



900 Blythe Street, Hendersonville, NC 28791

ANNUAL REPORT FOR 2019

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Pastor.....	Rev. Dr. J. Mark Stanley
Associate Pastor.....	Rev. Dwight Christenbury
Parish Visitor	Sally Beghtol, CLP
Clerk of Session.....	Kathryn Forsythe
Church Secretary.....	Katie Cilluffo
Church Treasurer.....	Tom Karvonen
Financial Secretary	Diane Bowers

The Welcome Statement

Trinity Presbyterian Church welcomes you without regard to race, ethnicity, age, sexual orientation, gender identity, physical or mental ability, education, economic circumstance, your place of origin or any other issue that divides God's Family.

We are Christ's people and this is Christ's place with its doors wide open.

The Mission Statement

Trinity is a family of faith called to make the Word known to all ages, to grow in faith together, to minister to those in need, and to do all these things with joy, love, and compassion.

Adopted June 8, 2003

Deacons Moderator: Sally Kitts			Elders Clerk of Session: Kathryn Forsythe		
2019	2020	2021	2019	2020	2021
Penny Honker Kathleen Ohle Diane Smelker Cheryl Spencer	Mary Louise Forsythe Ginny Gernoske Judi Johnson Kaye Papazian Sue Robinson Nancy Sheffield	Helen Dearborn Linda Dillon Emma Persigehl Jane Presseau Judy Woelke	Tom Karvonen Bob Lux Erika McGilley Jim Smelker Fitz Sthresley	Pamela Campbell Dan Donovan Nancy Kisner Mark Slaughter Glenn Walker	Kathryn Forsythe Ron Howard Jeffrey Sheffield Ed Spencer Judi Weeter

TRINITY PRESBYTERIAN CHURCH
ANNUAL CONGREGATIONAL AND CORPORATION MEETING

January 20, 2019

The Annual Meeting of the Congregation of Trinity Presbyterian Church **and the Annual Meeting of the Corporation of Trinity Presbyterian Church** were held concurrently in the Fellowship Hall on Sunday, January 20, 2019. The date and time had previously been set by the Session and properly announced to the congregation at worship services and in writing in The Tidings newsletter and in Sunday bulletins.

The Rev. Dr. J. Mark Stanley, moderator, called the meeting to order at 9:47 a.m., opened the meeting with prayer and declared a quorum was present.

The first order of business was the appointment of a Clerk for this meeting. Kathryn L. Forsythe, Clerk of Session, was appointed by acclamation.

The purpose of this annual Congregational Meeting was to share the 2019 Budget with the Congregation, and to approve the Terms of Call for the Senior Pastor and the Associate Pastor.

Mark noted that we have been blessed with 16 new members; it is amazing how God sends people who fill the needs of God's church. He mentioned that we are in the midst of an engaging solar campaign which has been good for us, and which will continue to bear fruit for decades to come. This year also saw the emergence of Tuesday morning coffee group, and we experimented with combined worship service in the summer. On the personnel front changes include a new preschool director Beth Erbe, and a new custodian Gene Carlson, who replaced Jim Norris.

Mark also announced that Bettye Young will be retiring. Her last day will be Friday, March 15.

Tom Karvonen, Chair of Finance Ministry, presented the 2019 Budget. The budget summaries were available in writing, and Tom made a projected presentation. The 2019 Budget had been approved by the Session at the December 18, 2018 Stated Session Meeting. Tom also noted that support was needed from Bailey Fund of \$4000. Tom went through an itemized list of budget items, noting reasons for any changes from last year.

Dr. Stanley and Rev. Christenbury excused themselves for this portion of the meeting. Kathryn Forsythe was designated as moderator.

Bob Lux, chair of Personnel for 2018, presented the 2019 Terms of Call for the Senior Pastor, the Reverend Dr. J. Mark Stanley, and the Associate Pastor, the Reverend Dwight O. Christenbury. Bob noted that the terms of call include a 2.8% increase for the Senior Pastor, and a 12% increase for the Associate Pastor. Each member present was given a paper ballot on which to indicate whether they agree or disagree with the Terms of Call for Reverends Stanley and Christenbury, individually.

Motion: To approve the Terms of Call for Reverend Mark Stanley. Moved by Personnel Ministry, presented by Bob Lux **Passed.** Yes 63, No 2

Motion: To approve the Terms of Call for Reverend Dwight Christenbury. Moved by Personnel Ministry, presented by Bob Lux

Motion to Amend: Amend the Terms of Call for Reverend Dwight Christenbury by raising the compensation increase from 12% to 15%. Moved by Janet Baker, seconded by Dick Bobb

Motion to call the question Moved by Emma Persighel, and seconded.
Passed unanimously.

Motion to amend results: **Failed:** Yes 22 No 23

Original Motion results: **Passed.** Yes 63, No 0

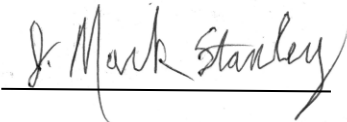
Therefore: The Terms of Call for both the Rev. Dr. J. Mark Stanley, and the Rev. Dwight O. Christenbury were approved as presented. The approved Terms of Call are attached.

Rev. Christenbury and Dr. Stanley returned to the meeting.

Bob Lux noted that we do appreciate all comments, particularly thanking Tom Karvonen, who put in a great deal of work. Mark shared the appointments to church leadership positions. Tom Karvonen noted recommendation for future meetings should begin with the Terms of Call motions.

There being no further business, the meeting was adjourned with a prayer by Dr. Stanley at 10:53 a.m.

Attachment: 2019 Terms of Call



Moderator



Clerk of Session

Approved By Session February 12, 2019

2019 Terms of Call

Senior Minister – Mark Stanley

	<u>2018</u>	<u>2019</u>	
Base	\$61,268	\$73,426	
Housing	15,000	5,000	
Social Security Equivalent	5,834	6,000	
Auto Allowance – reimbursed			
Professional Development – reimbursed			
Flexible Spending Account	<u>2,650</u>	<u>2,700</u>	
(pretax allowance for family medical expenses)			
TOTAL	\$84,752	\$87,126	2.8% increase
<u>Other:</u>			
Pension/Medical	\$29,199	\$30,017	
Four Weeks of Vacation			
Two Weeks Continuing Education			
Cell Phone allowance	\$50/month	None	

Associate Minister – Dwight Christenbury

	<u>2018</u>	<u>2019</u>	
Base	\$35,416	\$41,116	
Housing	10,000	10,000.	
Social Security Equivalent	3,474	3,910	
Auto Allowance – reimbursed			
Professional Development – reimbursed			
Flexible Spending Account	<u>2,650</u>	<u>2,700</u>	
(pretax allowance for family medical expenses)			
TOTAL	\$51,540	\$57,726	12% increase
<u>Other:</u>			
Pension/Medical	\$17,784	\$19,912	
Four Weeks of Vacation			
Two Weeks Continuing Education			

TRINITY PRESBYTERIAN CHURCH

Meeting of the Board of Directors of the Corporation of Trinity Presbyterian Church

January 15, 2019

Members Present: John Mark Stanley, Moderator, Pamela Campbell, Dwight O. Christenbury, Daniel Donovan, Thomas D. Karvonen, Erika L. McGilley, Mark Slaughter, James D. Smelker, Ed Spencer, Lawrence F. Sthresley III, Glenn Walker, Judith G. Weeter, Kathryn Forsythe, Ron Howard, Jeffrey Sheffield

Excused absences: Bob Lux, Nancy Kisner

The meeting was called to order at 7:25pm by Pamela M. Campbell

The Moderator of the Board of Directors of the Corporation of Trinity Presbyterian Church, Pamela M. Campbell called the meeting to elect the list of Officers, Tellers, those authorized to sign checks and other documents, and those authorized to deposit receipts in the overnight depository and pick up those receipts for return to the church for processing:

- 1) Motion to elect the following officers of the Corporation for the year beginning February 1, 2019, and extending through January 31, 2020, and correctly list those officers:

President.....	Pamela M. Campbell
Vice-President.....	Ed Spencer
Secretary.....	Kathryn Forsythe
Treasurer.....	Thomas Karvonen
Assistant Treasurer.....	Fitzhugh Sthresley III
Assistant Treasurer.....	Glenn Walker
Financial Secretary.....	Jane Sugawara
Assistant Financial Secretary.....	Diane Bowers

Moved by Erica, Seconded by Mark, Carried unanimously.

- 2) Motion to appoint the following Tellers for a term of one (1) year, or until successors are appointed, and correctly list their names:

Head Teller.....	Fitzhugh Sthresley III
Teller.....	Carolyn Erickson
Teller.....	Rebecca Palmer
Teller.....	Lois Erickson
Teller.....	Sue Robinson

Moved by Erica, seconded by Glenn, Carried unanimously.

