

SESSION PACKET

Stated Session Meeting
October 17, 2023



_____ Approved
_____ Approved with Amendment

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**STATED SESSION MEETING AGENDA
TRINITY PRESBYTERIAN CHURCH
October 17, 2023
6:00 p.m.**

DINNER AND RECEPTION OF NEW MEMBERS

DEVOTION

Catherine Warren

MOTION to approve Consent Agenda

Rebekah LeMon

- Agenda
- Stated Session Meeting Minutes from September 19, 2023
- Financial Report
- Statistical Report for September 2023

MODERATOR'S REPORT

Rebekah LeMon

CLERK'S REPORT

Bonnie Holliday

SPECIAL ORDERS & REPORTS:

FINANCE

Richard O'Donnell and Heather Edmiston

MOTION: Of the unspent funds from the 2022 fiscal year budget (\$605,000), allocate 60% to the Property Reserve Fund, 20% to the Mission Reserve Fund and 20% to the newly created Technology Replacement Reserve Fund.

CFM

Kenny Kraft and Dean Cleaveland

OPEN FORUM

PRAYER AND DEPARTING BLESSINGS

Rebekah LeMon

UPCOMING DATES		
Churchwide BINGO	October 27	Costumes encouraged!
Commitment Sunday	October 29	
Presbytery Meeting	Nov. 4, 2023	Attending commissioners: Richard O'Donnell, Trey Reese, Chris Suh, Dean Cleaveland, Rebekah Groover, Helen Slawson, Paige Keller
All Saints' Day with Communion	November 5	
College of Elders Dinner/State of the Church	November 6 (please RSVP)	
Baptisms	November 12	Rex Newell Stewart, son of Catherine and Peter Stewart
Session Meeting	November 14	
Baptisms	Nov. 26	Wesley James White, son of Michael and Ali White

**STATED SESSION MEETING MINUTES
TRINITY PRESBYTERIAN CHURCH**

**September 19, 2023
7:00 p.m.**

CALL TO ORDER & DECLARATION OF QUORUM

Rebekah LeMon

The stated Session meeting for Trinity Presbyterian Church on **September 19, 2023**, was called to order in Old Fellowship Hall at 7:01 PM by the moderator, Rebekah LeMon. The clerk, Bonnie Holliday, confirmed the presence of a quorum.

DEVOTION

Martha Craft

Martha Craft led the devotion by speaking about her lifelong friendship with her childhood classmate, Carmita Valdez. She spoke of how Carmita and her mother fled from Cuba when Carmita was 8 years old, while Carmita's father was held in prison in Cuba for his calling as a Christian Preacher. Martha was asked by her parents to befriend Carmita. As two young girls who did not necessarily have much in common, and who did not speak the same language, this was a difficult task. Martha spoke of the discomfort and awkwardness of trying to be friendly to and comfort Carmita with absolutely no plan in place. Nonetheless, her clumsy efforts made an impact on Carmita, and both she and Martha gained a lifelong friend. God's greatest gifts often come without grace and planning.

OMNIBUS MOTION TO APPROVE CONSENT AGENDA

Rebekah LeMon

Rebekah LeMon directed session members to the omnibus motion in the meeting packet which included the meeting agenda, the minutes from the Stated Session Meeting on August 15, 2023, the minutes from the Called Congregational Meeting on September 17, 2023, the financial report, and the statistical reports for August 2023. Rebekah held the vote open during the Moderator's report, so that the session could review the congregational meeting minutes from September 17, 2023. After review, Rebekah made a motion to approve the Consent Agenda, and it was unanimously approved.

MODERATOR'S REPORT

Rebekah LeMon

Rebekah LeMon began her report with gratitude for the August 20th Sunday School event with Brenda Smeaton from the Georgia Justice Project, who provided an adult education presentation to discuss her work with our neighbors and allies who have suffered incarceration. In the same vein, Rebekah noted the volunteer event coming up on August 23rd with the Georgia Justice Project to assist with restricting criminal records for those whose past arrests or convictions have impeded their ability to obtain employment. Rebekah also expressed her gratitude for the volunteers who assisted with the recent

engagement fair on August 27th, and the BBQ and bluegrass event on September 10th, both of which were a huge success.

Rebekah noted the recent departure of Andrew Esqueda and reminded the session that this is an important time of transition for Trinity, but one which can lead to growth for this position in the church. The Associate Pastor Nominating Committee was elected on Sunday the 17th, and it will be performing the search for Andrew's replacement. In other personnel news, Hannah Kershner was hired as our programs coordinator. We are still looking for various other positions, including sound tech and finance coordinator.

Rebekah offered her thanks to Stan Tilley and Melissa Mosely for spearheading the Commitment Campaign with the theme of "Forward in Faith." The program will start a month earlier than in past years so that the entire campaign will be complete by the end of the calendar year, and we can adopt a budget prior to the end of the first quarter.

Rebekah also provided information on Adult Education programs which will be starting on September 24th, including Presbyterianism 101, sponsored by Foundations, led by Rebekah and Lucy. This class will discuss theological questions about what it means to be a Presbyterian. There will also be a class on the Bible and race in America in Williams Hall.

Finally, Rebekah informed the session that we are continuing to consider how our children engage with us in worship, and that changes are coming. We will be placing children's bibles in the pews, inviting kids up front for scripture in the main service, and providing alternative childcare for families who may prefer to have their children worship separately.

CLERK'S REPORT

Bonnie Holliday

Bonnie began her report by offering gratitude for the fun fest on the afternoon of Sunday, August 20th, and all those members who volunteer for our kids, making them feel at home. She mentioned that the data provided in the session packet as to baptisms and new members is from August only, and does not include September, but that it will be updated soon. She reminded the session that the next Presbytery meeting is Nov. 4th, and the next session meeting is Oct 17th, beginning at 6:00 p.m. with dinner for new members.

OPEN FORUM

Rebekah LeMon

SPECIAL ORDERS & REPORTS

Rebekah LeMon

2024 COMMITMENT CAMPAIGN

Stan Tilley

Stan Tilley spoke on the upcoming commitment campaign, "Forward in Faith." He explained how the theme was developed from the story of Babylonian exile from

Jeremiah, which relays the message to build a home, settle down, seek peace and prosperity. The dollar goal for the 2024 campaign is \$3.75 million, which we believe is reachable, but also hopeful. He relayed the statistics of giving from prior years, including the increase in dollar amounts, but the reduction in pledging families. Stan encouraged the session to be the first to make their pledges and build the foundation for a successful campaign.

TRUSTEES

Margaret Reiser

Margaret Reiser appeared on behalf of the Trustees to discuss the following motions.

Funding for New Church Development Fund

The Trustees brought a motion to Session for approval of a distribution of up to \$8,750 from the New Church Development trust fund to the New Church Development Commission (NCDC) in support of the Cohort of Pastors for New Worshipping Communities. This is requested to support NCDC's new church development mission and to establish a relationship that will hopefully evolve over time between Trinity and the new worshipping communities themselves. The final amount to be distributed is to be determined by Rev. LeMon in conversation with Rev. Lindsay Armstrong, leader of the NCDC, to get a better feel for the cost and content of the cohort retreat.

