing in 2023.

March meeting will start with suggestions of names of people to contact to write.

Suggestions for New Members

Committee discussed the need to get new members beginning this summer. Names were suggested and various members will be contacting people- Will be updating as a list is confirmed.

Open Mic Night

Was on Feb 5th and deemed a huge success. Over 100 in audience- acts and MC were fantastic- truly intergenerational event. Discussed feedback for potential changes in future- Would recommend not doing on Children's Sunday, provide shorter bios for less time between acts. Should it be Annual or Every other year? Arguments for both were addressed- will discuss further.

*CL continues monthly sign up and brings snacks/drinks for the Hospitality staff to enjoy, to again show our appreciation for all they do to assist with events and day to day throughout the church.

Jazz in Courtyard/Art Walk (April 30th from 4-5:30)

Bess George coordinating Jazz component- have been in contact with Norman about jazz artists- he reports not being the best Jazz contact. Committee suggested Ellington Jazz Ensemble from Lovett School and also contacting Britney Boykin for options. Will confirm this with Norman and proceed as indicated.

Olivia Wall and Catherine Craft coordinating Art Walk. They coordinating additional volunteers as well, including Frances Harris. Will need to rent hi-top tables- confirm linen sizes with Karen Simmons.

Would like to serve wine and cheese at the event- in line with TPC policy. Will confirm all with Karen Simmons.

Meetings

March 15 (date change due to spring break)

April 12

May 10

MEMBERSHIP COMMITTEE REPORT – February 16, 2023 at 6:00 p.m.

Present via zoom only: Ginny Hobbs, Shirley Davis, Co-Chairs; Janet Edwards, Chris Betts, Wardlyn Bassler, Bill Jaynes, Amanda Jackson, Barbara Stevenson, Saralyn Bell, Lucy Strong

Absent: Miles Cline, Elizabeth Scholz, Reid Willingham

Class of 2022 New Member/Mentor Dinner – each year, the committee plans to host in February a wrap up dinner for all previous year new members and their mentors. This year it is Sunday, February 19th at the home of Ginny and Mike Hobbs. We have 35 attending.

Recruitment of New Member Sponsors – we are pleased that we have extended our number of New Member Mentors and currently have a total of 62 in a range of ages from teens to 70+.

Due to the name “Sponsor” having confusing connotations, the name of this group (formerly known as “Sponsor” has been voted on and changed to New Member Mentors.

Discover Trinity Process and membership involvement going forward – Ginny and Shirley met with Rebekah and Lucy to discuss the process going forward. The plan is to put the entire membership process in writing, this will include definitions of what constitutes an Active member, Inactive member, etc. As for Discover Trinity, the clergy/staff will handle all intake of new/interested members. The general process is that there is an interested member luncheon after church with clergy and a few others where the potential new member (s) get a lot of their questions answered. If willing to move forward and become a member, the potential new members attend the session dinner where they are presented and voted on. A few from our membership committee will attend this dinner going forward. Then if ready, the potential new member officially joins on a Sunday following this session dinner during the 11:00 am service typically. After joining, our committee will send new members a welcome card.

Attending the February 2023 session dinner from our committee will be Chris Betts, Bill Jaynes, Ginny Hobbs and Reid Willingham

Trinity Member Phonathon Project – Wardlyn reported on this project. She currently has 16 callers. Calling begins on February 21 and ends on April 30. The purpose of the phonathon is:

- Connect with Trinity households after the pandemic, interim minister period, church renovations and Rebekah's installation.
- Obtain insight into church programming, what is working/not working for church members.
- Determine if members would like to engage in any specific activities and if we can we help them with this.
- Determine if they are receiving Trinity communications.
- Confirm/verify current contact information.
- Determine pastoral care needs.

Engagement Fair – Janet Edwards will lead this effort in 2023 and her chair-elect is Chris Betts for 2024. The date is set for: Sunday August 27 from 9:00 am to noon so mark your calendars.

Membership Goals – we discussed our goals and objectives for the 2023 year.

Respectfully submitted

Ginny Hobbs & Shirley Davis, Membership Co-Chairs

MISSION COUNCIL REPORT – February 2023

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 advocacy, education and hunger. 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 2/1/2023 Mission Council meeting in bold.)

IV. Current Activity Report:

Updates from Trinity's primary mission partners:

Agape Youth & Family Center:

- New Design to "Ragtime" Senior Citizens Program: in-person programming at Agape once/month and at Peachtree Road United Methodist Church weekly; weekly Tuesday lunch deliveries, and monthly Walmart shopping trip
- Hosted their first parent meeting of 2023 on 1/25. Offered parents new information on how to academically support their children at home, help them build a culture of "I Can", and help them prepare for test taking. Took a parent needs assessment via survey and shared information about the upcoming 7-week ESOL Class for parents offered through Agape's partnership with the Latin American Association. Representatives from Atlanta Classical Academy shared information about enrollment for Fall 2023.
- Director of Programs Marlon Montgomery joined the Georgia Statewide Afterschool Network at Afterschool Day at the Capitol. The event allowed Agape the opportunity to stand together and advocate for our state leaders to fight for funding and legislation in support of OST programs. Marlon spoke with State Senator Jason Esteves to share more about Agape's programs and impact in the community.
- Relaunched Extreme Bedroom Makeover serving two Agape families through Agape's partnership with National Charity League.

BCM Georgia:

Holly York (formerly with North Fulton Community Charities) has joined BCM as Chief Development Officer. She will be focusing on increasing engagement with faith communities and creating more volunteer opportunities which have been lacking since the closing of BCM's food pantry and Thriftique during COVID. BCM is in need of Budget for Life coaches.

A new training will be offered soon. The time commitment is one hour every two weeks from March-June. All coaching is done remotely.

Faith in Action:

Two members of the Faith in Action committee -- immediate past chair Velma Tilley and new chair Esther Stokes -- joined our Mission Council meeting to share about recent activities and future initiatives and activities they are planning.

Rebekah LeMon, Lucy Strong and Trinity members Lucy Crosswell, Donna Draughon, Lasley Gober, Ginny Hobbs, Esther Stokes, and Velma Tilley participated in the 2nd National Multi-Faith Conference: Ending Mass Incarceration in January at Ebenezer Baptist Church and The Temple, with a post-conference meeting at St. Luke's Episcopal Church.