3) Motion that the following resolution be affirmed:

- A. "Be it hereby resolved that the following officers of the Corporation are authorized to sign checks and other documents necessary to carry out the banking functions needed by the Corporation:"

Pamela Campbell, President
Ed Spencer Vice President
Kathryn Forsythe, Secretary
Thomas Karvonen, Treasurer
Fitzhugh Sthreshley III, Assistant Treasurer
Jane Sugawara , Financial Secretary
Diane Bowers, Assistant Financial Secretary

- B. "The Treasurer (Thomas Karvonen), Assistant Treasurer Fitzhugh Sthreshley III, and Chair, Endowment Committee (Glenn Walker) are authorized to make needed Securities transfers through Wells Fargo and New Covenant Funds."

- C. "The following are authorized by the Finance Ministry to deposit church receipts in the overnight depository and to pick up those receipts for return to the church for processing:"

Thomas Karvonen, Treasurer
Fitzhugh Sthreshley III, Assistant Treasurer
Diane Bowers, Assistant Financial Secretary
Carolyn Erickson
Rebecca Palmer
Lois Erickson
Sue Robinson

Moved by Erica, that these three motions be approved. Seconded by Mark. All three motions were approved.

The Moderator- Pamela M. Campbell declared there was no further business. Pamela Campbell moved, Erica (2nd) that this meeting be adjourned. Motion was approved, and the meeting was adjourned at 7:30 pm, and the Stated Session Meeting was continued.



Pamela Campbell, Moderator



Kathryn Forsythe, Clerk of Session

Approved By Session February 12, 2019

Pastor's Annual Report- January, 2020
Rev. Dr. J. Mark Stanley

As we conclude our 54th year as a worshipping community, I celebrate all of the hard work and dedication that has gone into making 2019 a year to remember. Trinity has so much to offer: Worship; Missions; Fellowship Dinners and Concerts; Music Outreach and our Pre-School- just to name a few of the many ways to include the Church in your daily life.

This has been a year full of change and discovery! I have been “surprised by Grace” repeatedly. God has been constantly at work in our midst. Over the past year we have been engaged in a process of education and discernment leading to our association with the More Light Network of Presbyterians, which will allow us to continue to develop our outreach to LGBTQI persons.

In addition, we had 19 new members choose to share their commitment to God with our church family during 2019. I am especially grateful for all of the hard work of our New Member Ministry! Our congregation experienced a very successful Stewardship campaign this past year and one of the catalysts for this success was a three-day Stewardship Retreat that was sponsored by Montreat Conference Center. I have continued as the convener for the Wednesday Morning Men's Group and have been energized by participating when able with the Tuesday Morning Coffee Group. I have led several Enquirer's Classes over the course of the year and was a part of numerous worship experiences. The congregation and Session graciously allowed me to take a Sabbatical during this past Summer and this was a season filled with personal growth and renewal.

We experienced some significant personnel transitions, welcoming a new Administrative Assistant, Katie Cilluffo, and saying good-bye to Bettye Young, following 36 years of dedicated and capable service. Katie has been actively involved in helping us to utilize various digital options for our website and our newsletter and our other communications.

I have remained active within our Presbytery and currently serve as a member of the Personnel Committee. In addition, I regularly attend the quarterly meetings of our Presbytery. I was also selected to be part of a new denomination-wide initiative entitled, “Healthy Pastors/Healthy Congregations.”

Within our local community, I continue to be an active participant on several levels. Becky and I have also begun participating in a regular multi-racial fellowship event. As a member of a group of local cooperating churches, I helped to lead an Easter Sunrise Service at Jump Off Rock. I am a member of the Hendersonville Civitan Club, where I continue to serve as the Chaplain. Our local “Lectionary Study Group” continues to meet monthly. Just this past month, Becky and I continue residing in the manse at Etowah Presbyterian Church, where she is serving as their Minister. I look forward to being a part of community events and activities in the coming year.

I have enjoyed being able to visit with our membership during times of joy and in times of crisis and to be engaged in ongoing new member visitation. I increasingly enjoy this aspect of our shared ministry and look forward to growing with Trinity Church. In closing, I want to invite each of you to consider becoming (even) more involved in the active life of Trinity Church. I look forward to ministry with YOU.

With Gratitude and Vision, Mark

Dwight Christenbury, Associate Pastor

Annual Report 2019

As your Associate Pastor with a broad range of responsibilities, I'm grateful to be called upon to be involved in many different areas of church life; here's some of what I was up to in 2019:

Christian Education/Teaching

- Weekday Bible Studies (ongoing)—planning and leadership
- Community Vacation Bible School—planned and assisted in leadership with a team from several partner congregations: Grace Lutheran Church, Providence Baptist Church, Immaculate Conception Catholic Church, and St. James Episcopal Church
- Youth Learning Hour (ongoing)—currently co-leading (with Kathryn Forsythe) this class, which uses the *Re:Form* curriculum (Augsburg Fortress)
- Learning Hour—taught occasional Adult Learning Hour series as needed
- Committee support—Christian Nurture Ministry, under the fine leadership of Pamela Campbell

Worship and Preaching

- Worship leadership (most Sundays)—leadership of announcements, sharing of joys and concerns, Prayers of the People, Communion assistance
- Preaching and worship planning/liturgy writing (approximately once per month)
- Special worship services—planned, wrote liturgy for, and led (or co-led) Ash Wednesday, Maundy Thursday, and Christmas Eve Candlelight; assisted in the planning and leadership of the Advent service “Longest Night”
- Advent 2019—planning, coordination of Advent team, oversight of specific tasks and activities, writing of Advent wreath worship liturgy
- Committee support—Worship Ministry, with Mark Stanley, under the fine leadership of Judi Weeter

Youth Ministry

- Youth Fellowship—planned and led activities, with the aim of maintaining a balance among fun and fellowship, study and spiritual growth, and service; attended the 2019 Presbyterian Youth Triennium with our presbytery delegation; began collaboration with youth ministry programs of Brevard-Davidson River Presbyterian Church
- Began serving as an adult advisor to the Presbytery Youth Council, of which Trinity's Blake Wright is a member
- Pastoral Care—attempted to pay attention to what's going on in the lives of youth and families and to offer support and pastoral care as needed and appropriate

In addition to the above, I am grateful to have had the opportunity to participate in a trip to the Holy Land, organized by NEXT Church; I'm still processing that experience and look forward to sharing related educational experiences with you in 2020. I also enjoyed my second go-round as Acting Head of Staff, during Mark Stanley's summer sabbatical.

CLERK OF SESSION
Annual Report - 2019

The Session met eleven times in Stated Meetings in the year 2019 and 9 times in Special Session Meetings. The Session did not meet during the month of July, as is its practice for summer break.

The Special Session Meeting of January 6, 2019 was to examine four Deacons-elect. The Special Session Meeting of April 7 was to approve the baptism of Taylor Joyce Gunther. The remaining Special Session Meetings were to receive new members.

According to our By-Laws, at least two Stated Congregational Meetings are to be held each year. On January 20, 2019, at the Annual Congregational Meeting, the congregation approved the Terms of Call for both the Reverend Dr. J. Mark Stanley and for the Reverend Dwight O. Christenbury. On November 3, 2019, a Congregational Meeting was held for the purpose of electing Elders, Deacons, and the Nominating Committee for 2019. The following slate of officers was approved:

Elders, Class of 2022 Diane Bowers, Julie Carter, Molly Garnett, Jim Smelker, Lawrence F. Sthreshley III

Deacons, Class of 2022 Barbara Engle, Pat Penn, Barbara Pickwood, Norie Sanchez, Denise Slaughter, Cheryl Spencer

Deacons, Class of 2021 Linda Stokes

Deacons, Class of 2020 Anne Kirkley

Nominating Committee for 2020 Ron Howard, Sally Kitts, Beth Miller, Glenn Walker, Mary Louise Forsythe, Sally Beghtol, Shannon Slater, and Lin Carlson

The Annual Meeting of the Board of Directors of Trinity Presbyterian Church of Hendersonville, NC Incorporated, was held on January 15, 2019. The purpose of this meeting was to elect officers and tellers for the year beginning February 1, 2019, to approve those authorized to sign checks and other documents, those authorized to access the Safe Deposit box, and those authorized to deposit receipts in the overnight depository and pick up those receipts for return to the church for processing.

We received 19 new members in 2019. We lost 11 members to death, 5 transferred to other churches, and 22 were removed from the roles. Our current active membership stands at 283.