Allen Moseley asked if any other churches were chipping in and for what programs it will be used. Rebekah confirmed that no other churches are contributing at this time, but this amount from the trust will fund a 1-year grant. She also confirmed that this distribution is nothing more than the annual disbursement of the trust funds, so it is not a special disbursement. We have not used any money from the trust in several years, so the most pressing need is to build this leadership cohort. Rebekah explained that next year we could have a conversation about next steps and how the money from the trust could be used in different ways.

Rebekah presented the Trustees' motion. A second was not required. After the discussion above, the motion passed unanimously.

Election of Bill Jordan

The Trustees brought a motion to Session for approval of the election of Bill Jordan to serve a seven-year term as Trustee beginning January 1, 2024.

Rebekah presented the Trustees' motion. A second was not required. No discussion took place. This motion passed unanimously.

Creation of the Jennifer and David Kahn Family Fund for Employee Development

The Trustees brought a motion to Session for approval the creation of the “Jennifer and David Kahn Family Fund for Employee Development and Well-Being,” in the amount of \$125,000 to be held as part of the Trinity Trust Fund.

The Statement of Intent was included in the September Session packet, but was explained by Margaret and Rebekah as a new trust fund for Trinity’s employees to assist where typical compensation and other benefits do not. The annual disbursement would not exceed \$25,000 or 10% of the fund balance.

Allen Spetnagel asked if it would be available for all staff members top to bottom. Rebekah confirmed that it was. Allen Moseley asked about the annual disbursement of potentially \$25,000, which he expressed concern was a lot of money for the size of the fund. Rebekah and Margaret explained that \$25,000 was a maximum; nonetheless, the fund is intended to be drawn down and to have contributions from others. It is not intended to sit and grow with interest, but to be used and to be added to by others. If it is spent in 5-10 years, this is not a problem and is consistent with its intent. The fund is not to be used for compensation, but rather for employee families in need. We discussed that we would not contribute to it directly through budgeting or surplus since it is not to be used for direct compensation.

Rebekah presented the Trustees’ motion. A second was not required. This motion passed unanimously.

2024 CONFIRMATION PROCESS/MEMBERS

Rebekah LeMon

Rebekah announced that Emily Beaver, our director of family ministries, will oversee confirmation this year. She also noted that this year Trinity will be bring back the role of confirmation mentor. The mentor will be less focused on institutional church membership, and more on encouragement of the confirmands’ understanding of God’s work in the world. A handout was given regarding mentorship, including in person meetings, attending activities outside of church, and working with the confirmands on their faith statement.

Lane Rhoden and Allen Moseley asked about matching the confirmands with mentors. Rebekah noted that Emily will ask the confirmands about their choices, and if they have meaningful relationships, then that is where we will start. However, we will not give complete control to the confirmand.

Catherine Quillian commented on her experience during the confirmation process and expressed the need for patience with the confirmands who do not feel comfortable with the process.

Sunday, September 24th is the kickoff of the confirmation process.

FINANCE

Richard O'Donnell and Heather Edmiston

Richard O'Donnell began his update with a year-to-date summary. He noted that we received high marks from our outside auditing consultant. He also began the discussion of surplus allocation, which includes funds of \$604,690, mostly due to the generosity of our congregation and underspent personnel funds due to understaffing. He indicated that the finance committee would like to make a recommendation to session next month on how to use that amount. The surplus figure comes after allocation to 3 months of operating expenses, mission reserve fund, and property reserve fund.

Richard also noted that we have \$436,025 available as part of our forgiven PPP loan. As a result, the Finance Committee made a recommendation to session to create a new personnel operating reserve fund with this money for the "non-renewable needs of the staff of Trinity." Richard and Rebekah explained that this fund would have a different intended use from the Kahn fund, and would not be treated like a trust, but rather as an operating reserve account for personnel. The use would be less restrictive than the Kahn fund and could be used for direct compensation of employees, including a discretionary bonus pool, moving expenses, recruiting fund costs, and staff development. The personnel committee would have control over the fund. The funds would be invested at a standard 4.25% return and would be expected to have a 3-year horizon, maybe longer.

Many session members, including Lane Rhoden and Allen Spetnagel, asked about how this fund would impact the potential use of surplus funds for personnel compensation. Richard and Rebekah explained that the issue of surplus funds would be addressed separately; this designated amount is not a surplus but is merely a forgiven loan.

Allen Moseley asked about how this fund would impact budgeting for personnel. It was explained that we still need to budget appropriately for personnel needs and use this fund for items we don't expect.

The motion from finance was amended to better phrase its purpose as going to a personnel operating reserve fund rather than trust fund.

Richard presented the motion. A second was not required. The motion was unanimously approved.

OPEN FORUM

During open forum, Heather Edmiston discussed the neighbor's construction work and its impact on the Memorial Garden. We are in the process of getting a survey of the property lines, but it appears that they are doing everything the right way and not infringing on our property lines. When all construction is completed, we believe it will be a satisfactory result, as the neighboring church will be installing 20-ft Holly screening on the property line.

Lane Rhoden made note of an upcoming "studypalooza" being organized and hosted by Emily Beaver and Jean Lapitan for the youth.

Lucy mentioned the great need for AV volunteers for our services.

PRAYER AND DEPARTING BLESSINGS

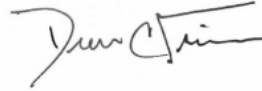
Lucy Strong

A motion was made by Martha Craft and seconded by Jay Harris to adjourn the meeting. Lucy Strong closed the meeting with prayer. The meeting adjourned at 8:54 pm.

Respectfully submitted,



Bonnie Holliday
Clerk



Drew Timmons
Assistant Clerk

UPCOMING DATES

Guest preacher	September 24, 2023	Rev. Aisha Brooks-Johnson, Executive Presbyter, Presbytery of Greater Atlanta
Presbytery Meeting	Nov. 4, 2023	Attending commissioners: Richard O'Donnell, Trey Reese, Chris Suh, Dean Cleaveland, Rebekah Groover, Helen Slawson, Catherine Quillian.
Baptisms	October 8, 2023	Abigail Lucille Hughes, daughter of Patrick and Lauren Stair Hughes Tye Christopher Johnson, son of Matthew and Erin Johnson
Commitment Campaign	Oct. 8, 2023 - Kickoff Oct. 29, 2023 - Commitment Sunday	
Session Meeting	October 17, 2023	
Churchwide BINGO	October 27, 2023	
Presbytery Meeting	November 4, 2023	Attending commissioners: Richard O'Donnell, Trey Reese, Chris Suh, Dean Cleaveland, Rebekah Groover, Helen Slawson, Catherine Quillian.
Communion	November 5, 2023	
Baptisms	November 12, 2023	Rex Newell Stewart, son of Catherine and Peter Stewart
Session Meeting	November 21, 2023	
Baptisms	November 26, 2023	Wesley James White, son of Michael and Ali White

Trinity Presbyterian Church Session In-person Attendance (In Bold), September 19, 2023:

Name	Name	Name
Roxanna Erwin	Reid Willingham	Karen Bain
Ginny Hobbs	Kenny Kraft	Jon Balch
Bonnie Holiday –Clerk	Kristin Hunter	Dean Cleaveland
Richard O'Donnell	Tom Owens	Rebekah Groover
Trey Reese	Martha Craft	Jay Harris
Lane Rhoden	Drew Timmons -Asst. Clerk	Paige Keller
Allen Spetnagel	Meredith Daniel	Nick Leet
Cindy Stancil	Allen Moseley	Jon McRae
Adair White	Chris Suh	Mary Kelly Speed
Neal Williams	Lindsey Greene	Catherine Warren
		Catherine Quillian (youth)
		Helen Slawson (youth)
Staff Attendees:	Other Attendees:	Guests
Rebekah LeMon-Moderator	Margaret Reiser	
Elizabeth Davis	Emily Avant	
Heather Edmiston	Stan Tilley	
Lucy Strong		

Trinity Presbyterian Church
Monthly Financial Statement Summary
YTD Actuals to Budget Analysis
As of September 30, 2023

A	B	C	D	E	F	G
YTD - 9.30.2023	2023 Actual	2023 YTD Budget	Favorable + Unfavorable	Relative To BUDGET	Net F/(U)	Comments
Income						
1 Pledged Income	\$ 2,480,336.68	\$ 2,586,780.82				
2 Non-Pledged Income	85,093.08	45,742.19				
3 Trust Fund Income	114,752.39	113,589.00	39,350.89	\$ (106,444.14)		
4 Other Income	127,379.90	30,666.06	1,163.39			
5 Activities and Recreation	26,790.00	25,000.00	96,713.84			
6 Stock Gain/Loss	2,092.29	(1,125.00)	1,790.00			
7 Total Income	\$ 2,836,444.34	\$ 2,800,653.07	3,217.29			
8			\$ 142,235.41	\$ (106,444.14)	\$ 35,791.27	
9						
10						
Expenses						
11 Congregation	\$ 21,991.47	\$ 27,074.97				
12 Children & Families	15,712.83	14,925.00	5,083.50	(287.83)		
13 Youth & Families	20,658.56	46,140.93	25,482.37			
14						
15 Adults	8,182.79	25,151.22	16,968.43			
16 Worship and Music	39,121.70	58,237.56	19,115.86			
17 Mission	327,295.20	363,053.07	35,757.87			
18 Commitment	49.17	6,750.00	6,700.83			
19 Finance & Administration	405,504.28	414,646.72	9,142.44			
20 Property	466,285.09	472,790.82	6,505.73			
21 Personnel	1,106,055.81	1,464,956.09	358,900.28			
22 Childcare	8,950.69	11,999.97	3,049.28			
23						
24						
25 Total Expenses	\$ 2,419,307.59	\$ 2,905,726.35	\$ 486,706.59	\$ (287.83)	\$ 486,418.76	
26						
27						
28						
29						
30 Net Y-T-D Total	\$ 417,136.75	\$ (105,073.28)			\$ 522,210.03	
31						
32						
33						
	Prior Month	\$ 443,005.98	\$40,223.54		\$ 402,782.44	

"-" = Under Budget; "+" = Over Budget
2023 Prepaid Pledges \$428,069; 2022 Prepaid Pledges \$560,366; 2021 Prepaid Pledges \$303,225
Current Year Pledges (-\$197,546); Prior Year Pledges (+62,613); Gifts in Excess of Pledge (+28,285)

Int(+\$75,089); Loose Plate(+\$5,977); Bldg Usage(+\$12,960); Wedding (+\$2,758)
Children's Basketball Program - Registration started 9/5/23

Timing Variances due to events - Kittrell, Advent, Seasonal Décor, Volunteer Appreciation
Overall budget is in line. Individual line items should be reviewed for 2024 budgeting purposes.

While the individual budget items are showing below budget, youth trip accounts have not yet been closed into the overall operating budget. These variances are expected to even out by year end.

Honoraria (-\$8,825.03); Senior Adults (-\$1,929.95); Engagement (-\$2,291); Young Adults (-\$2,149)
Worship (-\$5,511); Informal Worship (-\$5,634); Music (-\$7,970)
Partner Funding (-\$42,562); Mission Support (-\$33,370); Grants (+\$40,174)

Insurance (+\$15,569); Audit/Legal (-\$10,010); Communications (-\$8,775); Church Gov (-\$1,451);
Technology (+\$19,087); Food Service (-\$12,970); Telecommunications (+\$7,070); Food Service (-\$14,796)

Cleaning (-\$8,644); Building Maint (-\$41,709); HVAC (+6,735); Security (+20,420) Utilities (+\$1,069);
Grounds Maint (+\$15,624)
Staff vacancies

Trinity Presbyterian Church
Summary Analysis - Operations--w/ prior year
General Fund
January to September 2023

Accounts	YTD Actual (Last Year)	YTD Actual (This Year)	YTD Budget (This Year)	YTD Budget/Actual (This Year)	Actual Change (from Prior Year Period)	Annual Budget (Last Year)	Annual Budget (This Year)
Revenues							
Pledged Income							
11.40000 - Current Year Pledges	\$2,381,180.93	\$2,309,574.77	\$2,507,121.25	(\$197,546.48)	(\$71,606.16)	\$3,310,999.00	\$3,504,000.00
11.40001 - Gifts in Excess of Pledge	\$0.00	\$28,284.69	\$0.00	\$28,284.69	\$28,284.69	\$0.00	\$0.00
11.40010 - Pledges - Prior Years	\$185,017.06	\$147,522.12	\$84,909.54	\$62,612.58	(\$37,494.94)	\$95,000.00	\$85,000.00
11.40025 - Online Gift Processing Fees	(\$4,822.30)	(\$5,044.90)	(\$5,249.97)	\$205.07	(\$222.60)	(\$7,000.00)	(\$7,000.00)
Total Pledged Income	\$2,561,375.69	\$2,480,336.68	\$2,586,780.82	(\$106,444.14)	(\$81,039.01)	\$3,398,999.00	\$3,582,000.00
Non-Pledged Income							
11.41000 - Non-pledged Contributions	\$64,506.00	\$85,093.08	\$45,742.19	\$39,350.89	\$20,587.08	\$60,000.00	\$100,000.00
Total Non-Pledged Income	\$64,506.00	\$85,093.08	\$45,742.19	\$39,350.89	\$20,587.08	\$60,000.00	\$100,000.00
Trust Fund Income	\$69,242.00	\$114,752.39	\$113,589.00	\$1,163.39	\$45,510.39	\$138,485.00	\$151,452.00
Other Income	\$34,811.55	\$127,379.90	\$30,666.06	\$96,713.84	\$92,568.35	\$20,500.00	\$40,000.00
Activities & Recreation	\$58,451.43	\$26,790.00	\$25,000.00	\$1,790.00	(\$31,661.43)	\$25,718.00	\$25,000.00
Stock Gain/Loss	(\$2,531.33)	\$2,092.29	(\$1,125.00)	\$3,217.29	\$4,623.62	(\$1,000.00)	(\$1,500.00)
Total Revenues	\$2,785,855.34	\$2,836,444.34	\$2,800,653.07	\$35,791.27	\$50,589.00	\$3,642,702.00	\$3,896,952.00
Expenses							
Ministry to the Congregation							
Ministry - Children & Families	\$6,607.00	\$21,991.47	\$27,074.97	(\$5,083.50)	\$15,384.47	\$34,460.00	\$36,100.00
Ministry - Youth & Families	\$5,403.02	\$15,212.83	\$14,925.00	\$287.83	\$9,809.81	\$23,400.00	\$27,400.00
Ministry to Adults	\$14,336.41	\$8,182.79	\$25,151.22	(\$16,968.43)	(\$6,153.62)	\$56,521.00	\$61,521.00
Worship & Music	\$45,352.06	\$39,121.70	\$58,237.56	(\$19,115.86)	(\$6,230.36)	\$28,135.00	\$33,535.00
Mission	\$378,507.88	\$327,295.20	\$363,053.07	(\$35,757.87)	(\$51,212.68)	\$71,850.00	\$77,650.00
Commitment	\$0.00	\$49.17	\$6,750.00	(\$6,700.83)	\$49.17	\$489,590.00	\$484,071.00
Finance & Administration	\$297,647.62	\$405,504.28	\$414,646.72	(\$9,142.44)	\$107,856.66	\$5,000.00	\$9,000.00
Property	\$371,967.57	\$466,285.09	\$472,790.82	(\$6,505.73)	\$107,856.66	\$507,366.00	\$553,029.00
Personnel	\$1,256,871.74	\$1,106,055.81	\$1,464,956.09	(\$358,900.28)	(\$150,815.93)	\$550,380.00	\$642,038.00
Childcare	\$8,521.27	\$8,950.69	\$11,999.97	(\$3,049.28)	\$429.42	\$1,861,614.00	\$1,956,608.00
Total Expenses	\$2,400,432.03	\$2,419,307.59	\$2,905,726.35	(\$486,418.76)	\$18,875.56	\$14,386.00	\$16,000.00
Net Total	\$385,423.31	\$417,136.75	(\$105,073.28)	\$522,210.03	\$31,713.44	\$0.00	\$0.00