FIA is now discerning how Trinity can most effectively engage in the focus areas identified by the faith communities represented at the conference. All offer a range of volunteer engagement opportunities for Trinity members. This work also presents opportunities to partner with other faith communities and to build on other community partnerships such as Trinity's long-term support of/partnership with the Georgia Justice Project.

The minutes of the January 25th Faith in Action meeting are attached to this report and provide additional details.

Cuba:

Rebekah Lemon, Lucy Strong and 13 Trinity members will travel to Cuba from February 22nd-28th to visit our mission partners at LaPlaya Presbyterian Church and the Evangelical Seminary, both located in Matanzas. Steven Darst will join our March 1st Mission Council meeting to provide a report on the trip and share updates from our partners.

II. Upcoming & New Project Report:

Mission Council will this year again sponsor a "40 Things in 40 Days" collection during Lent, giving Trinity members an opportunity to collect specific non-perishable food items for Meals on Wheels clients.

Meals on Wheels Atlanta: We are organizing two intergenerational volunteer opportunities for the congregation with Meals on Wheels Atlanta (MOWA) in the spring, depending on availability of volunteer spaces.

1. Food box distribution: Saturday, April 8th 8-10 am: Trinity volunteers will assist with the distribution of food boxes into volunteer meal delivery drivers' vehicles.
2. Packing pantry bags: 10 – 15 Trinity volunteers will take all food items donated during the Lent collection to Meals on Wheels on a Saturday morning, unpack the donated food into MOW's storage pantry, and pack pantry bags for delivery to clients (1 ½ hours on a Saturday morning)
Once dates are confirmed, details will be shared with the congregation with online sign-ups.
3. Regular meal delivery: Trinity members also have the opportunity to drive weekly adopted routes delivering meals to MOWA clients at their homes (one day/week) or to sign up to deliver meals on specified routes on a one-time basis.

(Contacts: Bright Wright, bright1020@outlook.com; John Fenton, jfenton3393@gmail.com)

International Rescue Committee (IRC): Trinity members can help with ESL classes Tuesday, Wednesday or Thursday 10-12. (contact: John Fenton, jfenton3393@gmail.com)

III. Motions for Session Vote: None

FAITH IN ACTION REPORT - January 25, 2023

Vision Statement: Making God's Love Visible

Purpose/Mission:

The Faith in Action Committee responds to the call in Micah to “do justice, love mercy and walk humbly with your God,” and Jesus’ directions to care for the stranger, the poor, the excluded, the imprisoned, and indeed, all of God’s creation. We strive to provide education about the pressing needs of our time and to present effective ways to address them. We seek through advocacy, reformation of public policy, and pursuit of justice, to impact the longstanding societal, legal and ecological issues that perpetuate suffering.

Committee Membership:

Kelly Basler, **Anne Blitch**, Margaret Bond, Miles Cline, Donna Draughon, Norma Driebe, **Janet Edwards**, Larry Gentry, **Ginny Hobbs**, John Jones, **Paige Keller**, Jean Lapitan, **Sally Montgomery**, **Gina Nana**, **Esther Stokes** (chair), **Velma Tilley**, Carianne Tucker, Juanita Watson, **Christie Woodfin**; special guest **Lasley Gober**, and pastoral staff: **Lucy Strong** and senior pastor **Rebekah LeMon**.

Lucy Strong opened the meeting with prayer.

Esther welcomed our new committee members Anne Blitch, Janet Edwards, and Gina Nana.

EMI WORK: Those who attended the End Mass Incarceration (EMI) conference at Ebenezer and the Temple (eight Trinity attendees!) two weeks ago shared reflections on the experience, which was quite meaningful. Trinity folks divided up and attended many sessions, so each attendee had a unique experience. Everyone came away with appreciation for the education they received, enthusiasm for the conference, and determination to see how Trinity could help with this work.

Velma and Esther attended a post-conference meeting at St. Luke’s this past Sunday. It was led by Rev. Dr. John Vaughn from Ebenezer, along with others. This session addressed next steps for attendee churches/synagogues and focused on three possibilities: record restriction, bail out day, and restorative justice. Trinity might ultimately participate in all three areas, but the one Velma suggested we focus on is Bail Out Day, which is held on Juneteenth weekend, June 17-18, 2023.

Bail Out Day could involve a number of individuals from Trinity—to educate folks at Trinity as to what this is (these are not convicted people, they are vetted prior to bail, they are not a risk to flee, in the past they have been mostly women but could be men too), individuals are needed to go to the jail to interview those who are incarcerated (lawyers and social workers), Trinity could contribute to a pool of money from churches and synagogues to provide the 1/10 bail amount needed to bail someone out. It was pointed out that Trinity has great space to offer for training, meeting, etc. The group felt this idea could have broad appeal at Trinity. Velma will inquire of Tiffany Roberts and Jason Culmer at Ebenezer as to additional details and we will discuss next month.

The next meeting at St. Luke’s is March 12 at 12:30pm, after church. Those who signed up to attend are: Anne, Velma, Esther, Paige, Gina, Ginny, Christie, and Lasley.

Ginny reported that a second group will be going to Metro Re-entry tomorrow (1/26) to work with Georgia Justice Project (GJP) to interview returning citizens as the earlier group did.

Anne Blitch, who serves on the board of GJP, reported...drum roll...that Trinity will be receiving the Sheandra Clark volunteer of the year award at the GJP Grass Roots Justice event April 27 6-9pm at Fernbank Museum. Hopefully we can have a group to attend.

ADVOCACY is getting attention. First, John Fenton has asked FIA to help with advocacy to push for passage of the Afghan Adjustment Act. This Act would enable Afghans to access services and other rights that are not available to them now. Locally, it would benefit Trinity's two Afghan families. Lucy S. pointed out that this is an opportunity for communication, to tell the stories of our Afghan families. Initially, we will encourage our committee and other friends to contact our legislators in Washington to urge the passage of this act. Later, when voting on it is imminent, that effort may expand to the congregation. To be determined. Esther will share contact information John supplied with the committee.

Other advocacy: on February 15 at 7pm Presbyterians for a Better Georgia (PBG) will host issues and advocacy training (www.p4bg.org). Rebekah serves on the board of PBG and said this is non-partisan work, that PBG can equip people to see themselves as advocates, that advocacy can be very impactful. PBG's focus is on housing and healthcare this year. Registration is online.