Kathryn Forsythe, Clerk of Session

To: Mark and Katie

From: Ed Spencer

Date: December 20, 2019

Re: Administration/Personnel Annual Report

Please see the following productive outcomes from the Administration/Personnel Ministry-

- 1- Personal committee engagements-
 - Stewardship
 - Finance
 - Personnel
 - More Light
 - Solar Panel
- 2- Session related program design and implementation activities-
 - Participated in the job description, salary parameters, and employment of Katie
 - Completed a comprehensive Session Handbook
 - Redesigned and published a 2019 Trinity Staff/Ministry Organization Chart
 - Implemented a new Personnel Manual
 - In conjunction with Fitz, developed a joint Administration/Personnel Ministry
 - Participated in Technology Committee development and assignment to Administration Min.
 - Redesigned and published a new Staff Leave Policy
 - Managed the listing of Session approved "Minutes for Ministry" 2019 calendar
 - Participated with Fitz in the evaluation of both Pastors
 - Attended Tuesday staff meetings for coordination and communication purposes
 - Columbarium compliance with NC laws and placed in Administration/Personnel ministry
 - In cooperation with Tom K. and Bob F., working with Katie on Website re-design for January, 2020

Thank you for the opportunity to share program notes from 2019.

:TrinityAnnualReport2019

**Trinity Presbyterian Church
Building & Grounds Committee
Annual Report to Session (for the Year 2019)**

January 8, 2020

We are blessed to have an amazing facility to accommodate the needs of our Christian family here at Trinity. The prayerful vision, forethought, planning and capital investments over the years have made all of this possible. Now, the passing years have added wear and tear to the physical building. The most recent addition is about 25 years old, and the original building is about 50 years old.

Major maintenance is required over long intervals of time to fight the wear and tear of the elements, and our building is no different. Fortunately, the Session and Congregation have shown great responsibility and commitment to our long-term capital fund in order to take care of these major projects.

The year 2019 was the time to address a number of long-term capital projects to maintain our building and keep it in the best condition for the use and enjoyment of the Congregation for many more years to come. Following is a list of those projects:

Major Projects Completed

- Replacement of the Atrium skylights
- Reroofing of all areas of sloped roof, covered by asphalt shingles
- Repair of foundation waterproofing in the Pre-School
- Repair of the main sewer drain out of the building
- Replacement of one of the HVAC rooftop units

Other Smaller Projects Completed

- Removal of a large diseased oak tree
- Installation of a safety railing on top of retaining walls at entry to ground level classrooms

There are still a few long-term capital projects planned for action in 2020. These are the type of projects such as the list of Major Projects above, which do not have to be done very often. These include:

Planned Projects for 2020

- Replacement of rotten areas of fascia
- Repair of built-in gutters
- Painting of all exterior trim
- Refurbishing the Nursery
- Repair of back porch at Kitchen
- Ongoing maintenance and update of shrubs and landscaping.
(Removal and reduction of overgrown shrubs and trees, looking to a more sustainable and efficient landscape plan).

With the completion of the projects done in 2019 together with those planned for 2020, our building should be in top condition for quite a few years to come without further major expenditures.

Many thanks to everyone who served on the Building & Grounds Committee this year.

Submitted by
Mark Slaughter, Chair
Building & Grounds Committee

CHRISTIAN NURTURE MINISTRY ANNUAL REPORT 2019

The Christian Nurture Ministry (CNM) focuses on the needs for growth in understanding our relationship with our Lord. We endeavor to fulfill our congregational requirements for Christian Education, for both adults and children. CNM membership is open and welcomes any member of the congregation to join us. Current members of the ministry include Pamela Campbell, Julie Carter, Jane Presseau, and Mary Louise Forsythe. We meet the second Wednesday of each month at 3:00 p.m.

Our largest responsibility is in overseeing Christian learning and enrichment for our members and visitors. This ministry supplies the curriculum for Learning Hour classes and supports Learning Hour classes for children, youth, and adults. Adult classes include Issues and Concerns, Hashing It Out, and the Lectionary Class, along with occasional, short-term elective courses. We provide nursery care for infants and toddlers with a nurturing staff on duty Sunday mornings. Worship Activity Bags and Children's Bulletins are available for children attending the worship service, and a Children's Worship experience is provided during the 11:00 service. CNM also supplies congregational subscriptions for the publications *Presbyterians Today* and *These Days*.

The library is a large part of this ministry and plays an important role in the mission of the church. Under the leadership of Jane Presseau, the library continues to expand, with new titles purchased with CNM funds and donations. We are grateful to Jane for her dedicated service. This past year we were able to support Vacation Bible School, Drama Camp, The Ohmann Lecture Series with Peter Hobbie, Summer Camp Scholarships for seven children, and a variety of musicians who worked with our young people over the summer.

We are extremely grateful to our teachers and encourage others to consider this most rewarding work.

Pamela Campbell, Chair

2019 Annual Report of the Trinity Library

The library added 174 new resources during the year. These include 26 purchased items and 148 gifts. Among the additions were 9 children's books, 11 youth books, 4 children's CDs, 2 DVD series (The Great Courses), CDs of the entire Bible and cassettes of the New Testament. During a recent count, 68 items were in circulation compared to 74 last year.

Members of the Library Committee withdrew 142 books and 80 video cassettes because of lack of circulation, age, poor condition or that they were missing.

A complete listing of the children's (A) and older youth (B) books has been updated, as well as the lists of DVDs and CDs. These will be available through the church web site.

The library was fortunate to receive a "new" computer and printer this year.

Barry Stokes is the new co-chairman of the library committee. He has been helping in many ways including withdrawing books and video cassettes, shelving books and arranging books on the book truck in the atrium. Linda Stokes is now doing cataloging. Both Barry and Linda Stokes were librarians in Savannah before moving to this area. Alice McCullough has continued to help with processing and filing catalog cards. Pamela Campbell, Carolyn George, Julie Carter, and Kathy Madigan have helped shelf read, withdraw books and catalog cards, and did bulletin boards

Respectfully submitted,

Jane Presseau

Chairman of the Library Committee

2019 Annual Report~ Fellowship Ministry

2019 was another great year for the Fellowship Ministry! This year we provided 25 bi-weekly Dinners that included a special Holiday Dinner and Easter Brunch.

We typically serve 60-70 dinners twice monthly from January to May and September through December, and more than 121 for the Thanksgiving Holiday Dinner and more than 150 for Easter Brunch! I have come to appreciate just how important having a vital Fellowship Ministry is for the Congregation. I encourage those who have not attended to consider coming to a dinner or serving as a Volunteer. We have a fun hardworking group, so it is always enjoyable!

- All dinners are followed by wonderful programing that is coordinated by Dwight Christenbury and Lin Carlson.
- Happily, we have stayed on budget for 2019, while still providing a meal that is appealing to most.
- A big thank you to Cheryl Spencer for coordination Trinity30 this year!
- I am also investigating options to replace our dying dishwasher in an environmentally conscious way that it also cost -effective.
 - Please stay-tuned as their likely will be a fundraiser created to help offset costs!
- We are also greatly supported in our efforts by our Pastoral Team, Katie Cilluffo and Gene Carlson!

We also felt that it was appropriate in light of the fact that I am transitioning out of my role as Chairman of the Fellowship Ministry to conduct a survey of our Church members. The goal was/is to gauge interest in our current programming and learn what the congregation preferred relative to Fellowship for future programing. Thanks to Jock Aplin and Katie Cilluffo for getting the survey out! I want to thank all of you who participated in this effort as well. Please know that we need people to help make these preferred choices happen and I hope that many of you will seek opportunities to assist.

Survey Results

Please see data below that tabulates the results from 79 Respondents to the survey. Happily, there were definite strong preferences, so we do not need to interpret the results. Conclusions are as follow:

- Overwhelming Majority of the Members want Trinity to 30 & prefer more than beverages
 - Every Week was strongly endorsed
 - Divided on location
- Overwhelming Majority want to continue Wednesday Night Live
 - Twice a month was strongly endorsed.

- Most important thing is that more than 15 people said that they would serve on Ad Hoc Meeting!!!

How Important is Trinity 30 after 11:00 Worship	Not Necessary	Not Priority	Somewhat important	Definitely	Incredibly Important
	3	8	10	34	24
If Trinity 30 Important, How often?	Every Week	Twice a month	Once a month	No answer	
	53	10	4	12	
Where would you refer to hold Trinity 30?	Atrium	Fellowship Hall			
	38	41			
What is preferred for Refreshements for Trinity 30?	Food & Beverages	Just Beverages	No answer		
	46	18	15		
How Important is Wed Night Live	Not Necessary	Not Priority	Somewhat important	Definitely	Incredibly Important
		2	9	41	27
If WNL Important, How often?	Every Week	Twice a month	Once a month	No answer	
	8	52	14	5	

The success of the Fellowship Ministry is entirely dependent on the amazing support of the volunteers who work diligently to make it happen by contributing their time and talents to make sure that things go smoothly. We are indeed a blessed to have these dedicated individuals in our congregation Please join me in thanking the following individuals:

Carolyn Erickson	Priscilla Karvonen	
Nancy Gilbert	Christine Becker	Tom Karvonen
Lois Erickson	Cathy O'Neil	Mary Louise Forsythe
Andy Nissen	Don Robinson	Bob Forsythe
Nancy Sheffield	Brian Dillon	Lin Johnson-Carlson
Sue Robinson	Fritz Becker	Jock Aplin
Diane Bowers	Jim Smelker	Jan Aplin
Linda Dillon	Gene Carlson	Ken Sugawara

I have greatly enjoyed my time serving as the Chairman of the Fellowship Ministry and treasure that great friendships that developed through working with these fantastic volunteers!!!