Trinity Presbyterian Church
September 2023
Monthly Statistical Report to Session
Submitted 10/13/2023

1,631 total active members at Trinity as of 8/31/23

Member additions this month/period: 0

Member subtractions this month/period: 2

- George Blanton Smith
- John Paul Ingram

1,629 total active members at Trinity as of 9/30/23

Other membership notes for September 2023:

Births: 1

- Artemis Hicks Harris, daughter of Cal and Frances Harris
(September 6, 2023)

Baptisms: 2

- Oliver Owens Szyperski, son of Heather and Bobby Szyperski
- Benjamin Ellis Lukens, son of Catherine and David Lukens

Deaths:

- George Blanton Smith (12/1/1941 – 9/2/2023)
- John Paul Ingram (2/16/2006 – 9/24/2023)

Non-confirmed children added: N/A

Pastor Affiliates added: N/A

Requested move to Inactive member list: N/A

Trinity Adult Education Committee Report – October 10th, 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: Eleanor Baughman(Trinity Librarian), **Jim Henderson ’24, Mike Hobbs ’24, Nick Leet ’26, Betsy Oliver ’26, Brian Reed ’24, Allen Spetnagel (chair) ’24, Velma Tilley ’24, John Tirrill ’25, Rebekah Close LeMon (pastoral advisor), Megan Vanderver ’26**

Current Activity Report

Church School classes have been well attended. Over 90 people have registered for “The Bible and Race in America,” taught by Dr. Joel Kemp of Candler School of Theology, with in-person attendance averaging 54 for the first three classes. “Presbyterians 101,” part of the Foundations class, has drawn similar numbers. The adult education committee is grateful to Rev. Rebekah LeMon, Rev. Lucy Strong and Dr. Joel Kemp for leading these classes. The committee is also thankful to Trinity member Cathy Yarbrough for her volunteer work registering attendees for the Candler Foundry class and to Phil Hawkins for his skillful video editing and technical support.

Connections Class will hold two “town hall” style meetings on Wednesday, October 18th and Monday, October 23rd to determine its future direction. Please make plans to attend and share your input.

Rebekah LeMon’s Book Study for Arthur Brooks’ “Love Your Enemies” begins Sunday, October, 29th during the church school hour. The class will lead up to the third annual Kittrell lecture on Thursday, November 16th. Participants will then discuss what was learned from the lecture on Sunday, November 19th. Three copies of “Love Your Enemies” and “Strength to Strength” remain available for checkout in the Trinity Library.

II. Upcoming and New Project Report

Class on Trinity’s Cuba Mission begins on December 3rd with *The History of Cuba* led by Mac Irvin, followed by *Challenges and Celebrations of Contemporary Cuba* led by Janet Edwards, Alex Erwin, and Seth Guterman on December 10th. The class will conclude on December 17th with *Reflections on the Cuba Mission Trip* by Trinity members. Volunteers are still needed to speak at the final class.

Advent Bible Study Class will also meet beginning December 3rd, following the lectionary scriptures from the book of Isaiah and connecting with the Advent sermon series. This class will study the sermon texts in depth and discuss the appearance of angels surrounding the birth of Christ.

Mission Council will present two classes on January 7th, 2024 and January 14th, respectively. These classes will highlight some of the mission projects being done by Trinity members and encourage volunteerism.

Poetry of former U.S. Poet Laureate Donald Hall will be discussed in a church school class beginning Sunday, January 7th, 2024. This four-session class will be taught by Trinity member John Baum.

A new class on the Creeds and Confessions will be held from January 21st, 2024 to February 4th, 2024. Rev. Dr. Joanna Adams will present two Sunday morning classes on the existing creeds and confessions, followed by an individual church school class led by Dr. Martha Moore-Keish about the process of creating new confessions.

Thank you for your attendance at church school! Please **invite** people at Trinity and beyond to attend worship AND Sunday morning church school classes either in person or online.

III. Motions for Session: None at this time.

Pastors Aid September 2023 Repost

Vision Statement: Making God's Love Visible

Committee Purpose:

The Pastors' 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 Chair(s):

Elsie Henderson, Anne Snyder

Committee Membership:

There are currently 45+ members on the committee with varying degrees of participation.

I. Current Activity Report:

In September, flowers were delivered to Nancy Sobelman, Presbyterian Village for all residents to enjoy, Harriett Moran, Boyd Eaton, Trinity School, Andrew Esqueda and his family, Anne Carson, Bill Bath, Mary and David Merritt, Catherine and Bentley Long.

In August, flowers were delivered to Mary Gossett King, Ann Beechy, Doris Pidgeon, Elizabeth Poindexter, Lewis Wilson and Martha Ann Howell.

In September, 6 Bereavement cards were sent. 2 Encouragement cards were sent, 1 New Baby card was sent, 20 Birthday cards were sent.

A Memorial Reception was hosted on September 21 for George B. Smith

On September 20, a group of the committee came together to polish silver and to ready our supplies for another year of Service. Fellowship and a Chick-fil-a lunch followed.

II. Upcoming & New Project Report:

None

III. Motions for Session Vote:

None

STEPHEN MINISTRY

COMMITTEE REPORT for October 2023

VISION STATEMENT: Making God's Love Visible

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

COMMITTEE CHAIRS

Scott Calhoun, Paul Marston, Cindy Stancil

COMMITTEE MEMBERSHIP:

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

I. CURRENT ACTIVITY REPORT

At our October meetings, we reviewed and discussed one of the Stephen Ministry's continuing education modules, "Ministering to People Experiencing Challenges Related to Aging." We had excellent discussion at both meetings as we explored issues encountered by aging people and strategies and techniques for approaching those issues and caring for the people experiencing them.