Tuesday March 14 is PBG Lobby Day at the Capitol, and we can utilize our skills from advocacy training. Rebekah said we can visit with legislators, that it is chaotic, but we go speaking as persons of faith, advocating for or against certain bills this session. Mission Council may want to join in.

Racial justice work: Unfortunately, Lucy Crosswell, who has been spearheading this work at Trinity, could not be with us but we tried to cope without her. In terms of personal work in the area of racial justice we discussed three courses: Be the Bridge www.bethebridge.com, which Paige is attending, The Kaleid Project www.thekaleidproject.org, which Lucy C. is knowledgeable about, and Seeing Whiteness www.seealliance.org, which a number of Trinitarians have attended previously. We will have more conversation about these and try to have offerings that meet people where they are on this journey.

We discussed Trinity's offering trips to Montgomery once or twice a year. We discussed the possibility of a trip to Birmingham, Selma, and Montgomery. We will address next month.

Rebekah talked about keeping Bryan Stevenson's message alive, paying attention to opportunities to hear voices that have not always been heard. She said we can go to Montgomery as many times as it takes. It was suggested that we get people together after a trip to Montgomery to discuss the experience.

We left with Velma's blessing, delivered by Esther, to "Go in peace to love and serve the Lord!"

Important dates:

February 7 11:30-1pm The Event, raising money for Motherhood Beyond Bars, in Williams Hall, organized by The Event Steering Committee (Esther a member)

February 15 7pm Presbyterians for a Better Georgia (PBG) issues and advocacy training
www.p4bg.org

March 12 12:30pm-2:00pm at St. Luke's Multi-faith EMI follow-up action

March 14 Lobby day at the Capitol—PBG

Next FIA meetings, fourth Wednesday, 6pm:

February 22

March 22

April 26

May 24

June 28

PERSONNEL COMMITTEE REPORT – February 2023

Vision Statement: Making God's Love Visible

Committee Purpose:

The Personnel Committee is charged with stewardship of the human resources of Trinity Presbyterian Church. It is responsible for maintain a non-discriminatory work environment where the Clergy and Staff called to Trinity can do their jobs in a way that glorifies God and meets the needs of a vibrant and growing faith community. The committee reviews and assures, annually, in consultation with the Head of Staff and Finance Committee, that the organization and staffing model is consistent with the balance of the church's missions, fully cost effective, and within our financial capacity.

Committee Chairs: Brian Williams, Chair; Elizabeth Borland, Chair-Elect

Committee Members:

Mickey Benn, Elizabeth Borland, David Carr, Bonnie Holliday, Amy Krause, Janet Reed, Mary Kelly Speed, Ann Speer, Brian Williams

I. Current Activity Report:

The Committee is engaged in several ongoing projects including:

- Filled the new Digital Media Specialist role with the hiring of Dariel Paredes. Emily Beaver's role has been expanded to include additional digital media responsibilities.
- Actively searching for candidates for:
 - o Communication Director
 - o Ministry Coordinator for Worship and Music
 - o Ministry Coordinator for Engagement and Commitment
- Strong candidate identified for leadership and oversight of Finance, HR, Infrastructure and Property.
- Finalized significant revision to the Employee Handbook to accurately reflect legal and HR standards and current benefits.

II. Upcoming and New Projects Report:

- Permanent staffing resources for Finance, HR, Infrastructure and Property

Motions for Session Vote: None.

PROPERTY COMMITTEE REPORT – February 1, 2023

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: David Quillian

Committee Membership:

David Caldwell, Hank Hall, Jane Harrison (via Zoom), Lea Holliday, Dale Lewis (via Zoom), Allen Moseley, George Parson, David Quillian, Trey Reese, Cannon Reynolds, Anne Weaver. Staff in attendance: **Rev. Rebekah Close LeMon, Karen Simmons, and TreVarius Worthy.** Special note: Names in **bold** were in attendance.

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

The minutes of the January meeting were approved.

I. Budget Review:

Karen Simmons led a review of the budget/financials for January. The reopening of the church and the additional expense associated with that, a cold January and higher energy costs caused a number of items to be relatively high. Additionally, the landscape company has not raised prices in several years and will be going up on their charges, but it was noted that they do help with fallen trees, etc. Furthermore, work is almost done on a proposed budget for 2023. David Caldwell is following up on that and we hope to have completed in the next day or so. Finally, it was noted that the budget for 2023 has been pledged.

II. Infrastructure projects:

- **HVAC**
David Caldwell reported that infrastructure work is generally going well AC is starting soon. There was also a discussion of the wall in the Sanctuary that needs to be fixed.
- **Signage**
Jane Harrison reported on signage, indicating that our interior signs will be installed in Feb-March. The "New England" signs will be removed and a new sign will be installed on Northside Parkway. In relation to emergency vehicles, Cannon will look into the "Blue Signage" that Fire and Rescue use to locate addresses.
- **Security**
Hank Hall reported that the interior cameras have been installed and still working on exterior cameras. Mobile panic alarms are being issued to senior staff.
- **Two elevators**
Lerch Bates as an elevator consultant, has been hired and the RFP is almost complete. It will be sent to four contractors the week of Feb. 13th to get bids on the elevator work.

- **New furniture orders**
Esther Stokes reported for Anne Weaver. Reported that new furniture has been ordered for the Welcome Center and The Commons room, Ramp Room, etc. and is expected by the end of Feb. It is not delivered until it is all here.
- **“Walls and Halls” work**
Esther reported that this project is nearly done. Still need to put up the TELC sign and photos of Session Members and new Members. Art has been hung, and the Art for 5 Points has been acquired. Pastor’s aid is contributing to the furniture expense.
- **Screens in Sanctuary**
The screens have been installed in the Sanctuary and are properly positioned. It is an optical illusion that makes them look like they are uneven.

III. **New Business:**

Allen requested a financial dashboard to reflect how we are doing vs. budget. That will be prepared in conjunction with the final budget.

Jane asked about the Church Parlor, Bride’s Room, Groom’s Room, etc. The are dated, but not in bad shape. Renovating them was not part of the recent renovation project at the Church.

Closets being cleaned.

Extraordinary progress has been achieved with the overall renovation process.