Respectfully submitted,

Erika L. McGilley, Chairperson

FINANCE & STEWARDSHIP MINISTRY ANNUAL REPORT FOR 2019

Our ministry met every month during the year with the exception of July. Members were Steve Culp (new member), Sandra Dwork, Bob Forsythe, Robin Hodgson, Tom Karvonen (chair), Jim Smelker (Stewardship chair), Ed Spencer, Fitz Sthreshley III (vice chair), Glenn Walker, and Mark Stanley (ex-officio).

A separate Stewardship report and more details on our financials may be found elsewhere in this booklet.

Our **Finance ministry's primary responsibility** is to review the hard work done by our Monday morning team---Diane Bowers, Rebecca Palmer, Sue Robinson, Pat Penn, Carolyn Erickson, Lois Erickson, Fitz Sthreshley III, Tom Karvonen, and our Bookkeeper, Lynne Meluch. Every Monday (including most holidays!), these folks process all contributions and vendor invoice payments, as well as payroll twice monthly. We also review and process special gifts and bequests made to Trinity and monitor our investments, including ensuring the financials are periodically updated for their value. Based on our reviews and discussions, we make recommendations to Session for action.

This year we initiated an on-line giving program through the Presbyterian Foundation.

Early in the year, Trinity's **Internal Review** Team reviewed our financial processes during 2018, using a set of guidelines developed over the years to help ensure our practices and procedures are being followed. The guidelines are considered among the best by our Presbytery. Members of the team, which serve three-year terms, were Bev Luzadder, Sandra Dwork, and Frank Maston. No major discrepancies were found. Two items needed more timely compliance. Four additional actions were recommended for 2019. In 2019, both Bev and Sandra are rotating off the team. Many thanks to both for their service on the team during the past years.

Total income for the year was \$17,900 over budget. Although our pledge income fell short of budget by \$10,700, our plate/unpledged receipts were very strong---\$28,500 over budget. This was likely due to new members who joined during the year but did not pledge. In addition, our ministries did a good job of keeping expenses in line. **Total expense was \$4400 above budget** levels. Two ministries were over budget. Personnel was over due to Bettye and Katie both being on board for a month plus Bettye's love offering (net of member donations). Finance/Stewardship was over due primarily to stock donation transaction expenses and the initial purchase of on-line giving supplies. **The net result was a surplus of \$13,500 which we recommended and Session approved to transfer to the Capital Fund.**

After a several **capital** spending projects during the year, the balance in our three capital-related funds had declined to \$6200 prior to the surplus allocation mentioned above. Our new balance in the three funds is \$19,700. We appreciate those members who support our capital funds during the year.

Working with other ministries, the Finance Ministry also coordinated development of the **2020 budget**. Two rounds of reviews and adjustments by the ministries and Session resulted in the budget detailed in the last pages of this report.

I count at least **16 volunteers** involved in Trinity's financial functions and ministries. We are an active group but most of our meetings (first Wednesdays at 3:00) last no more than one hour. Please contact me if you are interested in becoming part of this important work. Although I no longer chair this ministry, I am continuing as Treasurer.

Tom Karvonen

Trinity Presbyterian Church (USA)
Stewardship Ministry 2019 Summary Report

Team members:

Pastor Mark Stanley, Jim Smelker (Chair), Ed Spencer; Edie Clark; Bev Luzadder, Dick Bobb

A] May 1-3, 2019

- 1) 3 members of TPC attended a second 3-day Stewardship Seminar at Montreat Conference Center, May 1-3, 2019, led by the James Company. WHO: Mark Stanley, Jim Smelker, Dwight Christenbury
- 2) Included promotional materials for the Congregational letters. Suggested distributing a Narrative Budget. Then have a Commitment Card at a single Dedication service.
- 3) Talked about Year-Round-Stewardship; making a Narrative Budget; earned income strategies; generational giving; investment strategies; digital giving; relational meetings.

B] Stewardship Planning

- 1) Team Meeting, August 15, 2019 Planned tasks for this Year's campaign:
 - > Publicity – Articles and inspirational phrases in Tidings, Bulletins, and on hall screen Do this as “Year-round Stewardship”.
 - > Request of Deacons and Elders to return a Stewardship card early to show support.
 - > First letter to Congregation: – To include Stewardship card (in envelope), with a “Narrative Budget”: a pie-chart displaying elements of the 2019 budget.
- 2) Approval at August 20, 2019 Session:
Use modified James Co Plan as discussed by the 3 attendees from Trinity PC on May 3, 2019. We proposed a Stewardship Campaign similar to the 2018 plan:
 - > Have 3 Stewardship Moments in services in Sept & Oct.
 - > Have a single Dedication service at 11:00am Oct 20 with Mark preaching and collect Stewardship cards then. Cards to be sent out with the first letter several weeks before.
 - > Have a Guest preacher 1-2 weeks before the Dedication to “promote stewardship”.
- 3) Schedule [Mark confirmed Guest preacher Molly Garnett]
 - > Guest, Molly Garnett, preaches Oct 6: “Inspiration”
 - > Mark preaches at Dedication Service Oct 20; asking for a commitment and for Card turn in at that service [followed by an enlarged Trinity 30 – refreshments, not lunch]
- 4) Speakers for Stewardship Moment, 2 services each Sunday:
 - > Sept 29 --- Mary Haskins
 - > Oct 6 --- Dick Bobb
 - > Oct 13 ---- Pamela Campbell
- 5) Finance to publish a 3rd quarter giving report to all members. Also, to set up Auto giving.
- 6) Send 2 letters to congregation: first one with Stewardship card, second with thank you showing pledged amount. A few follow up letters will be sent after the first for those not responding to the first letter, containing a stamped return envelope with Stewardship cd.

C] How Stewardship Budget was spent [~\$800]

- 1) Stipend paid to Guest Preacher
- 2) Postage stamps, envelopes for 3 mailings
- 3) No expenses turned in by Trinity 30 food team.
- 4) Used church Office resources of paper and ink for printing various mailings & Cards.

By Jim Smelker, Chair of Stewardship Ministry

Global Mission Ministry

Annual Report 2019

Members: Dan Donovan Chairman; Bev Luzadder – Vice Chair; Carol Ball; Betty Lockwood and Duane Johnson

The Global Mission Ministry is a central part of the mission for our church. We coordinate the contributions to Presbytery, Synod, and General Assembly. We also contribute directly to Missionaries, hunger relief, as well as national and international causes. We are strong supporters of the Disaster Relief. In 2019 contributions were made to Dorian weather disaster.

The Mission coordinated and ran four designated Special Offerings, and all of the ministry members supported our Guatemala Partnership and identified and supported special needs internationally.

In early 2019, Carole traveled to Guatemala to meet with the Scholarship Committee of Fuente de Vida to review and created our 5 year scholarship covenant with them. In December Mark signed the covenant and in January of 2020 Carole will again travel to Guatemala to finalize the covenant.

The members of this ministry are deeply involved with our successes. Carole and Bev continue to communicate with our partner church in Guatemala. We have added emphasis on Human Trafficking and disaster relief. This year we hosted a Learning Hour session with the Turks Madagascar missionaries and a Wednesday Night Live presentation by Sarah Junkin Woodard from the Center for Development in Nicaragua.

We thank the Trinity congregation for their support for this ministry. We gladly welcome new members. If you think that you would like to join this ministry, feel free to contact any of the members.

Respectfully submitted,
Dan Donovan, Global Mission Ministry chair

LOCAL MISSIONS MINISTRY ANNUAL REPORT 2019

Local Missions continues to support various groups within the geographical areas served by the Presbytery of Western North Carolina (which includes Henderson County). Areas outside of this Presbytery are served by Trinity's Global Missions Ministry.

The supported groups provide services to include:

- Help for the needs of families.
- Support for children and youth.
- Providing emergency shelter and assistance for those in need.
- Services for seniors.
- Providing affordable and stable housing for families.

A booklet titled "Reach Out and Serve" is maintained on Trinity's Local Missions Web Site detailing our supported groups and providing contact information for interested volunteers..

Since 2009 Trinity has served as one team of six to feed kids at the Boys and Girls Club each Friday afternoon. Our commitment to doing something about hunger among Henderson County's youth as well as our friendship with other faith-based groups has grown over the past ten years. In 2019 our team served meals eight times that totaled 2298 meals for kids! The shopping, food preparation, and delivery of food to the club for each meal this year involved 21 volunteers and a total of 280 volunteer hours. Those serving the meal donated another 237 volunteer hours. With growth of club membership, we can anticipate the numbers increasing in 2020.