Six Stephen Ministers now have confidential care receivers, although after the meeting, two new situations came to the leaders' attention which will likely result in Stephen Ministry relationships. In addition, there are several other current situations which may ultimately result in a Stephen Ministry relationship. Several relationships have reached closure over the past several months and others are on the verge of closing. A number of Stephen Ministers remain active in the Visitation Ministry as well.

II. UPCOMING ACTIVITIES

We have scheduled an information session to be held after the 11:00 worship service on November 5 for the purpose of discussing the training classes we hope to begin in January 2024. A number of potential Stephen Minister candidates have expressed interest and we hope to get commitments from at least 6 in order to conduct a meaningful series of training classes. Even as we make these plans, we acknowledge that 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

September 2023 VISITATION MINISTRY SESSION REPORT

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

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

Committee Co-chairs: Lynn Bradley and Nancy Spetnagel

Committee Membership: Rev. Tom Farmer, Beverly Allen, Eleanor Baughman, Lynn Bradley, Berney Bridges, Nancy Broadfoot, Meredith Daniel, Alex Erwin, George Hauptfuhrer, Lyn Knapp, Paul Marston, Brenda Moseley, Nell Robinson, Sally Sinkler, Nancy Spetnagel, Cindy Stancil and Adair White plus other volunteer callers who do not attend meetings. The committee welcomes new members and volunteers.

Current Activity:

Our committee members are assisted by 11 visitation partners, primarily recruited from Stephen Ministers, Pastors’ Aid and Men’s Breakfast participants. They regularly contact some 39 people on our Concerns List (people with health issues or immediate concerns), our Watch list (people basically doing well under current circumstances, but are isolated) and Cards Only list. All Visitation partners report monthly to Nancy Spetnagel and/or Lynn Bradley so their reports can be reviewed and assessed by Tom Farmer, Lynn and Nancy prior to our monthly meeting. At our monthly meeting the committee members make their reports and update everyone for those only contacted in the last few days.

Upcoming and New Project Report

We welcomed two new members, Beverly Allen and Lyn Knapp, to our committee at our meeting and answered questions from them. We are currently searching for a new committee chair or two co-chairs.

Meeting Schedule:

Our September meeting was in person on Tuesday, September 26. The next meeting is scheduled for October 24 at 11:00. Our usual meeting place is 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.

Trinity Presbyterian Church
Finance Committee Minutes
October 11, 2023, Meeting

Attendees

Finance committee – Halsey Knapp, John Shepard, Tom Austin, Martha Kelley, Laura Bynum, Anna Elliott, Jon McRae, David Caldwell, Margaret Reiser, Mark Stancil, and Bonnie Harris. Mr. Knapp asked that the minutes reflect that he attended the August and September meetings.

Staff - Rebekah LeMon and Heather Edmiston.

Rev. LeMon opened the meeting with prayer.

The Finance Committee unanimously approved the minutes from the September 13th meeting.

Financials

The committee reviewed the September financials. While current year pledged income came in below budget for the month and remains behind budget for the year-to-date period, the committee is comfortable that pledged income will end the year on budget. Other revenue items remain positive relative to the budget. Year-to-date expenses remain positive to budget, largely due to staffing issues. Heather did mention that the youth budget underspend does not reflect the actual data related to mission trips and it will be brought current in the weeks ahead. Heather reported that the Session did approve the creation and funding of the Personnel Reserve Fund and it will be reflected in next month's financials.

2022 Unspent Budget

There was a robust discussion on the allocation of the unspent budget from fiscal year 2022. The Trinity Operating Reserve policy stipulates that any net unspent budget in any fiscal year will be split 50/50 between the Property Reserve and the Mission Reserve funds. However, based on need, the Session has approved a deviation from the policy in prior years. Based on a detailed capital replacement analysis, Trinity faces ongoing **annual** capital improvement needs of over \$300,000. The Property reserve currently has a balance of approximately \$98,000. With no immediate needs for capital, the Mission reserve has a balance of approximately \$105,000. It was also noted that the church does not currently have a reserve fund to handle the eventual need to replace the extensive technology infrastructure that was put in place during the 2022 Infrastructure initiative.

After much debate and representation of all points of view, the following motion for the Session was made: **“The Finance Committee recommends for the Session’s approval that the unspent budget from the 2022 fiscal year, approximately \$605,000, be allocated 60% to the Property Reserve fund, 20% to the Mission Reserve fund and 20% to a newly-created Technology Replacement Reserve fund.”** Mr. Stancil made the motion, it was seconded by Mr. Knapp and unanimously approved by the committee.

Other Business

Mrs. Harris gave an update on the Commitment Campaign. Mr. Tirrill received numerous compliments on his moment for commitment talk this past Sunday. The campaign has already reached about 23% of the goal and proceeds with lots of positive momentum.

Next Meeting

The next meeting of the committee will be on Wednesday, November 8, 2023, at 5:30 pm.

Trinity Membership Committee Meeting

Minutes – Thursday October 5, 2023

Vision Statement: Welcome Intentionally and Gather Joyfully

Purpose/Mission

The Membership Committee's purpose is to

- Create welcoming spaces for visitors and guests to Trinity
- Engage new members fully in the life and work of Trinity
- Strengthen the relationships between Trinity members, and
- Engage members in the full congregational life of Trinity Church.

Members: **Wardlyn Bassler, Saralyn Bell, Chris Betts**, Miles Cline, Shirley Davis, **Janet Edwards**, Ginny Hobbs, **Amanda Jackson**, Bill Jaynes, Elizabeth Scholz, Mary Kelly Speed, **Lucy Strong, Reid Willingham** – highlighted committee members met via zoom on October 5.

Meeting Highlights:

Engagement Fair Follow up

We discussed the highlights of the engagement fair with both Chris and Janet attending for follow up. While the fair fulfilled a need to increase presence and visibility of church committees and groups, we weren't sure it was attending and engaging in the intended ways. A survey was sent to committee heads who tended to agree. We discussed how the real way to get meaningful engagement always comes back to the 1:1 requests. We should look at the last 5 years of new members and develop a strategy to target ask to pair with a booklet/brochure of opportunities with a personal note?

We also discussed how we could leverage periodic inclusion of committee opportunities in the bulletin to our advantage.

Website – folks (esp younger ones) would like a prominent connection on a website for how to plug in to membership and volunteerism at church. We need to review.

Communication Committee to join Membership

Lucy let us know Communication committee would join Membership to fold together. We will look forward to welcoming Catherine Warren in the future!

Discover Trinity

Discover Trinity met recently with anticipated new members joining next week. Lucy estimated 15 attended the first meeting and probably ~10 will join. Lucy will follow up before/at Session meeting time with bios and announcement to us about who we are welcoming to the Trinity family so we can be intentional in reaching out.

Subcommittees: Subcommittee Structure – we will work to form subcommittees for regular report out at Membership meetings so the work is done before the meeting and we hear the results. More to come.