The meeting was adjourned at 9:00am (at which time several members went to view the new screens in the Sanctuary).

Trinity Presbyterian Church
Budget Worksheet 2023
Property

Expenses Property		October										2023 Budget	Comments
		2020 Actual	2020 Budget	2021 Actual	2021 Budget	2022 YTD Actual*	2022 Annualized	2022 Budget	5% on Budget	Annualized 5%	1st Guess		
Cleaning	11.62000 - Contract Cleaning	\$48,435.75	\$60,000.00	\$44,001.00	\$57,301.00	\$24,000.00	\$28,800.00	\$44,221.00	\$46,432.05	\$30,240.00	\$50,000.00	35000	
	11.62005 - Trash Removal	\$7,885.05	\$5,500.00	\$6,805.62	\$7,294.81	\$7,349.97	\$8,819.96	\$7,295.00	\$7,659.75	\$9,260.96	\$9,000.00	9500	
	11.62010 - Janitorial Supplies	\$15,001.29	\$10,000.00	\$12,228.73	\$10,839.98	\$15,369.09	\$18,442.91	\$10,840.00	\$11,382.00	\$19,365.05	\$16,000.00	19000	
	11.62015 - Window Cleaning	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		If we had spare money, it would be \$15,000
	11.62020 - Linen Service	\$1,301.80	\$5,000.00	\$6,422.08	\$1,710.00	\$3,930.88	\$4,717.06	\$1,710.00	\$1,795.50	\$4,952.91	\$4,000.00	4000	
	11.62025 - Equipment Purchase/Repair	\$0.00	\$2,000.00	\$389.94	\$2,000.00	\$0.00	\$0.00	\$2,000.00	\$2,100.00	\$2,100.00	\$2,100.00	2100	
	11.62070 - Cleaning - Preschool	\$0.00	\$0.00	\$7,570.00	\$0.00	\$0.00	\$13,620.00	\$13,080.00	\$13,734.00	\$14,301.00	\$12,000.00	14000	
	11.62080 - TELC Cleaning Contract	\$28,966.25	\$40,000.00	\$35,047.50	\$39,514.50	\$24,000.00	\$28,800.00	\$39,515.00	\$41,490.75	\$30,240.00	\$41,490.75	43200	
	11.62081 - TELC Cleaning Reimbursement	\$43,200.00	\$43,200.00	\$43,200.00	\$43,200.00	\$32,400.00	\$38,880.00	\$43,200.00	\$45,360.00	\$40,824.00	\$45,360.00	43200	
	11.62085 - TELC Janitorial Supplies	\$10,691.38	\$9,000.00	\$10,858.44	\$10,716.90	\$0.00	\$0.00	\$10,716.00	\$11,251.80	\$0.00	\$11,251.80		TELC has been paying direct costs
	Total Cleaning	\$69,081.52	\$88,300.00	\$80,123.31	\$86,177.19	\$53,509.94	\$64,319.93	\$86,177.00	\$90,485.85	\$67,535.92	\$100,482.55	83600	
Building Maintenance	11.62100 - Walk-off Mats	\$51.87	\$1,400.00	\$0.00	\$1,000.00	\$0.00	\$0.00	\$1,000.00	\$1,050.00	\$0.00	\$500.00		
	11.62105 - Equipment Purchase/Repair	\$614.77	\$1,500.00	\$3,542.21	\$1,617.99	\$1,544.81	\$1,853.77	\$1,618.00	\$1,698.90	\$1,946.46	\$1,698.90	500	
	11.62110 - Glass Repair/Replace	\$0.00	\$1,602.00	\$1,044.00	\$500.00	\$0.00	\$0.00	\$500.00	\$525.00	\$0.00	\$525.00	525	
	11.62115 - Roof & Gutter Maintenance	\$3,106.85	\$3,000.00	\$3,990.00	\$3,000.00	\$4,108.64	\$4,930.37	\$3,000.00	\$3,150.00	\$5,176.89	\$4,200.00	4200	
	11.62120 - Interior Painting	\$3,998.80	\$7,500.00	\$4,896.25	\$6,779.13	\$50.97	\$61.16	\$6,779.00	\$7,117.95	\$64.22	\$0.00	1000	
	11.62125 - Pest Control	\$1,476.45	\$3,000.00	\$4,779.55	\$3,170.39	\$3,127.51	\$3,753.01	\$3,170.00	\$3,228.50	\$3,940.66	\$3,228.50	4500	
	11.62126 - Pest Control - Manse	\$290.00	\$1,100.00	\$1,244.60	\$790.00	\$539.68	\$647.62	\$790.00	\$829.50	\$880.00	\$829.50	900	
	11.62130 - Maintenance Supplies	\$1,744.18	\$2,000.00	\$993.97	\$1,919.62	\$142.47	\$170.96	\$1,920.00	\$2,016.00	\$179.51	\$2,016.00	2000	
	11.62135 - Ext Painting & Pressure Washing	\$8,277.03	\$4,000.00	\$4,172.66	\$3,800.19	\$9,600.00	\$11,520.00	\$3,800.00	\$3,990.00	\$12,096.00	\$10,000.00	10000	
	11.62140 - Elevator Contract/Phones	\$8,821.20	\$9,000.00	\$14,656.51	\$9,084.45	\$8,102.14	\$9,722.57	\$10,884.00	\$11,428.20	\$10,208.70	\$9,000.00	10000	
	11.62145 - Carpet Repair/Replacement	\$0.00	\$2,000.00	\$0.00	\$1,000.00	\$0.00	\$0.00	\$1,000.00	\$1,050.00	\$0.00	\$1,050.00	1000	
	11.62150 - Cels & Radios	\$3,211.89	\$3,000.00	\$3,263.97	\$3,298.95	\$2,127.25	\$2,552.70	\$3,300.00	\$3,465.00	\$2,680.34	\$3,300.00	2600	
	11.62155 - Carpentry Repairs	\$2,298.50	\$5,000.00	\$414.39	\$3,000.00	\$5,552.00	\$6,638.40	\$3,000.00	\$3,150.00	\$6,970.32	\$3,150.00	2000	
	11.62157 - Manse Maintenance	\$606.85	\$4,000.00	\$10,299.52	\$3,741.00	\$6,262.67	\$7,515.20	\$3,741.00	\$3,928.05	\$7,890.96	\$5,000.00	4000	
	11.62160 - General Building Maintenance	\$29,633.48	\$5,000.00	\$14,333.24	\$14,267.18	\$13,319.55	\$15,983.46	\$12,467.00	\$13,090.35	\$16,782.63	\$13,090.35	14000	Need Parking lot Arrows