Various other groups are also helped outside of this Ministry and include: Food Pantry for IAM (1,669 pounds of food and personal care items collected in 2019 – up from 1,500 in 2018), Linens for Lent, Undi Sunday, Hunger Walk, Souper Bowl, Pre-School Yard Sale, and Medical Loan Closet Concert. Apologies are made to others as this list is not all inclusive. These efforts contributed significantly to Trinity's Local Outreach.

Jim Smelker coordinated our efforts with others through Habitat for Humanity in constructing a house in Dodd Meadows for a worthy family.

Ron Howard coordinated the Left Behind Initiative with True Ridge assisting families impacted by ICE.

The 2019 Annual Budget of Local Missions was increased \$4,500 from 2018 to \$34,000 with Endowment and Designated Funds also available for area needs. The Ministry continually evaluates priorities and supported groups over the year – addressing needs as funds permit.

The Local Missions Ministry meets on Tuesdays before the Monthly Session Meeting. Membership is open to anyone interested in helping the Local Missions Ministry.

Glenn Walker
Chair

In 2009 Trinity was one of the leaders in creating the Feed the Kids Coalition. Trinity joined with Agudas Israel Synagogue and Unitarian Universalist Fellowship to supply volunteers for one of the six teams who feed kids at the Boys and Girls Club each Friday afternoon. Known as Team #3, our commitment to doing something about hunger among Henderson County's youth as well as our friendship with other faith-based groups has grown over the past ten years. In 2019 our team served meals eight times that totaled 2298 meals for kids! The shopping, food preparation, and delivery of food to the club for each meal this year involved 21 volunteers and a total of 280 volunteer hours. Those serving the meal donated another 237 volunteer hours. With growth of club membership, we can anticipate the numbers increasing in 2020.

TRINITY PRESBYTERIAN CHURCH

New Members Ministry Annual Report for 2019

The New Members Ministry was chaired by Tom Bridges, who was appointed by the Session Moderator to serve in that capacity for the year. Pamela Campbell served as the Elder liaison to the Session.

Members of the Ministry during the year included the following: Tom Bridges, Pam Campbell, Ken Sugarwara, Diane Bowers, Neena Haskins, Rev. Mark Stanley, Dan Kincaid, Sandy Weeks, Mary Louise Forsythe, Jock Aplin, Cheryl Spencer, Billie Hicklin, Barbara Pickwood and Sue Ellsasser.

The New Members sub-committee of Mark Stanley, Dwight Christenbury, Ken Sugarwara, Sandy Weeks, Tom Bridges and Sally Beghtol met Tuesday mornings to review the list of visitors from the previous Sunday worship services to determine follow. Sandy Weeks, Ken Sugarwara, and Barbara Pickwood maintained a database from which the sub-committee could contact visitors, by a personal note mailed, a phone call, or a visitation. Ken and Sandy photographed new members for the church pictorial directory and display in the church narthex. Barbara Pickwood who has been welcoming worshippers on Sunday mornings, began to fill Ken Sugarwara's position welcoming all at both services. She will provide nametags for visitors, obtaining visitor information, and continue assisting worshippers needing help getting out of cars, setting up walkers and wheelchairs.

The Trinity Presbyterian Church's pictorial directory was updated quarterly and e-mailed to members by Diane Bowers. The updated pictorial directory serves as a resource to all the Ministries and members of Trinity. Members with no-email received hard copies of the pictorial directory.

With the help of Bob Forsythe an Access Data Base was created to replace Shepherds Staff for all membership data. It contains all of the Time and Talents information, is searchable and capable of issuing a wide variety of reports, labels, the Photo Membership Directory, etc.

Lanyards with "Trinity" logos have been purchased for church members desiring one for their permanent name tags.

Dwight Christenbury posted by-weekly messages on Trinity's Facebook page. Katie Cilluffo served as administrator of Trinity's web site services and the website was moved to management through the Administration Ministry.

A reception was held on Saturday, May 4, 2019, from 4:00 p.m. - 6:00 p.m., at Mark and Becky Stanley's house, for New Members over the past year. Eleven (11) new members and their guests attended. Three (3) who could not attend will be invited to participate in the next reception to be held in 2020. Session members and ministry members and their guests were also in attendance with a total of 42 present to share in light snacks and refreshments and happy talk at this getting-to-know-you-better party.

The Fellowship Ministry took charge of the Trinity 30 activities upon the retirement of Neena Haskins who had managed that task magnificently for six years. A surprise reception was held on Sunday, September 30th, at her last managed Trinity Thirty. Neena continues to serve on the New Members Ministry.

Throughout the year, there were on-going revisions and updates to the church pew red book, staff directory, pictorial display in the narthex, a Time and Talents survey, and the new members orientation book. Cheryl Spencer has served in providing for new members personal tours of the church building, and a presentation and an orientation to the new members orientation book.

A Welcome Book for new members was created. It contains a wealth of useful information on Trinity (fellowship and volunteer activities, missions, organization, etc) and PCUSA.

Sandy Weeks has provided for the media numerous articles about Trinity services and activities. She also coordinated Christmas cards to be mailed to members and frequent visitors who were out of state during the season. Handmade crosses were crafted by volunteers to include Barbara Pickwood, Eric McAnallen, Charles Keefer, Diane Bowers, and Judy Woelke. Rev. Mark Stanley provided two (2) Inquirer's Classes for people interested in knowing more about Presbyterianism.

Trinity Presbyterian Church has welcomed nineteen (19) new members into its congregation for the year, up by three (3) from the previous year.

Worship Ministry 2019 Annual Report

The Worship Ministry is delegated to the task of planning and providing support to our pastors in creating meaningful worship experiences for Trinity Presbyterian Church.

Members of this ministry are our pastor, Mark Stanley, our associate pastor, Dwight Christenbury, Mel Bringle, Myrl Jean Hughes, Nancy Kisner, Kathy Madigan, Russ Russell, and Judi Weeter (appointed as chair). We are a dedicated and cheerful group that welcomes new members interested in helping us in this significant ministry.

It takes an incredible group of volunteers to create our worship services. Some of the people responsible are:

Kaye Papizian coordinates the Greeters for each Sunday and Barbara Pickward helps Ken Sugawara at the door.

Stephen Klein assures the quality and coordination of the music program.

Nancy Kisner coordinates and oversees the preparers and elements for Communion services. Sarah Thibodeau makes Communion bread. Kaye Papizian coordinates the servers for Communion.

Myrl Jean Hughes recruits and assists liturgists for worship services.

Tim Simmons and Ron Howard usher the 8:30 service. Kathy Madigan recruits and coordinates the ushers for the 11:00 service. It has been decided that only 3 ushers are necessary for the 11:00 service and the ushers have taken over the task of straightening the pew racks after service. Myrl Jean Hughes monitors this.

Russ Russell operates the sound and screen presentations. Erika McGilly does the sound for the 8:30 service. Russ is striving to recruit anyone interested in helping with the sound and/or screens and he will help to train you if you have an interest.

Susan Mangrum is our flower coordinator, and now there's a place on our church website to sign up to provide flowers for a service. Bob and Claire Lux order and arrange for the lilies and poinsettias for Easter and Christmas.

Pat Penn is working at supplying the weekly prayer names.

Some special worship opportunities this year included the Maundy Thursday Last Supper reenactment spearheaded by Kathy Van Ittalie., and the continuation of the Blue Christmas service. We also benefited from another successful summer Music and Drama Camp musical.

Single worship service in the summer was extended to run from Memorial Day weekend through Labor Day weekend.

The ministry bought the **Words Only projection edition of *Glory to God*** to legitimize our projecting of hymn texts during worship.

New microphones were acquired and are now in use.

The bulletin paper is now white to accommodate some members that have eye issues and need more contrast. The size remains the same, but inserts will be provided if additional room is needed for ministry entries or seasonal material.. We deliberately chose to use a single-page bulletin to save paper, save ink, and preserve trees. Katie Cilluffo helped in determining the best bulletin plan for our church.

Communion by intinction has been requested and will be implemented 4 times a year.

Banner and paraments storage are to be revised by the Building and Grounds Ministry. We are actively seeking a volunteer to help in the monthly/seasonal changing of the banners and paraments.

A new Advent wreath has been purchased, placed, and used this year.

