

Trinity Presbyterian Church  
Louisville, Kentucky

## 2015 Annual Report



### **Trinity's Vision Statement**

*"We are a welcoming church family, developing disciples  
who joyfully minister to others in the name of Christ."*

# Trinity Presbyterian Church

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~\*~

## THE SESSION

*Betty Muse, Clerk of Session*

2015	2016	2017
Judith Bloor	Becky Douglas	Tim Barnum
Ray Genet	Brad Harville	Cathy Dawson
Steve Kratt	Betty Muse	Lucie Fulmore
Elizabeth Latham	Jeannette Priebe	Tony Koukola

## THE DEACONS

*Barbara Cooke, Moderator*

2015	2016	2017
Bill Hambleton	Janet Husband	Imad El-Imam
Linda Jones	C.R. Redcorn	Kay Nolan
	Carol Hartmann	Glenna Ogle

## Staff Ministry

Reverend Steven Jewell - Pastor  
Elizabeth Bodine - Preschool Director  
Linda Kennedy - Director of Christian Education  
Bob Phillips - Maintenance/Custodian  
Shelley Shumate - Music Ministry Associate  
Deanna Smith - Church & Financial Secretary  
Melissa Weaver—Director of Choirs  
Candy Wheat - Director of The Trinity Center for Faith & Art

## FINANCE COMMITTEE ("FC") 2015 Annual Report (continued)

Would review of the church's finances. There was discussion concerning the church's IT issues and continuation of livestreaming. Cathy agreed to contact other congregations concerning whether and how they conduct livestreaming ministries. The livestream channel is set to renew on 11/15. Projects still tabled for completion were review of the proposed gift giving policy and suit against the encroaching neighbor.

November 2015: No meeting.

December 2015: Collections were down in November, but up so far in December. Pledges had increased significantly which has greatly reduced budget deficit concerns for 2016. Cathy wondered about identifying people who no longer attend were pledgers or donators, and who may have gone from donors to pledgers. It was decided that Brad Harville should speak from the pulpit to express the church's appreciation to the congregation. Currently about \$82K was owed on the HVAC debt. General account was around \$53K, about where it was this time last year (\$58K). Cathy Dawson was to follow up with Leon Hamilton about the finances review. The lawsuit against the encroaching neighbor had been filed. Also, an ethernet cable jack had been installed in the choir loft to improve livestreaming performance. There was discussion of the upcoming budget for 2016. The Christmas dinner for 12/13 was also discussed. Brad still needed to review the gift giving policy for 2016. However, no bequests were received in 2015 to the FC's knowledge. There have been stock contributions through pledges.

**FINANCE COMMITTEE ("FC") 2015 Annual Report (continued)**

collection counters. Cathy Dawson was working on a draft of an estate giving plan. She also suggested that the church needed a stewardship page on its web site. Carol Hartmann had discussed stewardship with Pastor Steve, no changes for this year. Kickoff will be 9/20, consecration Sunday lunch Oct. 18.

June 2015: No meeting.

July 2015: No meeting (no Session meeting).

August 2015: The gift policy drafted by Cathy Dawson was reviewed and it appeared sound. The website has a stewardship page. Pledges made some progress in getting caught up but donors still lagged. Collections remained significantly under budget. However, due to other items being under budget, particularly staff and support services, income appeared stable. Deanna was working on the directory and FC wondered if she could cross-reference with the pledges to see if some pledgers were no longer attending so those pledges can be written off. Support Services had secured an agreement to rent the back parking lot for 6 Tuesdays beginning on August 25. There was extensive discussion of the fact a number of church members make purchases for the church without submitting items for reimbursement because there were no line items in the budget to provide for such expenditures (e.g. Deacons, PW). Such expenditures should still be submitted for reimbursement from reserve funds to help the church track expenses. If members did not wish reimbursement they could simply pay the reimbursement back to the church for tax deduction purposes. Carol Hartmann had met with Pastor Steve concerning stewardship and had asked people about testimonials but was met with reluctance. It was decided that Brad Harville as chair of FC will address the congregation during the September 27 services and Cathy Dawson will do the same at the October 11 services. There will also be an article in the next Trinity Times about stewardship. It was also discussed that Larry should be listed in the bulletin as the church treasurer. Regarding the church "audit," Cathy noted that the Book of Order does not call for a complete audit but an annual "financial review." However, still no one has been found who will agree to do the "review." There was also discussion of moving forward with the IT subcommittee.

September 2015: Pledges/donations receipts were about 10% below budget. However, church usage fees are up. All in all, the church revenue was currently around 7.5% below budget. Expenses remained below projections, particularly worship, salaries, support services & utilities. Deanna has cross-checked pledges with membership. Some people have moved or passed away, some people have not kept up, and the projected amount may have been greater than actual pledges. Retained earnings were around \$38,000, which is the historical difference between income and expenses. The church currently carried a loan balance of around \$84,000. Goals for the upcoming stewardship season might include paying down the debt service, expanding faith & art, new signage, increased mission giving, and more money for the evangelism committee to expand the church's ministry. There was no update regarding the status of the church audit. Brad Harville still needed to review the proposed gift giving policy and suit against the encroaching neighbor.