	11.62160 - Capital Replacement Fund	\$15,000.00	\$15,000.00	\$15,000.00	\$15,000.00	\$0.00	\$0.00	\$29,000.00	\$30,450.00	\$0.00	\$50,000.00		Aspirational is \$50,000
	Total Building Maintenance	\$79,090.87	\$68,102.00	\$82,630.37	\$71,968.90	\$54,457.69	\$65,340.23	\$85,969.00	\$90,267.45	\$68,616.69	\$107,688.25	\$94,125.00	
HVAC Electrical & Plumbing	11.62200 - HVAC Service Contract	\$3,326.04	\$7,500.00	\$1,323.68	\$7,238.54	\$9,383.09	\$11,259.71	\$7,239.00	\$7,600.95	\$11,822.69	\$15,000.00	15000	
	11.62205 - HVAC Equipment/Materials	\$15,735.55	\$15,000.00	\$40,647.97	\$14,911.61	\$7,542.54	\$9,051.05	\$14,912.00	\$15,657.60	\$9,503.60	\$15,657.60	10000	
	11.62215 - Electrical Hardware/Materials/Labor	\$98,106.62	\$13,000.00	\$8,138.48	\$10,338.48	\$5,000.00	\$6,000.00	\$10,338.00	\$10,854.90	\$6,300.00	\$10,854.90	6000	
	11.62220 - Light Bulbs/Tubes	\$188.66	\$4,000.00	\$1,728.31	\$3,097.14	\$0.00	\$0.00	\$3,097.00	\$3,251.85	\$0.00	\$3,251.85	1000	
	11.62225 - Plumbing Hardware/Materials/Labor	\$3,588.43	\$8,000.00	\$3,725.91	\$7,000.00	\$342.76	\$411.31	\$0.00	\$0.00	\$431.88	\$7,000.00	6000	
	11.62245 - Energy Assessment	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,000.00	\$2,350.00	\$0.00	\$0.00	2000	
	Total HVAC, Electrical, & Plumbing	\$32,643.30	\$47,500.00	\$55,564.35	\$42,585.77	\$22,268.39	\$26,722.07	\$42,586.00	\$44,715.30	\$28,058.17	\$51,764.35	\$45,000.00	
Safety & Security	11.62300 - Security Systems, Guard & Repair	\$11,739.00	\$10,000.00	\$9,154.00	\$11,207.00	\$8,976.00	\$10,711.20	\$11,207.00	\$11,767.35	\$11,246.76	\$11,767.35	11500	
	11.62305 - Fire Extinguisher	\$2,857.05	\$2,500.00	\$0.00	\$2,500.00	\$0.00	\$0.00	\$2,500.00	\$2,625.00	\$0.00	\$2,625.00	2700	
	11.62310 - Fire Alarm/Sprinkler System	\$6,061.85	\$7,000.00	\$11,935.97	\$7,000.00	\$7,401.50	\$8,881.80	\$5,176.00	\$5,434.80	\$9,325.89	\$7,500.00	6000	
	11.62315 - Lock/Key Maintenance	\$301.72	\$2,000.00	\$1,678.80	\$2,000.00	\$1,498.31	\$1,797.97	\$2,000.00	\$2,100.00	\$1,887.87	\$2,100.00	500	
	11.62320 - Security Patrol - Contract	\$32,710.39	\$38,360.00	\$34,848.62	\$38,416.00	\$26,612.02	\$31,934.42	\$38,416.00	\$40,336.80	\$33,531.15	\$40,336.80	40000	
	11.62321 - TELC Security Reimbursement	\$-20,000.00	\$-20,000.00	\$-20,000.00	\$-20,000.00	\$-15,000.00	\$-18,000.00	\$-20,000.00	\$-21,000.00	\$-18,990.04	\$-21,000.00		
	11.62325 - Life Safety Landlines	\$0.00	\$0.00	\$1,890.73	\$0.00	\$1,083.41	\$1,300.09	\$1,824.00	\$1,915.20	\$1,365.10	\$1,500.00	1300	
	11.62401 - Salaries - Security	\$14,990.15	\$35,000.00	\$16,315.95	\$21,066.10	\$31,399.00	\$37,678.80	\$21,066.00	\$22,119.30	\$39,562.74	\$40,000.00	52736	
	11.62406 - FICA - Security	\$1,446.77	\$2,678.00	\$1,248.24	\$1,615.93	\$2,402.06	\$2,882.47	\$1,616.00	\$1,696.80	\$3,026.60	\$1,696.80	6666.52	Off Duty Police
	Total Safety & Security	\$49,806.89	\$77,538.00	\$55,561.07	\$63,804.35	\$64,322.27	\$77,186.72	\$63,805.00	\$66,995.25	\$81,046.06	\$74,758.60	\$121,462.52	
Utilities	11.62400 - Water/Sewer	\$19,528.99	\$31,000.00	\$25,020.04	\$25,827.26	\$17,700.28	\$21,240.34	\$33,876.00	\$35,517.30	\$22,302.35	\$30,000.00	30000	
	11.62405 - Well Repair - Irrigation Water	\$65.60	\$0.00	\$78.72	\$75.68	\$67.04	\$80.45	\$84.00	\$88.20	\$84.47	\$88.20	100	
	11.62410 - Electricity - Bldgs A & B	\$77,441.83	\$90,000.00	\$78,247.01	\$81,527.22	\$74,841.45	\$89,809.74	\$89,557.00	\$94,034.85	\$94,300.23	\$90,000.00	95000	
	11.62415 - Electricity - Bldgs C & D	\$60,441.78	\$70,000.00	\$65,596.00	\$66,583.69	\$63,105.48	\$75,726.58	\$70,000.00	\$73,500.00	\$79,512.90	\$76,000.00	80000	
	11.62416 - Utility occupancy adj	\$0.00	\$0.00	\$0.00	\$19,454.62	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0	
	11.62417 - Utilities - Manse	\$5,355.44	\$6,500.00	\$5,271.81	\$6,104.65	\$4,901.72	\$5,882.06	\$6,105.00	\$6,410.25	\$6,176.17	\$6,410.25	6400	
	11.62420 - Gas	\$12,283.00	\$15,000.00	\$13,957.38	\$12,867.82	\$11,676.20	\$14,012.04	\$12,868.00	\$13,511.40	\$14,712.64	\$15,000.00	16000	
Total Utilities		\$175,116.64	\$212,560.00	\$188,170.36	\$212,440.94	\$172,292.67	\$206,751.20	\$212,440.00	\$223,062.00	\$217,088.76	\$267,015.65	\$227,500.00	