Prepared and submitted by:

Judi Weeter

Chair, Worship Ministry

**NOMINATING COMMITTEE
ANNUAL REPORT
2019**

Elders Class of 2022:

Diane Bowers
Julie Carter
Molly Garnet
Jim Smelker
Fitz Streshley

Deacons Class of 2022:

Barbara Engle
Pat Penn
Barbara Pickwood
Norie Sanchez
Denise Slaughter
Cheryl Spencer
Anne Kirkley, 1 year, filling a partially completed term, class of 2020
Linda Stokes, 2 years, filling a partially completed term, class of 2012
Mary Louise Forsythe will serve as Moderator

Nominating Committee for 2020:

Ron Howard, Chair
Glenn Walker
Sally Kitts
Beth Miller
Mary Louise Forsythe
Sally Beghtol
Shannon Slater
Lin Carlson

Endowment Committee:

Bob Forsythe
The above were approved by Session and subsequently and elected unanimously at the Congregational Meeting on November 3, 2019.

The Nominating Committee met on May 30, 2019 to propose names for the above positions. This process continued for the next several months until the above list was finalized. The following were members of the Nominating Committee for 2019:

Ron Howard, Chair
Glenn Walker
Sally Kitts
Beverly Luzadder
Sarah Thibodeau
Beth Miller
Evans Thibodeau

I want to thank all the people who accepted the leadership positions as listed above.
Ron Howard, Chair

ENDOWMENT FUND COMMITTEE
ANNUAL REPORT
2019

The Endowment Fund Committee is charged with:

- Recommending annual distributions of unrestricted endowment interest.
- Monitoring distributions and expenditures of restricted endowment interest.
- Making the congregation aware of the opportunity to initiate endowment accounts for special or general purposes.

The personnel of the committee include: Glenn Walker, Chair, Susan Mangrum, Bev Luzadder, Harry Hankla, John Crawford, Ray Dearborn, and Sarah Thibodeau. Mark Stanley serves Ex Officio.

Three meetings were held in 2019.

A Wills Emphasis Sunday was held in February during the Learning Hour. This presentation provided the Congregation with insurance and estate planning information and was well received.

An annual distribution of unrestricted endowment interest was recommended to and approved by Session: 1/3 to Global Mission, 1/3 to Local Mission, and 1/3 to Building and Grounds.

The members conducted a Remembrance Ceremony on All Saint's Day in October 2019.

As of 10/31/2019, Unrestricted Income Balances were \$14,316.75 and Restricted Income Balances were \$24,416.12. The Spending Plans for Ministries or Committees were monitored in 2019 with the goal of spending down the balances in accordance with the donor or to recommend to Session other usages.

No new endowments were established in 2019.

The Endowment Committee is prepared to assist you with the establishment of a restricted or unrestricted endowment. We also ask that you consider remembering Trinity in your Will.

Glenn Walker
Chair

Trinity Preschool Annual Report

Trinity Preschool is a mission to the community through Trinity Presbyterian Church. The purpose is to provide a safe, nurturing Christian environment for children with a special emphasis on the social, emotional, and spiritual development of each child. The preschool is guided by an Advisory board who reports to the Session. Final decisions for TPS rest with TPC session. Advisory Board members for the 2019-2020 school year are Ron Howard (chairman and elder representative to Session), Sally Beghdol, Sally Kitts, Neena Haskins, Cathy O'Neil, Cynthia Moser, Nori Sanchez, and Linda Walker. Assistant Pastor Dwight Christenberry, Sarah Thibodeau, and director Beth Erber serve as nonvoting members.

Trinity Preschool has three classrooms. One for 18 months-2 year olds, one for three year olds, and one for four and five year olds. The preschool is open from September through May. Children can attend 2, 3, or 5 days a week. Tuition for 5 days is 230.00 a month, 180.00 is tuition for 3 days a week, and 130.00 for 2 days. Tuition assistance is available through reduced tuition and scholarships. We currently have 11 students benefitting from tuition assistance out of a total of 29 students.

All staff at TPS are certified and experienced. Betsy Moses is the four/five year old teacher. She has a Master's Degree in Elementary Education and 30 years experience in public school education. Donna Becker, the 3 year old teacher, has Early Childhood Certification and has taught at TPS for 20 years. Barbara Mazzeo serves as the assistant in the 2 year old room and has 20 plus years experience in public education. This year, due to increased enrollment, a new assistant has been hired. Kelli Bush is the assistant for both the 4/5 year old room and the 3 year old room. She has experience working with children in the private school setting. The director, Beth Erber, also serves as the teacher in the 2 year old room. She has 2 Master's Degrees in the educational field plus 30 years teaching experience.

TPS continues to participate in Ingles Tools for Schools and Harris Teeter's Together in Education programs. The money received is used to buy supplies.

TPS is grateful to all who volunteered and helped to make the 2019 yard sale a success. Special thanks to Tom and Priscilla Karvonen for taking charge this year, and thanks to Jan Aplin for all her hard work. We are also grateful to Building and Grounds for the mulch for our playground and for all the volunteers who pulled weeds and cleaned equipment. We are also thankful to Katie Cillusso for all her help in technical and many other matters.

BOARD OF DEACONS ANNUAL REPORT 2019

The mission of the Trinity Presbyterian Church deacons is to continue God's and Jesus' work of taking care of others. There are 15 Parishes with a Deacon assigned to each Parish. The Board of Deacons consist of the fifteen deacons – Nancy Sheffield, Kaye Papazian, Linda Stokes, Jane Presseau, Kathleen Ohle, Penny Honker, Judi Johnson, Ginny Gernoske, Emma Persigehl, Cheryl Spencer, Helen Dearborn, Diane Smelker, Sue Robinson, Mary Louise Forsythe, Sarah Thibodeau, Moderator, Sally Kitts, Visiting Pastor, Sally Beghtol, and Pastor Mark Stanley. Nancy Kisner is our Elder liaison to Session.

Basic responsibilities of a deacon are:

- 1. Contacting parish members in Jan. with name and phone number.**
- 2. Contacting parish members regularly by phone calls, e-mails, cards, and notes.**
- 3. Sending cards or calling parish members on birthdays and holidays.**
- 4. Visiting parish members in need.**
- 5. Maintaining a log of contacts with parish members.**
- 6. Selecting and contacting a back-up deacon when out-of-town for more than a couple of days.**
- 7. Contacting Mark, Dwight, Sally Beghtol, or Sally Kitts with any crisis, hospitalization, or serious illness of a parish member.**
- 8. Notifying parish members of IAM needs on a scheduled monthly basis.**
- 9. Delivering flowers after Sunday worship, Easter lilies and poinsettias to homebound members or those in need.**
- 10. Maintaining the deacon freezer with casseroles or soup.**
- 11. Taking meals from the freezer to parish members who are sick or recovering from surgery.**
- 12. Making cookies or helping with memorial receptions at Trinity.**
- 13. Delivering prayer shawls/lap robes.**
- 14. Attending the monthly deacon meetings unless out-of-town, sick, or at work.**

In 2019 the deacons made 2,722 contacts. The deacons prepared and served 7 memorial receptions. Also Jane, a deacon, and Jack Presseau served 55 communions to those Parish members who are unable to attend church.

Deacons were either assigned a prayer partner with another Deacon or chose another deacon as prayer partner. Knowing the concerns and praying for another deacon helps us take care of each other.

The Trinity Prayer Shawl Ministry's mission is to serve as an outreach for all in our church who enjoy knitting and/or crocheting and to pray for the recipient of the prayer shawls/robes. Diane Bower is the coordinator of The Trinity Prayer Shawl Ministry. The Deacons and Diane recommend recipients following the guidelines given by the Trinity Prayer Shawl Ministry.

Deacons who completed their terms on January 12, 2019 are: Kaye P., Kathleen O., Penny H., Diane S., and Sarah T. New deacons for the class of 2023 are: Barbara Pickwood, Barbara, Engle, Pat Penn, Denise Slaughter, and Norie Sanchez. Cheryl Spencer is doing another 3 year term.

We are grateful to Bettye Young and Katie Cilluffo for updating us on parish members' information, organizing our Deacon Box, answering Sally's questions, and a variety of other tasks during 2019..

**Respectfully submitted,
Sally Kitts, Moderator for 2019**

Presbyterian Women 2019 Annual Report

PW Purpose: Forgiven and freed by God in Jesus Christ, and empowered by the Holy Spirit, we commit ourselves to nurture our faith through prayer and Bible study, in support of the Church worldwide, to work for justice and peace and to build an inclusive, caring community of women that strengthens the Presbyterian Church (USA) and witnesses to the promise of God's kingdom.

Trinity Presbyterian Women continued its outreach to the women of the congregation and community in 2019. Our goals are encompassed in the PW Purpose (above); we strive to offer women meaningful ways to live out our faith. We encourage all women at Trinity to enhance their faith journey by joining one of our circles.

Our four circles, Esther, Rebekah, Naomi, and Deborah meet monthly September through May. Our daytime circles, Esther, Rebekah, and Naomi use the Horizons Bible Study, Love Carved in Stone – A Fresh Look at the Ten Commandments. The Rev. Dr. Jack Presseau conducted monthly training sessions for circle study leaders. Deborah, an evening circle, continues to study God is Closer than You Think, by John Ortberg.