October 2015: Pledges were catching up and stood at about 3% below budget. Donations appeared to have been over projected. However, expenses remained under budget. There was discussion of the upcoming stewardship lunch on Consecration Sunday October 18. The Hartmann's will provide everything as they have for the past 5 years. Help was needed, particularly with the cleanup following the luncheon. There was discussion about contacting the seminary's auditor to see if they

**TRINITY PRESBYTERIAN CHURCH**

**Pastor's 2015 Annual Report**

*"What shall we say the kingdom of God is like, or what parable shall we use to describe it?"*

Mark 4:30

Here, Jesus is looking for just the right image to describe what God's kingdom is like, and what His Church truly is. The image of a mustard seed comes to Him. It is the least and smallest of the seeds. But, it out grows its insignificance to become a plant of unrivaled size, stature, and savor. This is who the body of Christ is. This is what the church of Jesus Christ is to be.

Amid many other church fellowships around our city, Trinity Presbyterian Church may seem like an insignificant place, much like the mustard seed. But God takes the insignificant, the small, the weak, the lowly and easily overlooked and uses it for His amazing purposes. God is using us in just this manner.

Over the past year, we have joyfully welcomed many new additions to our church family. Sadly, we have also said goodbye for now to many who entered the joy of Christ's resurrection. We've experienced God's faithfulness as our stewardship has grown. And our passionate commitment for experiencing Christ among us and making Christ known through us has steadily intensified.

Our weekly services of worship are rich with God's presence, tender hearts, and the truth of God's Word. Repeatedly we are reminded of the warmth, friendliness, and caring nature of our church. People just feel welcome here! For many of us, this church is our family. For many others, this church is becoming their family. And what a great thing it is to be a member of God's family!

There are many things for which we can thank God. There are many reasons for which we can worship God. There are many ways for which we can declare: "God is great! God is good! God is faithful!" Above all, we can bear witness to the fact that God takes what is small and unassuming and makes it to be a grand and glorious expression of who He is. That's who we are.

In the might of our amazing God,  
Pastor Steve

New Members: 8  
Member losses: 4 (death), 1 (transfer)  
Infant Baptisms: 2

## **FINANCE COMMITTEE ("FC") 2015 Annual Report**

**Submitted by Chair, Brad Harville**

**Members: Larry and Carol Hartmann, Tom and Cathy Dawson, Michal Stevens,**

January 2015: FC discussed available options to present a balanced budget for Session approval. The church's upgraded website was scheduled to go live on January 14. Livestreaming was not functional due to insufficient wi-fi capacity. FC recommended dropping the existing provider (Earthlink) and upgrading to AT&T U-verse. A long range goal was for Livestream to supplant posting sermons on YouTube which is prohibitively time-consuming. Other discussion included an estate planning/giving program by Lisa Longo; church audit; and suit against the encroaching neighbor.

February 2015: Financials were reviewed. In what proved to be a yearlong trend, pledge collections were up and donations were down. Due to significant cash on hand, \$15,000 was transferred from the cash account into the investment account. The estate planning/giving seminar presented by Lisa Longo with the Presbyterian Foundation was scheduled for Sunday March 22 at 12:30 pm-1:30 pm in the parlor following the church service. Other carry-over goals for 2015 were discussed, namely to seek an assistant treasurer, engage a qualified professional to conduct a church audit (for which \$1,000 has been previously authorized by the Session), and to involve PCUSA with regard to the ongoing issue with the encroaching neighbor. An AT&T tech was scheduled to come to the church on Wednesday February 11 to install the U-verse wi-fi service to replace the existing Earthlink service. There was long-term discussion of the 2015 stewardship initiative.

March 2015: No meeting.

April 2015: Larry Hartmann provided an updated on the church's finances. Receipts were down for the first quarter. Donors are approximately 15% behind projections, pledges approximately 5% behind. Expenses were under budget in just about every category. The only categories above budget were Christian Education and office & committee supplies. Cathy Dawson discussed the need to replace two departing collection counters. As a follow up to the estate planning/charitable bequest presentation, there was discussion of tax treatment from investment/retirement accounts to the church, as well as accounting policy for receiving requests. Cathy agreed to undertake drafting a policy to address these matters. Carol Hartmann led a discussion concerning stewardship and calendared Oct. 18 as Consecration Sunday. Backing up 4 weeks gave a start date of 9/20 or 9/27 for stewardship season depending on how long Pastor Steve wants it to go. The FC felt it best not to start stewardship too close to kickoff of fall season. There was discussion of testimonials from members of the congregation. Ongoing long-term goals of conducting an audit and follow-up concerning the encroaching neighbor were also discussed. The general counsel of PCUSA is Martha Clark and Brad Harville said he would follow up by giving her a call.