[illegible][illegible]

WORSHIP & MUSIC COMMITTEE REPORT – January 2023

(From meeting held January 11, 2023 – attendees in bold)

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, Carol Comstock, **Meredith Daniel (Session)**, Dorsey Farr, **Patti Heinz, Jim Hinkle, Jan Irvin, Rebekah LeMon (Staff), Norman Mackenzie (Staff), Ruth Marston, Mary Fleming Riley, Cissy Smith**

Other Attendees:

Elizabeth Davis, Judy Garland, Karen MacRae, David Merritt

I. Current Activity Report

Debrief of Advent and Christmas Eve Services:

- TPC's Christmas Eve services were beautiful and well attended, both in-person and online views! In-person at the four services = 1311; online views either livestream or video = 631; total = 1942.
- Rebekah shared that she thought each of the four services was very meaningful and each service had a different feel. She wondered if four services were too many but after experiencing each service she could see how each was distinctive and met the needs of different ages and groups. Rebekah praised the music at each service – each one excellent and inspiring! She was delighted to hear the children and youth at the 4:00 p.m. and 6:00 p.m. services and shared that at the church she'd been at they did not have children or youth choirs. She also expressed her personal joy watching and hearing her two children sing in the youth choir.
- Norman expressed his gratitude to choir members of all ages! Norman was particularly excited that he had 30 youth plus alums participating at the 6:00 p.m. service. And the brass, as always, was exceptional!
- At the 11:00 p.m. service the candle lighting and singing of Silent Night was not held outside at Magnolia Circle due to the extreme cold. Instead, everyone in attendance gathered in a large circle inside the Chapel, the lights were dimmed, and the candlelight passed around the circle while singing. It was absolutely lovely! We should consider this approach for future 11:00 p.m. services.
- Rebekah asked the group if we might consider having candle lighting and singing of Silent Night at the end of the 4:00 p.m., 6:00 p.m. and 9:00 p.m. services. The committee was receptive to trying this for 2023; however, expressed some fire safety concerns with doing this with large numbers in attendance for these services. Agreed that we'd like to try and do this in 2023 but want to make sure process for lighting, extinguishing and collecting candles

is planned in detail. This will also require a larger number of candles be purchased/prepared for use in four services.

- The brochure for the Christmas Poinsettias was lovely; however, there must have been some miscommunication about distributing the brochure. Brochures were not distributed to everyone at the 6:00 p.m. and 9:00 p.m. services. They were available and distributed at the 11:00 p.m. service.
- Next year we would like to see the Chapel decorated for Christmas Eve as it has been in the past. The only decorations this year were the pew candles. There was no greenery or poinsettias.
- Judy Garland, Flower Guild Chair, would like to see the Flower Guild involved with Congregational Life in planning for the Christmas decorations. The committee thought this was a good idea. Roxanna will reach out to Bess George, Congregational Life Chair with this suggestion.
- Children & Family Ministries would like some musical support for next year's Children's Drive-thru Christmas Pageant (which this year had to be moved inside at the last minute due to inclement weather). Norman and Elizabeth have already been discussing possible ideas.
- This year the Annual Carol Sing had to be moved earlier in the month and was on the same day as the Christmas Market and CFM's neighborhood caroling. Norman shared that it actually worked out nicely to have the CFM caroling, dinner and then the Carol Sing. Although it was a very full day of activities, it was a joyous beginning to the Christmas season!

II. W&M Ministry Budget Items

Communion Related Expenses:

- Rebekah shared that she's had a member reach out to her who's interested in making a donation to purchase new communion trays. This is wonderful news as we have needed for some time to replace the trays and have not had money in the budget to do so.
- Karen MacRae reported that Lisa Allen would like to donate wine for communion in 2023. Karen is coordinating with Lisa regarding this in-kind donation.

Flower Guild Budget/Funds:

Based upon questions raised by Judy Garland, Roxanna reported on some research she did about the Flower Guild Designated Fund and the Flower Guild Operating Budget. Below is summary of information and discussion:

- Flower Guild Designated Fund (11.54006)
 - This fund was set up by an initial gift from the Brumley's and the original intent was that it be used for classes and demonstrations (not supplies). If the balance in the fund goes to zero, the fund will be closed out.
 - Rebekah confirmed the balance in this account is currently \$357.99.
 - Judy shared that a member has contacted her about making a contribution to this designated fund.
- Flower Guild Operating Account (11.54006)
 - In the last few years, to include 2022, the operating budget for the Flower Guild account has been \$900.00. For 2023, we're expecting to budget this same amount (\$900.00) — however, our budget for 2023 has not yet been approved.

- The intended use for this budget amount is to cover supplies for the Flower Guild work as well as for education/training purposes. The Flower Guild Chair should request approval from Norman for use of funds from the Operating Budget.
- The other item that “flows” through this account, that is not related to the \$900 budgeted amount, are expenses for Sunday flowers from the florist and Flower Guild and contributions made by members who agree to donate the Sunday flowers. Technically, this “out” and “in” flow should net to zero.
- Kori Roddy indicated that time has not allowed the Finance Office to audit the collection of member donations recently; however, she hopes to perform an audit in the next couple of months and send reminder notices to members if needed.
- Kori also confirmed that in fall 2022 that the cost of Sunday flowers provided by the florist increased from \$185.00 to \$205.00. Therefore, members are now being invoiced \$205.00 if they agree to donate Sunday flowers (whether arranged by the florist or the Flower Guild).
- Judy shared that some Flower Guild members don’t request reimbursement when they buy/arrange the Sunday flowers and others spend well under the suggested spend amount of \$165.00 for the flowers they purchase.