Human Trafficking: Trinity Presbyterian Women continued its recent focus on human trafficking. We continued to study this embodiment of twenty-first century slavery, and we finalized plans for a Sunday in early January 2020 when we will lead both the learning hour and the worship service to increase our congregation's awareness of human trafficking. Our partners for this special Sunday are "On Eagles Wings," a Charlotte faith-based organization that serves victims of human trafficking.

We held three gatherings in 2019.

- **Spring Gathering** on May 14, a catered brunch, featured Trinity member Sue Osterberg, a nationally known beading expert. Sue shared pictures and examples of her craft. She also gifted each attendee with a personal, beaded charm. The annual Birthday Offering was received and resulted in \$982 being sent to Presbyterian Women USA for grants focusing on agricultural development, community organization, criminal justice, drug counseling, economic justice, elderly care, and women's concerns. The 2019-2020 officers were also installed.
- **Fall Gathering** on September 19, a tea provided by the Presbyterian Women Coordinating Team, featured Sarah Thomas from the Black Mountain Home for Children as our guest speaker. She focused on the organization's mission and the changing financial landscape they face as a result of a dramatic reduction in federal funding. We received the annual Thank Offering and were able to send \$739 to Presbyterian Women USA for grants to ministries working with women and children.
- **Christmas Gathering** on December 12, a tea whose refreshments were provided by the attendees, focused on making the event welcoming to all Trinity women. It was free,

and the program included table games that encouraged new and old members to learn about each other. The Christmas Tea is also the time when we collect personal-sized toiletries for the HELP Program at the Henderson County Public Schools. This program focuses on the sizeable number of homeless students in our county's schools. The Christmas Offering of \$495, received at the tea, was also given to the HELP Program.

Additional pledge and contribution-funded donations totaling \$5114 were made to the following organizations: Presbytery, Synod, Church-wide Missions, Least Coin, Swannanoa Correctional Center for Women, Black Mountain Home for Children, Hendersonville Rescue Mission, Safelight, Trinity Pre-School, Thrive, Trinity Guatemala Scholarship Fund, and the PWUSA Guatemala Microloan Program.

In addition, each circle assembled a tote bin for new arrivals at the Black Mountain Home for Children. These totes included bedding, towels, toiletries, a Bible, and other personal items; their purpose is to ease the transition for a young person who has just arrived at the facility.

Our partnership with our sisters in Guatemala was honored using shared scripture and prayer at all meetings and events and by our contributions to the Trinity Guatemala Scholarship Fund and the PWUSA Guatemala Microloan Program.

Respectfully submitted,
Bev Luzadder, Moderator

Trinity Presbyterian Women Coordinating Team 2019-2020:

Moderator	Bev Luzadder
Vice Moderator	Diane Smelker
Secretary	Helen Dearborn
Treasurer	Katie Hankla
Historian	Billie Hicklin
Mission Facilitator	Barbara Engle
Spiritual Nurturer	Kathy Madigan
Search Moderator	Carol Danilin
Co-Moderators, Deborah	Judi Weeter & Nancy Sheffield
Co-Moderators, Esther	Chris Becker & Diane Bowers
Co-Moderators, Naomi	Sarah Thibodeau & Nancy Kisner
Co-Moderators, Rebekah	Cheryl Spencer & Jane Presseau

This report comes with a heavy heart, and is a difficult communications piece to share, but one that must be shared. First, some background:

Trinity Presbyterian Community Music Center was organized in August 2013 by the church to fulfill, in part, the wishes of long-time members Peggy & Ray Hannan. In their estate, the Hannans provided a financial gift with *expressed conditions* the funds support both the church's current music programs, as well as establish a more broadly-based music program within the Hendersonville community. Their funds supported the hiring of a music center director who designed a music program of community outreach. In July 2014, a formal board of directors formed to begin the process of organizing Trinity's music center as a 501c3, as an entity separate from Trinity Presbyterian Church. Nonprofit status was granted by the IRS in March 2016; the name changed to Hendersonville Community Music Center (HCMC). In January 2017, Robin Tolleson became the director and served in that capacity until his untimely passing in June 2019.

Rob's love of music and his compassion for sharing and teaching music was a glorious fulfillment of HCMC's mission: ***to become a vital community resource to encourage and enable people . . . to explore the many languages of music.***"

HCMC has been blessed with so many professional musicians sharing their skills with a variety of students and music lovers. Because of their hard work and dedication, the Center has given music opportunities to hundreds of kids (and some adults) here in Henderson County. Who can say how many lives may have been changed because of exposure to music!

Now comes the hard part. Without a director and insufficient funds to hire a new director, pay instructors and cover operational costs, HCMC is at a standstill. Again, the Hannan Fund came to the rescue with monies to hire a consultant, Steve Kirkland, who has 40+ years in the field of nonprofit management and fundraising. His task: study HCMC and advise the Board as to the viability of this organization as a sustainable entity.

Kirkland reviewed HCMC's internal documents, financial documents and our organizational structure. He conducted confidential interviews with key stakeholders, including a mix of Board members, past and present; instructors, donors, and Community partners, *i.e.* organizations that have given HCMC grants and/or utilized our services. After six weeks, Kirkland presented a lengthy report to the Board.

After hours of prayerful study and conversation, the HCMC Board reached the following conclusion:

Whereas HCMC is a wonderful concept in both theory and practice, as voiced throughout the stakeholder interview process, the hard data points to an organization that without capital, both human and financial, is not sustainable. Therefore, the Board of Directors has voted that the Hendersonville Community Music Center should dissolve and discontinue its existence as a nonprofit organization.

In dissolution, a 501c3 must file certain papers with the state, the IRS, and divest itself of all properties and monies. HCMC's collection of donated instruments will be returned to donors, and/or donated to a nonprofit organization with a mission such as ours. Remaining funds, donated to HCMC in memory of Robin Tolleson, will be spent to honor his legacy: continuing music classes in the Boys & Girls Club, and hosting the Fourth Annual Joy of Jazz Festival, a free seminar for high school jazz musicians in Henderson

County, scheduled for March 2020. These funds will be depleted by May, so the estimated date for official dissolution of the Hendersonville Community Music Center is June 1, 2020.

On behalf of the HCMC Board of Directors, I wish to express our thanks to everyone who has been a part of this journey. We ask that you continue to advocate for the many wonderful charitable causes in Henderson County, especially those that support our youth and the *magic of music* that is so dear to our collective hearts.

Respectfully submitted,

HCMC Board of Directors
Susan Mangrum, President

This is an excerpt from the original report, December 5, 2019. Anyone wishing to read the full report should contact Susan Mangrum or Tom Karvonen.

OPERATING BUDGET SUPPORT FROM DEDICATED FUNDS									
	JMS		Bailey						
	Budget*	Actual	Budget	Actual		Mack	Actual	Total	
2010	\$17,870	\$17,870	\$48,978	\$47,937		\$0	\$0	\$65,807	
2011	\$13,400	\$12,958	\$36,375	\$36,375		\$5,000	\$5,000	\$54,333	
2012	\$11,067	\$11,607	\$5,000	\$0		\$14,704	\$0	\$11,607	
2013	\$11,794	\$11,975	\$0	\$0		\$1,208	\$12,771	\$24,746	
2014	\$12,864	\$12,864	\$9,000	\$4,500		\$12,505	\$355	\$17,719	
2015	\$12,742	\$12,742	\$13,156	\$11,044		\$15,178	\$14,335	\$38,121	
2016	\$16,124	\$16,124	\$27,944	\$0		\$2,118	\$0	\$16,124	
2017	\$15,275	\$15,275	\$25,476	\$0		\$2,118	\$2,118	\$17,393	
2018	\$15,950	\$15,950	\$2,860	\$5,484		N/A		\$21,434	
2019	\$17,193	\$17,193	\$4,000	\$0		N/A		\$17,193	
2020	\$17,998		\$8,505			N/A			
Balance @ 12/31/13		\$130,300		\$148,316			\$21,397	\$300,013	
Balance @ 12/31/14		\$127,421		\$154,254			\$15,178	\$296,853	
Balance @ 12/31/15		\$161,237		\$142,052			\$2,961	\$306,250	
Balance @ 12/31/16		\$154,941		\$153,075			\$2,118	\$310,134	
Balance @ 12/31/17**		\$159,504		\$219,145			\$0	\$378,649	
Balance @ 12/31/18		\$171,026		\$208,105			\$0	\$379,131	
Balance @ 12/31/19		\$182,765		\$236,829			\$0	\$419,594	
Balance @ 12/31/20							\$0		
* JMS distributions mandated by Jameson donation; includes subsequent Schroter donation (2016) and Marlsbary (2018)									
**Bailey includes the 2017 \$47,615 surplus									