Mission Council Report to Session - October, 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, particularly in the areas of advocacy, education, 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): Jim Stokes, Chair
Bright K. Wright, Vice-Chair

Committee Membership:

Class of 2024:	Julie Hope, John Fenton, Chip Thompson, Catherine Warren
Class of 2025:	Kristin Hunter, John Shepard, Jim Stokes, Bright Wright
Class of 2026:	Dave Higgins, Paige Keller, Terri Pendergrast, Forrest Speed
Finance Committee Liaison:	John Shepard
Staff Liaison:	Rev. Lucy Strong

Mission Council Meeting

October 4, 2023 @ 6:00pm

Members attending the October 4, 2023 Meeting: Jim Stokes, Bright Wright, Dave Higgins, Julie Hope, Paige Keller, Terri Pendergrast, John Shepard, Forrest Speed, Chip Thompson, Catherine Warren, Rev. Lucy Strong.

Ongoing Mission Partner and Impact Grant Recipient Activity Reports

AGAPE: Lucy reported that things are going very well at Agape with the addition of students from Scott Elementary School and the fact that Agape is now fully staffed.

Agape has requested a withdrawal of \$25,000 from the Brumley Love Morrell Trust, and this request will be considered as a motion at the end of this meeting

IRC: John Fenton is in the process of applying with the IRC for Trinity to be able to host new refugee families who are expected to arrive in Atlanta in January, and he will keep the Council updated on his progress.

Meals on Wheels: Bright Wright reported that more than a dozen volunteers are enthusiastically delivering meals to hungry senior neighbors, and she hopes that Trinity might be able to adopt a second MOWA route for delivering meals on Fridays in the near future.

Haiti: Although travel to Haiti is still not possible due to the crime situation, Trinity can continue to financially support our partners on La Gonave, and construction of the new school is proceeding.

Cuba: A meeting will be held right after worship on October 22, 2023, for persons who might possibly be interested in traveling to Cuba from February 27 - March 5, 2024, to visit Trinity's partners at La Playa Presbyterian Church and the Evangelical Theological Seminary in Matanzas.

A second team of Trinity members (Alex Erwin, Doug Benn, Forrest Speed, Blaine Kelley, and, possibly, others) will travel to Mississippi in April to be trained by Living Waters for the World in installing and teaching Cubans to maintain a new water system at a location to be determined by Living Waters.

Christmas Market: Julie Hope advised that plans are going well for the Market, with Hannah Hope working with Lucy and Lane Henderson helping with communications and publicity for the Market.

Faith in Action: (complete minutes are attached)

Lucy and Paige reported that the September 9, 2023, Metro Re-Entry gathering held jointly with Peachtree Road Methodist was enjoyed by the inmates soon to be released as well as their families as well as the volunteers assisting with the gathering (more than 18 Trinity members participated). Peachtree Road expressed an interest in Trinity's playing a larger role in these programs and Trinity representatives will meet with Peachtree Road members to discuss this.

The Record Restriction event held at Trinity on September 23, 2023, was a huge success with approximately 120 clients present in hopes of having their records restricted. Additionally, Fulton County Superior Court Judge McAfee, Fulton County District Attorney Fani Willis, and a Fulton County clerk were present (volunteering their time), together with approximately 100 volunteers from the District Attorney's office were present to assist with the process. Trinity also provided more than 7 attorneys, including Council member Terri Pendergrast, to help with the client interviews and petitions.

A Job Fair was also conducted in the Play Place, consisted primarily of non-profits, but it was not very well-attended. One possible reason for the low attendance at this phase of the event may have been that the location was so far from the main event that some may not have known it was occurring.

The total number of records successfully restricted on September 23, 2023, is not yet known, but Ann Blich will provide an update in the near future of the number of records successfully restricted. The approximate cost of the event to Trinity, however, other than supplying the facilities, electricity, and snacks, was in the \$300 range.

Ebenezer Baptist, the Temple, and the Good Will Church have also hosted Record Restriction events, and Trinity hopes to be able to host another such event in the future.

FIA is continuing to assist with the Grady Food box packing and distribution on the second Wednesday of each month, coordinated by Shannon Sales, a Vice President at Grady. The food packing and distribution takes place from 8:30 a.m. until approximately 11 a.m to Noon and 6 – 8 volunteers are needed to help.

“Speaking of Mission” Adult Education Classes on January 7 and 14, 2024

Bright and John continue to plan for these two adult education classes in January, 2024, and they will have more information in these regards at the next Mission Council meeting.

Mission Reserve Task Force

The Council had a brief discussion about how to deal with the generous amount of funds available (approximately \$150,000 or more) in the Mission Reserve account which the Council believes need to be distributed, at least in part. John Fenton suggested that, in order to consider whether Mission Council should distribute any of the funds from the reserve account and the amount of any such distributions, and it was agreed that a smaller group of Mission Council members should meet to discuss the issues. A Mission Reserve Task Force was created and John Fenton will chair the task force, and Jim, John Shepard, Julie Hope, and Paige Keller will also serve on task force. They will meet and then return to Mission Council with their thoughts and conclusions as well as any possible proposal/s for distributing any of the funds.

UPCOMING AND ONGOING MISSION ENGAGEMENT OPPORTUNITIES

Every Saturday:	Meals on Wheels deliveries to clients on Trinity’s route
Oct. 11 (2d Wed.):	Grady Food Boxes packed and distributed
October 21:	Legacy Museum (Montgomery Trip)
Oct. 29:	Central Homeless Breakfast Ministry
Nov. 1- 20:	Agape Giving Tree Christmas Gifts
Nov. 1:	Youth Group assists at Central Night Shelter
Nov 26:	Central Homeless Breakfast Ministry
Dec. 3:	Christmas Market

MATTERS REQUIRING COUNCIL ACTION

1. 2024 Impact Grant Application Form:

The revised impact grant application form was provided to the Council shortly before the meeting, but, because of the inadequate amount of time for the Council to review the new Form, it was decided that the Council will consider whether to approve the revised application at the November meeting. [The general timeline for impact grant applications is that they are disseminated in November and December, they are to be submitted to Trinity by February 15, 2024, and then submitted grants will be considered by the Council and decisions will be made on all applications by the end of April, 2024. Funds will be distributed to the impact partners receiving grants in May and June, 2024.]

2. Agape Request for disbursement from the Brumley-Love-Morrell Trust
Fund:

Margaret Reiser has requested that Mission Council approve a distribution of \$25,000 from the Brumley-Love-Morrell Trust Fund to be used to provide meals for Agape children when dinner volunteers are not available. After discussing and considering this request, Mission Council voted to approve a one-time disbursement of \$25,000 from the Brumley-Love-Morrell Trust to provide dinners for the Agape children on nights when other volunteers do not provide dinner.

MATTER REQUIRING SESSION ACTION

Session approval is required of withdrawals from Trinity Trusts, and Mission Council therefore seeks Session consideration and approval of its Motion granting a one-time disbursement of \$25,000 from the Brumley-Love-Morrell Trust to provide dinners for the Agape children on nights when other volunteers do not provide dinner.