Bookshelf for Children in Sanctuary

- Elizabeth shared that a bookshelf was placed in Williams Hall and then moved to The Loft that housed age-appropriate books related to the fall Micah series and then for Christmas. Elizabeth and Rebekah have discussed having age-appropriate books on a bookshelf for children to use when they worship in the Sanctuary.
- Elizabeth asked for the committee’s input on the bookshelf and where it should be placed. Committee input is to place the bookshelf in the Narthex where children might pick up a book on their way into worship or, perhaps during the Passing of the Peace, go back to the Narthex and get a book. There were several ideas shared regarding possible style and color of the bookshelf. Elizabeth is going to provide some options for the committee to consider along with pricing.

III. Upcoming & New Project Report:

AV Offerings for Weddings

- III. David Merritt joined the meeting and shared that he has drafted some recommended changes to TPC’s on-line Wedding Policy based upon our new AV equipment and planned capabilities. A copy of the recommended policy changes was provided to Cissy Smith to share and discuss with the Wedding Committee at their next meeting.
- IV. David proposed the idea of using the Knapp wedding in February as an opportunity to capture a wedding recording using the new equipment and capabilities. The bride and groom are not requiring live streaming and had not planned to video record the ceremony; however, they are open to the Trinity AV team recording their wedding ceremony as a test and way to fine tune our AV offerings for weddings. The W&M Committee was supportive of this idea.

Children’s Sunday

- V. Elizabeth Davis reported that Children’s Sunday this year will be on February 5th. The children will be leading worship at both the 9:00 a.m. and 11:00 a.m. services.
- VI. The children have been learning about Jesus’ lessons in Matthew 5. They are writing prayers for the service and 5th graders are writing sermons.

VII. February 5th is a communion Sunday. Elizabeth suggested that with more children participating in worship we might want to have more grape juice cups in the trays. Also, to involve the children further, Karen MacRae suggested having the children process to the communion table with the bread.

Emerging Priorities for Worship & Music in 2023

Rebekah shared the following thoughts about what she sees as priorities for Worship & Music in 2023:

VIII. We want to continue to increase in-person worship attendance; however, we cannot ignore remote worship. For Christmas Eve, we had approximately 2000 people access our services, to include 600 online views.

IX. We want to make sure that we fully utilize our new AV equipment and functionality.

X. What does re-engagement look like post-pandemic? Calling and inviting members will be part of our plan. People do not always sign the Friendship Register (in-person or online). Rebekah asked if we see a visitor or member that hasn't been in a while to please let her know so she can reach out. We should make this request of the ushers as well.

XI. Continue having themes for each church season which focus on and connect worship, music, adult education, mission, congregational life, etc. This was meaning for worship and effective for member engagement with the fall "Justice & Mercy" theme as well as the "All the World Rejoices" theme for Advent/Christmas. We'll be looking to have a theme for Lent/Easter.

XII. Make some changes and improvements to the 9:00 a.m. Informal Service. Focus on this has been delayed given staffing challenges and other pressing priorities. Would like to see more member voices in the 9:00 a.m. service, both with liturgy and music. We have members with musical gifts that could contribute to this service. Also, there are some AV upgrades needed in The Loft to improve quality and capability of online worship for this service.

IV. Upcoming Events

XIII. January 1 – Communion with one service @ 11:00 a.m. in Sanctuary

XIV. January 15 – Installation of Rekekah LeMon as TPC's Sr. Pastor

XV. January 29 – Fifth Sunday

XVI. February 1 – W&M Ministry Committee Meeting @ 6:00 p.m.

XVII. February 5 – Children's Sunday & Communion – Children will lead both 9:00 a.m. & 11:00 a.m. worship

XVIII. February 12 – Baptism

V. Motions for Session Vote: None

WORSHIP & MUSIC COMMITTEE REPORT – February 2023

(From meeting held February 1, 2023 – attendees in bold)

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, Carol Comstock, Meredith Daniel (Session), **Dorsey Farr, Patti Heinz, Jim Hinkle, Jan Irvin, Rebekah LeMon (Staff)**, Norman Mackenzie (Staff), **Ruth Marston, Mary Fleming Riley**, Cissy Smith

I. Current Activity Report

AV Offerings for Weddings:

- Roxanna provided an update to the W&M Committee based upon input received from Wedding Committee Chair, Cissy Smith. Cissy is still in process of collecting input on the draft Wedding Policy updates for AV offerings proposed by David Merritt.
- Initial input is that we need to make sure that we are clear about we can provide and not overpromise. Also, until we have staff hired that can provide the wedding AV service we should wait to implement any AV offerings/make policy changes. We had someone on staff in the video production role; however, he left (01/22/23 last day) to return to a prior employer.
- At our March meeting we will revisit this topic, reviewing the results of the AV test for the Knapp wedding as well as other feedback Cissy receives from Wedding Committee members.

Usher/Greeter Updates:

- **Name Badges for New 11:00 a.m. Ushers/Greeters** - Roxanna shared that MacKenzie Atkinson ordered name badges for the new ushers/greeters for the 11:00 a.m. service and we should receive soon. Thanks to Patti Heinz for providing MacKenzie information on the process to order these.
- **Ushers for 9:00 a.m. Service** – Roxanna was excited to report that Susan Foxworth Hamilton has enthusiastically agreed to serve as “Usher Captain” for the 9:00 a.m. service. Susan has worked with Roxanna and Lucy Strong to document the usher responsibilities for the 9:00 a.m. service. She has also put together the following team of families who regularly attend the 9:00 a.m. service to serve as ushers: 1) Susan Foxworth, Monty and Charlie Hamilton, 2) Mary-Elizabeth, Hunt and Walker Jackson, 3) Ginny and Mike Hobbs, 4) Velma and Stan Tilley and 5) Cynthia and Mike Booke.

II. Upcoming & New Project Report:

Lenten and Easter Worship

- Rebekah reviewed the initial plans for Lenten and Easter worship opportunities in the coming months with the committee – see Upcoming Events section below.