LONG RANGE CAPITAL FUNDING SUMMARY				
	CAPITAL	LONG RANGE	B&G	
	FUND	MAINT.	ENDOWMENT	TOTAL
Balance 12/31/18	\$36,578	\$4,231	\$8,143	\$48,952
2019 Income				
Via Budget*		\$15,000		\$15,000
Plate	\$4,495			\$4,495
Memorials	\$755			\$755
Endowment			\$2,922	\$2,922
Total Income	\$5,250	\$15,000	\$2,922	\$23,172
2019 Spending				
Roof replacement	(\$27,602)			(\$27,602)
New microphones	(\$2,899)			(\$2,899)
Roof HVAC Unit	(\$5,488)	(\$5,487)		(\$10,975)
Choir Room Carpet			(\$5,152)	(\$5,152)
Ed. Wing water intrusion (incl. plumbing repair)		(\$12,750)	(\$2,547)	(\$15,297)
Railing (insurance req)	(\$2,000)		(\$2,000)	(\$4,000)
Total Expense	(\$37,989)	(\$18,237)	(\$9,699)	(\$65,925)
Prel. Balance 12/31/19	\$3,839	\$994	\$1,366	\$6,199
2019 surplus transfer	\$13,482			
Final 12/31/19 Balance	\$17,321	\$994	\$1,366	\$19,681
* Increased to \$20,000 in 2020 budget				

HANNAN MUSIC FUND FINANCIAL SUMMARY							
ORIGINAL GIFT \$370,000					2011-17	2018	2019
					Total	Total	Total
Savings Account Beginning Balance					\$25,003	\$15,326	\$21,928
<u>INCOME</u>							
Interest					\$123	\$3	\$5
Transfer of funds to savings					\$282,000	\$40,000	\$40,000
Later hymnal donations					\$2,050		
Malsbary Legacy					\$10,000		
Other Legacies					\$5,000		\$200
Al Clark Memorial						\$5,000	\$910
P. Hannan Fund Interest					\$9,337	\$1,393	\$1,394
HCMC					\$16,622		
Total Income					\$325,132	\$46,396	\$42,509
<u>EXPENSES</u>							
Mark's Hymn conference/seminars					\$711		
Task Force Lunch					\$109		
John Thornburg fee and expenses					\$3,921		
Drum set					\$866		
Bank Service fee					\$15		
Stephen salary subsidy					\$5,000		
Seminars/mileage (Stephen)					\$1,886		
Worship Special Music/Musicians					\$26,256	\$1,865	\$1,330
Section Ldrs/Choir Director/Rob					\$139,340	\$19,647	\$21,616
Wednesday Night Live Programs					\$15,577	\$2,458	\$800
Music & Drama Camp					\$18,036	\$2,824	\$2,923
Choir folders/music/organ relocation					\$4,283		
HCMC Expenses					\$85,896		
HCMC Grants					\$30,000	\$13,000	\$15,015
Hymnals (Net of \$4,380 purchases)					\$2,913		
Total Expenses					\$334,809	\$39,794	\$41,684
Savings Account Ending Balance					\$15,326	\$21,928	\$22,753
Funds @ Presbyterian Foundation					\$262,455	\$216,918	
Total Balance Available					\$277,781	\$238,846	\$235,000

TRINITY PRESBYTERIAN CHURCH

MINISTRY/EXPENSE		1 Final 2019 Budget	2 2019 Actual	3 Final 2020 Budget	COMMENTS
WORSHIP	Sanctuary	115	226	235	2000 reimbursed by Hannan Fund (Guest musicians)
	Music	2,899	3,105	3,670	
	Worship Programs	700	370	400	
	TOTALS	3,714	3,701	4,305	
CH. NURTURE	Curriculum & Supplies	2,000	2,563	2,300	3000 reimbursed by Hannan Fund (Music and Drama Camp)
	Youth & Families	4,700	4,531	4,800	
	Programs	800	43	600	
	TOTALS	7,500	7,137	7,700	
FELLOWSHIP	Supplies & Equipment	2,000	1,420	2,000	1700 reimbursed by Hannan (WNL programs); meals twice monthly
	Fellowship Programs	6,200	4,988	6,000	
	TOTALS	8,200	6,408	8,000	
NEW MEMBER	Involvement & Care	150	34	150	Increased advertising and promotion; 200 moved to Admin
	Recruitment	2,734	1,735	2,284	
	TOTALS	2,884	1,769	2,434	
GEN. MISSION	Presby/Synod/GA	22,800	22,800	22,800	Guatemala trip partially covered by endowment funds
	TOTALS	22,800	22,800	22,800	
GLOBAL MISSION	Education & Seminaries	3,700	3,700	3,700	
	Missionaries	5,800	5,800	5,800	Council on Aging; Scouts, IAM, Medical Loan Closet
	Health Care & Hunger	6,100	6,100	6,100	
	Teaching, Peace, Justice	4,000	4,000	4,000	
	Refugees & Ch. Homes	750	750	750	
	Guatemala Partnership	4,630	4,330	4,630	
	Mission trips and TBD	1,787	1,895	500	
	TOTALS	26,767	26,575	25,480	
LOCAL MISSION	Local Mission	34,000	34,000	35,700	
	TOTALS	34,000	34,000	35,700	

MINISTRY/EXPENSE		1 Final 2019 Budget	2 2019 Actual	3 Final 2020 Budget	COMMENTS
FINANCE/ STEWARDSHIP	Finance Stewardship	1,290 925	2,607 1,556	1,532 900	Stock sale transaction expense; incr. bank fees On-line giving supplies in 2019
	TOTALS	2,215	4,163	2,432	
BLDGS/GROUNDS	Utilities	23,575	23,332	14,900	Reduced electricity expense due to solar panel installation; lower water;
	Grounds	20,700	17,067	23,400	3913 Telephone moved to Admin
	Buildings & Equipment	25,750	25,442	22,486	Year 1 of 5-year grounds improvement program
	Long Range Maint.	15,000	15,000	20,000	Build fund back up for 2020 work
	TOTALS	85,025	80,841	80,786	
PERSONNEL	Salaries	238,837	248,423	251,612	Salary increases for staff
	Benefits	66,608	66,669	71,332	\$30,142 reimbursed by Hannan--section leaders; assumes tenor addition
	Administration	96	16	308	Includes payroll taxes and pension/medical related to salary increases
	Sabbatical	0	0	1,200	Resume funding in 2020
	TOTALS	305,541	315,108	324,452	
OFFICE ADMIN.	Office Supplies & Maint.	10,575	9,819	10,700	
	Training & Misc.	1,170	25	9,070	Transfer hardware/software, web site, telephone from other ministries
	TOTALS	11,745	9,844	19,770	
TPS	Salaries	44,366	47,084	53,814	
	Benefits	3,394	3,602	4,116	
	TPS Operating Expense	1,100	657	1,100	Added teacher assistant; 2% raises on 9/1 for director and teachers
	TOTALS	48,860	51,343	59,030	
DEACONS	Memorial Services	220	32	160	
	Prayer Shawls		200	200	
	Member Care	440	359	300	
	TOTALS	660	591	660	
GRAND TOTAL EXPENSE		559,911	564,280	593,549	

INCOME	1 Final 2019 Budget	2 2019 Actual	3 Final 2020 Budget	COMMENTS
INCOME PLATE & PLEDGE				
Pledges	420,000	409,331	425,000	2019 Pledge cards = \$433,156
Plate & Unpledged	27,000	55,456	30,000	2020 138 Pledge Cards = \$437,286
Prior Year EOGs	1,000	1,933	1,200	Includes new members prior to joining
TOTALS	448,000	466,720	456,200	
FELLOWSHIP MEAL INCOME	5,000	5,675	4,900	
HANNAN MUSIC FUND TRANSFERS	27,314	26,669	36,842	Offsets expenses in Worship, Christian Nuture, Fellowship, and Personnel
TRINITY PRESCHOOL				Assumes addition of tenor leader
Tuition Assist/Scholarships	9,000	9,000	9,500	
Tuition	32,280	37,050	42,300	Assumes 29 students
Donations	1,000	110	1,000	
Yard Sale Proceeds	7,500	7,500	7,500	
Endowment Interest	1,700	1,737	1,700	
TOTALS	51,480	55,397	62,000	
OTHER INCOME				
Building User Fees	4,600	2,665	5,900	Reflects net of losing Head Start, gaining ARE (Art organization)
Interest Unrestricted	24	76	24	
Misc. Income	300	165	180	
Love Offering	2,000	3,202	1,000	Difficult to budget
Bailey Donation	4,000	0	8,505	Needed to balance the budget
Jameson Donation	17,193	17,193	17,998	10% of 11/30 balance
TOTALS	28,117	23,301	33,607	
GRAND TOTAL INCOME	559,911	577,762	593,549	
INCOME MINUS EXPENSE	0	13,482	0	