Upcoming Mission Council Meetings

The next Mission Council meeting will be held on November 1, 2023. Subsequent meetings will be held on December 6, 2023, January 10, 2024 (2nd week), February 7, 2024, March 6, 2024, April 10, 2024 (2nd week), May 1, 2024, and June 5, 2024.

Faith in Action Committee

September 27, 2023 Meeting Minutes

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**, **Lasley Gober**, **Ginny Hobbs**, **John Jones**, **Paige Keller**, Jean Lapitan, Sally Montgomery, **Gina Nana**, **Esther Stokes** (chair), Velma Tilley, Carianne Tucker, Juanita Watson, **Christie Woodfin**; pastoral staff: **Lucy Strong**. Guests: **Teed Poe**, Lucy Crosswell, **Shannon Sale**.

Lucy Strong opened the meeting with prayer. **The committee adopted the minutes for the August meeting.**

Updates on recent projects:

Engagement fair August 27: It was noted that we needed more space at the table. Esther said she filled out an evaluation form on behalf of the committee with some suggestions for how we could better engage folks in Trinity's work. Shannon noted that inviting people works, Lucy S. said there were a lot of successes at the fair. It was suggested that we give new members a handout with engagement possibilities; apparently we do that now. So much is happening, it is hard to know all of the opportunities.

Metro Re-entry Family Day: It was agreed that Family Day on September 9 was a big success, and Trinity had +/-18 participants. Ginny reported that our partner Peachtree Road United Methodist Church would like us to step up to additional responsibility next year. She said we need two people quarterbacking our group who can attend the event. Maybe we give \$5000 next year. The biggest expense is food for the day. Ginny suggested we meet with PRUMC and talk with their lay leader Ed Hamlin about next year.

Larry reported that lunch is not provided on weekends at Metro Re-entry. Is this something we should help with?

Food boxes for Grady patients: Shannon, Esther and Lasley reported that our first volunteering with Grady was September 13 at the Latin American Association on Buford Highway in Brookhaven. Our own Grady executive Shannon welcomed the group, and six Trinity volunteers packaged and re-packaged fresh fruits and vegetables. There was a steady stream of patients picking up the food. The food is provided by the Atlanta Community Food Bank, Grady doctors prescribe a healthy diet for some patients with diabetes and other illnesses, and food insecure people are referred to this location for healthy foods. It was agreed we will do this work monthly.

Gun violence/gun safety: Teed reported that the group committed to working on this issue has been discussing the way forward with Trinity's pastors. There will be an education program in January. She

reported that Trinity folks may not know that we have active shooter drills in both schools at TPC, both the Pre-school and TELC. Teed is trying to work with Atlanta Public Schools to share the Student Pledge Against Gun Violence with the city's schools. The League of Women Voters is meeting next week, and Teed is participating in their discussions about gun violence/gun safety. Trinity will hold gun violence/gun safety group meetings as needed.

Anne Blitch reported that just short of fifty Georgia mayors from around the state wrote Gov. Brian Kemp and state lawmakers urging them to help curb gun violence in their Georgia communities through new legislation.

Seeing Whiteness: Lucy Strong reported that we will begin these offerings in January/February.

Trinity receives award: Lucy S. reported that Trinity received an award from the International Rescue Committee (IRC) Atlanta this past Saturday evening. Julie Hope and Lucy attended to receive the award. Trinity will work with another refugee family coming to Atlanta in the future.

Lucy S. also reported that Worldwide Communion Sunday is this coming weekend, and Paige will share Trinity's past work with refugees.

Trip to Montgomery: Lucy S. reported that this trip will be a better fit during Lent than during this busy fall. We can invite people to participate, and we can have conversations about the trip on the bus.

Record Restriction Event September 23: We engaged in a vigorous and lengthy celebration of/discussion of the Record Restriction Event we hosted this past Saturday at Trinity in partnership with the Fulton County DA's office and the Georgia Justice Project. This discussion was intended as a de-brief but there was a lot to cover. This was the first time the DA's office had been able to include both the clerk of court (Che Alexander) and a judge (Scott McAfee) in person, which meant that records could be officially restricted that morning. Lucy S. reported that Fulton County DA Fani Willis and Fulton County Deputy DA Ramona Toole were very happy with it, and Rebekah said we would be happy to host the event again next year. Anne reported that the GJP folks were excited about the way it went. GJP's Executive Director Doug Amarr attended and spoke to applicants. Ramona Toole reported that 119 individuals attended in order to have their record restricted if that was possible. We have not yet heard how many of those individuals were successful. The group from the DA's office were very organized, knew exactly what they were doing. The GJP attorneys helped with many of the applicants, and they were assisted by nine TPC lawyers. Anne said we could have used ten more TPC lawyers!

Ginny had suggestions for the job fair we hosted along with the event: maybe start it later since people came to the job fair after they met with the attorneys? Maybe individuals could attend the job fair during the event? Maybe move the job fair from the Play Place closer to Williams Hall? Everyone agreed that the job fair was a great addition to the Record Restriction Event.

Lasley had a number of suggestions for next year and submitted the list to Esther. A further de-brief will need to be held.

Many, many Trinity volunteers participated in the event—greeters in the parking lot and interior spaces, helpers providing snacks (apparently this was the first time snacks have been provided for applicants, which was appreciated), assistants in Williams Hall and the sanctuary where applicants waited for their names to be called. It was a HUGE day for Trinity, and we were all so proud!

The meeting was adjourned at 7:20pm with Velma's traditional charge to "go in peace to love and serve the Lord."

Important dates:

Next FIA meeting: October 25 6pm

Art From the Inside (incarcerated artists) tour at Oglethorpe Museum of Art September 28 (tomorrow!) 10:00am meet there

Grady food boxes October 13 8:30am Sign up with Shannon.

Personnel Committee Session Report

October 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 maintaining 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: Elizabeth Borland, Chair

Committee Members: Mickey Benn, Elizabeth Borland, Alex Erwin, Bonnie Holliday, Hunt Jackson, Amy Krause, Ann Speer, Drew Timmons

I. Current Activity Report:

- The Personnel Committee conducted an Exit Interview of Andrew Esqueda prior to his departure, which provided valuable feedback for future improvements.
- Several candidates for the role of Finance and Administration Coordinator have been interviewed with a hiring decision to be made shortly.
- Kevin Lacson will be assisting with Streaming and Audio/Visual services on Sundays for the remainder of the year.
- Heather Edmiston is working with Woodward Academy and Whitfield Academy to document and enforce policies regarding use of our parking areas for their buses.

II. Upcoming and New Projects Report:

- Annual staff reviews are underway with scheduled completion by October 15. The Committee has begun a project to review the job descriptions, performance reviews, and compensation for all staff.

III. Motions for Session Vote: None.

Property Committee

October 4, 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: Allen Moseley

Committee Membership: Attendance in Person- David Caldwell, Anne Weaver, Jane Harrison, Jennifer Kahn, Jay Harris, George Parsons

Attendance (via Zoom)- Trey Reese, Cannon Reynolds

Absent- David Merritt, Lea Holliday

Staff in attendance: Rev. Rebekah Close LeMon, Karen Simmons, TreVarius Worthy and Heather Edmiston.

Allen Moseley called the meeting to order at 8:05am.

Rebekah then opened the meeting with prayer.