- Rebekah shared that we are going to try something new for Maundy Thursday this year which she has done at previous churches and finds very meaningful. Instead of having a worship service on campus at Trinity, the pastors are organizing Maundy Thursday worship at four member homes located around town. Members will gather at one of the homes for a simple shared meal and communion led by one of the pastors. More details to come.
- The book *Freeing Jesus – Rediscovering Jesus as Friend, Teacher, Savior, Lord, Way and Presence* by Diana Butler Bass will be our Lenten reading. Rebekah feels this book is a very approachable read and will help us explore the different identities of Christ. There will be multiple book study options available. Rebekah will be writing a study guide which can be used for small group discussion or for independent study. There is going to be one slot during Adult Education on Sunday mornings for discussion about this book and will not require that you come to every session to meaningfully participate. And there will also be a “book club” offered one night during Lent.
- Patti Heinz will let MacKenzie Atkinson know where she can order palms for Palm Sunday.

Doctors On-Call during Sunday Worship

- Jan Irvin raised a concern that we do not currently have a list, by Sunday, of doctors on-call in the event of a health emergency during worship. The committee agreed that we should reinstate having a doctor on-call list.
- As first steps in putting together this list, Jan agreed to work with Lucy Strong to compile a list of doctors at Trinity (either from information in ACS or those we know are doctors). Jim Hinkle, who is a retired doctor, agreed to work with Karen Simmons to look at the emergency and first aid equipment we have on site.

III. Upcoming Events –

- **February 1** – Floral Design Workshop sponsored by the Flower Guild @2:00 p.m. Sanctuary
- **February 1** – W&M Ministry Committee Meeting @ 6:00 p.m.
- **February 5** – Children’s Sunday & Communion: Children will lead both 9:00 a.m. & 11:00 a.m. worship
- **February 12** – Baptism & Commissioning for Cuba Mission Trip
- **February 22** – Ash Wednesday: 3:00 – 5:00 p.m. Ashes & Blessing @ Magnolia Circle; 6:00 p.m. Worship Service in Chapel
- **March 1** - W&M Ministry Committee Meeting @ 6:00 p.m.
- **March 5** – Communion
- **March 12** – Baptism
- **March 26** – Spring Music Sunday @ 11:00 a.m. service in Sanctuary
- **April 2** – Palm Sunday & Communion
- **April 5** - W&M Ministry Committee Meeting @ 6:00 p.m.
- **April 6** – Maundy Thursday: Small group worship @ member homes with communion
- **April 7** – Good Friday: Noon service in Chapel (TBD); 7:30 p.m. service in Sanctuary
- **April 9** – Easter & Baptism: 7:00 a.m., 9:00 a.m. and 11:00 a.m. services
- **April 23** – Installation for Lucy Strong as Associate Pastor

III. Motions for Session Vote: None

TRINITY PRESBYTERIAN PRESCHOOL REPORT

Mission Statement:

The mission of Trinity Presbyterian Preschool ("TPP" or the "Preschool") is to provide a faith-based education in a safe family like environment. By encouraging curiosity, exploration, and learning we seek to nurture each child's head, hands, and heart. We work cooperatively with parents to understand the uniqueness of each child and provide an environment where rules are consistent but also adaptable to the needs of the individual.

Committee/Board Members:

Class of 2023

Jessica Heberton*, Secretary, jessica.heberton@gmail.com

Tom Owens*, CFM Representative, tomjowens@gmail.com

Grace Powers*, Finance Chair, powers.grace@gmail.com

Class of 2024

Ashley Cotey*, Governance/Recruiting, ashleycotey@gmail.com

Kristina Maynard*, stinap01@gmail.com

Betsy Oliver*, Board Chair, betsytoliver@gmail.com

Cindy Stancil, Elder Representative, cindy.stancil@comcast.net

Class of 2025

Josh Aaronson*, josh.lovinga@gmail.com

McKinley Bandy*, Parent Council Liaison, mckinleybandy@gmail.com

Melissa McFadden*, melissajudithb@gmail.com

** Voting Members*

Permanent Members

Executive Director of TPP - Paige Keller pkeller@trinityatlanta.org

Associate Pastor for Family Ministries of TPC - Andrew Esqueda aesqueda@trinityatlanta.org

I. Current Activity Report:

January 17·2023 - Monthly Meeting

- TPP Board Recruitment: Ashley Cotey is helping with this effort. Jessica, Tom and Grace are rolling off the Board this year and there is also a current parent spot to fill. Kristy McLean is the new Parent Council president.
- Finance: Still need someone to head Finance for next year. Grace reported that the spreadsheet is organized and cleaned up.
- Executive Director Search: The Job Description is confirmed and released. The ED Committee is meeting about the salary range, possible candidates, and the process for interviewing. There was a great response from the parent survey. Paige, the current ED is only here until May.
- Summer Camp – Would love to be able to offer it but very hard to have any teachers commit to working. So far only 1 committed. It is not in the teacher contract to work camps, which may be a consideration for future hires. It was proposed that a teacher might

work two weeks of camp in August, work two weeks for planning, then start the year in the teacher role. Andrew and Rebekah will be in charge of hiring teachers (for any camps as well) as Paige leaves. In discussing communications and leads from KSU, it was reported that not much was happening there.

- ED Report: Registration for new students is going very well. There is already an increase in the Toddlers which is great! There is a new sign up for Registration which is attracting interest.

The Floating Sub, Tiffany is working out very well. She is working Monday-Thursday with the Pre-K and helps Fridays with 2's through May.

II. **Motions for Session Vote:** None

The following is a list of highlighted changes to the TPC's Employee Handbook. Please note that the list does not include all changes and is intended to highlight the most substantial changes.

- Clarifications regarding employment classifications
- Clarifications regarding paid holidays and benefits
- New limits placed on payout of unused vacation and jury duty pay
- New policy on *parental* leave, which provides 8 weeks of paid leave for new mothers and fathers
- Clarifications on and expansion of leave for continuing education
- New policy regarding sabbatical leave
- Clarifications to performance review policy
- Expands upon TPC's computer usage policy, adding new guidelines for email, internet, and social media use
- Incorporates TPC's Child Protection Policy and adds new Sexual Abuse Policy
- New policy regarding personal relationships and conflicts of interest
- Updates TPC's Anti-Harassment Policy
- Expands upon TPC's policy regarding the use of Church property and the duty to maintain the confidentiality of certain information
- Expands upon hiring, resignation, corrective action, and termination of employment policies
- New policy regarding remote work from home
- New policy regarding political and other fundraising activities