The minutes of the September meeting were approved.

Budget Review: Karen Simmons led a review of the budget/financials for January through September. The reopening of the church and the additional expense associated with that, as well as higher energy costs, are causing higher operating expenses in 2023 than in the past. There have been some additional variances including increased security costs and gutter costs, but by and large the church is performing well financially and on budget in 2023. The committee did approve an additional \$15,000 to repair existing gutters in the courtyard. In addition, the committee discussed likely additional costs required to update the Manse when the Esqueda's depart as well as potential upgrades to the retention pond behind the scout hut.

Next, we turned to infrastructure.

Infrastructure projects:

Security- the upgrade in the Security system is close to completion. We will soon finalize security procedures and will train the staff on the new procedures. Next steps are a communication plan to the congregation. The timeline for completion has extended a bit and it will likely be towards the end of the year as the team works through policy and procedure decisions. The Committee also discussed the need to advance more formal policies regarding active shooter situations and protocols, especially given the potential vulnerabilities on a Sunday morning.

Two elevators: The contracts have been finalized and installation will soon begin. T also reported the phones have been installed.

Interior/Decor- Anne Weaver and Jennifer Kahn have been working on the new furniture plans and orders and many of those have been completed. They asked for an additional \$8,000 to properly furnish the Chapel parlor which is used often for weddings. Given the high level of building use revenues, the Committee agrees these updates are needed and approved the incremental amount.

Drain in Chapel Courtyard- Given the water damage due to the poor drainage, after seeking multiple quotes, the Committee approved up to \$9,000 last month to fix the courtyard drainage issues. The recent estimates look to be well below that (\$3,000).

Memorial Garden- the additional screening is working well in the Garden as is the new maintenance person Jenna.

New Business:

The Committee discussed the need for a running list of future projects including bathroom painting and refurbs, as well as certain window replacements. The Committee also discussed the need to charge schools for using our parking lot for pick-up and drop-offs given liability, etc. David Caldwell also confirmed that there are no property line encroachments from the construction of the new church next door.

The meeting was adjourned at 9:05 am.

Worship and Music Committee Report – October 2023

(No meeting was held in October 2023)

Worship and Music Ministry Mission Statement

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

Committee Chair:

Roxanna Erwin (Session)

Committee Membership:

Caroline Brown, Carol Comstock, Meredith Daniel (Session), Dorsey Farr, Susan Foxworth Hamilton, Rebekah Groover (Session), Jim Hinkle, Jan Irvin, Rebekah LeMon (Staff), Norman Mackenzie (Staff), Ruth Marston, Mary Fleming Riley, Debbie Stair

I. Current Activity Report

Worship Updates

- The return of having an acolyte in worship will begin the last week of October. We will have acolytes at both the 9:00 a.m. and 11:00 a.m. services. A Christ candle and stand for the Loft will be acquired and coordination is underway with CFM.
- Rebekah has ordered 2000 candles and very secure holders that won't let any wax spill, as well as several hundred battery candles for kids. At some point, we'll need a volunteer "candle holder party" to put all those into the holders and sort for 12/24 services.
- We will have one morning service on Christmas Eve (because it's Advent 4) at 11:00 a.m. We think having the service at a regular worship time of 11:00 a.m. will be less confusing for members and allow our members that volunteer that morning at the Central breakfast to then come to morning worship if they desire.
- Rebekah, Susan Foxworth Hamilton and Rebekah Groover had a good meeting about the 9:00 a.m. service and a few changes have been made (children's moment setup, e.g.). Work still needs to occur on music and making the Loft into a worship space (i.e., permanent communion table, a cross, and some colorful, removeable banners). More to come...
- The Usher/Greeter meeting and luncheon has been set for Sunday, October 22nd after the 11:00 a.m. service. This gathering is for both 9:00 a.m. and 11:00 a.m. usher teams. David Beasley is coordinating with Lucy Strong on this gathering and both Rebekah and Lucy will be attending.
- Elizabeth Davis, working with CFM, have some wonderful news!
 - There are now two bookshelves for children in the Narthex and one in the small hallway/doorway going out of the Sanctuary at the pulpit side. Books have been loaded in the Narthex. There will be a small sign for the pulpit shelf to read "Children's Book Return" so the children can turn them in there as they sprint out the front and not have to worry about going all the way to the back to the Narthex. CFM Worship Bag volunteers will move them back to the Narthex each week.
 - There has been A LOT of positive feedback about inviting the children up for the scripture reading!

- The new Worship Bags have been well received and commitment related items will be added the next few weeks.

Music Updates

- Norman is happy to report that the Westminster Ringers (adult bell choir) will begin rehearsals the week of October 22 under the direction of Scott Morris.
- We have secured the outstanding Georgian Chamber Players for a concert here Sunday, April 21 at 3 p.m.
- Norman is in the final stages of nailing down a date later this fall for a harp concert by Elisabeth Remy and the "debut" of our newly restored harpsichord, both to take place in the Chapel. The harpsichord debut could be either a stand-alone short concert or part of a Vesper service – to be decided.
- The Fall Music Sunday "Songs of Thanksgiving" will be Sunday, November 19th at 11 a.m. worship.
- Finally, the choir program continues to receive a few late additions in all age groups. Janet Edwards and Jean Murphey recently joined the Chancel Choir and we've had a few new Cherubs and Youth join us in the past two weeks.

II. Upcoming & New Project Report:

Upcoming Schedule/Events:

October 7 – Wedding in Chapel

October 8 – Commitment Kickoff; Baptisms

October 22 – Usher Meeting and Recognition Luncheon following 11:00 a.m. worship (Old Fellowship Hall)

November 1 – Worship & Music Ministry Committee Meeting 6:00 p.m. (B-108)

November 5 – Communion; All Saints Sunday

November 9 - Fall Music Sunday "Songs of Thanksgiving" at 11:00 a.m. worship (Sanctuary)

November 12 – Baptism

November 26 – Baptism

III. Motions for Session Vote: None

YFM Session Report for October 2023 Session Meeting

The YFM Committee met on September 17, 2023 and October 15, 2023 (the October meeting occurred too late to be included in this Report).

Present on September 17, 2023: Laura Balch, Margaret Hill, Lane Rhoden, Jean Lapitan, Becky McGilvray, Karen Bain, Walter Hall, Emily Beaver, Whitney Farr, Bill Jordan, Lindsey Green

Discussion included:

The committee's intent to assist Jean and Emily as best they can during this transition time as the search for an associate pastor is underway.

State of the Youth Union

Small groups have started.

Youth Group starts September 24, 2023.

Making Youth Supper more intergenerational

Inviting church members to come to the suppers at Youth Group. 2-3 church members per Youth Supper. Start with committee members. Branch out from there with people we know at the church. Only for dinner from 6-630pm.

Study Palooza

Transform the Loft to allow students to come to study.

Enlist tutors and educators come to help. Do we know any tutors who would be willing to come and be available to answer questions? Church members who may be knowledgeable about certain topics.

Snacks. Organize snack donations.

Prayer cards.

12/10 from 630 – 930pm – Need volunteers to assist.

Youth Auction

Bringing this back to raise money for the international trip.

Find people willing to chair the event.

Potential upcoming parent social