May 2015: Mike Stevens joined the Committee. The church remained below budget on pledges and donations. Committee expenses and core costs were also under budget which substantially offset the budget shortfall. Budget updates will appear in the bulletin each month on the first Sunday they are available. We discussed creation of an IT or Social Media Committee and agreed to make this recommendation to Session. Mike identified the need to update the picture directory and potential new members. There was extensive discussion of the suit against encroaching neighbor which needed to be brought to the attention and formal approval of Session. Tom Dawson and/or Larry Ogle will be present at the next Session meeting for more factual background. There was renewed discussion of a church audit for which \$1,000 has been approved. We were also in the process of recruiting additional

**TRINITY PRESBYTERIAN CHURCH**  
**2015 Budget & Actual and 2016 Budget**

**WORSHIP COMMITTEE 2015 Annual Report**

**Submitted by Chair, Judith Bloor**  
**Members: Cathy Conn, RoseMary Hambleton, Tony Koukola,**  
**Betty Muse and Melissa Weaver**

The Worship Committee met monthly, ten times in 2015, with the exceptions being March due to inclement weather and the typical July off. The annual average monthly attendance for 2105 was 140 persons, 2 over 2014. The annual average monthly number of persons served communion (including shut ins) was 107, down 3 persons from the annual average for 2014.

The new elders and deacons were installed Sunday, January 20, 2015. Melissa Weaver, Interim Music Director since August 2014, accepted the position of Music Ministry Director in January.

The Wednesday night WoW schedule was reorganized to increase the opportunity for people to participate in the fellowship supper, Bible Study led by Pastor Steve and choir rehearsals, both children and adult. The handbell practices, both adult and children, were moved to Sunday afternoon.

Red silk material was donated by Geetha and Abe Joseph for a new communion table cover. The new cover was sewn by Rosemary Hambleton and is used monthly at the 11am communion service.

Lent and Easter season included the following:

- Ash Wednesday and Maundy Thursday services
- Thursday Evening Sanctuary Meditation and Prayer time during Lent
- Palm Sunday and 2 services Easter Sunday – 6am and 11am, with an Easter Bread Fellowship coordinated by the Worship Committee and Fellowship Committees between services.

Youth Sunday was conducted April 26, 2015, and Children’s Sunday on May 3, 2015. Two visiting youth choirs presented musical programs in June; Mwangaza Youth Choir on June 12 and Knox Presbyterian Youth Choir on June 19. The Rock Prairie Youth Group was approved and used the church for a travel stop over on June 20, with members providing welcoming snacks and sandwiches.

Ainsley Elizabeth Herrick, Presbyterian Seminary pastoral intern, started September 13, 2015, and will be with Trinity until August 2016. September 13 was also Fall Kickoff Sunday and the Fall Festival, Sunday September 20, experienced increased neighborhood and non-member participation.

Pastor Appreciation followed the Consecration Luncheon on October 18, 2015. All Saints Day was celebrated November 1, with special music and honoring those deceased in this past year, incorporated in the 11am service.

Advent began with the “Hanging of the Green” service at the 11am worship service, Sunday, November 29. The Advent decorations were refreshed and recolored in red, green and gold, thanks to the generous work of Carol Hartmann. A Service of Lessons and Carols was conducted December 6 and there was one Christmas Eve service at 7pm, attended by approximately 200 persons. The service incorporated a story board and participation by a variety of families, both children and adults.

The Committee came in under budget again for the year in expenditures and is looking forward to continued and increasing non-member participation in worship as we strive to reach those who do not yet know Jesus Christ as Lord and Savior.

	<u>2015 Budget</u>	<u>2015 Actual</u>	<u>2016 Budget</u>
<b>INCOME</b>			
<b><u>Contributions</u></b>			
Donors	78,000.00	63,748.00	49,000.00
Plate Offering	6,000.00	5,477.09	6,000.00
Pledges	<u>210,000.00</u>	<u>211,580.62</u>	<u>241,000.00</u>
	294,000.00	280,805.71	296,000.00
Church School	<u>0.00</u>	<u>957.80</u>	<u>1,000.00</u>
<b>Total Contributions</b>	294,000.00	281,763.51	297,000.00
<b><u>Other</u></b>			
Building Use	7,300.00	11,058.00	10,000.00
Faith and Art Income	0.00	0.00	0.00
Investment Inc	0.00	0.00	0.00
Prior Years Earnings	<u>15,000.00</u>	<u>15,000.00</u>	<u>0.00</u>
<b>TOTAL INCOME</b>	<u>316,300.00</u>	<u>307,821.51</u>	<u>307,000.00</u>
<b>EXPENSE</b>			
<b><u>Core Costs</u></b>			
Salaries	204,000.00	192,972.97	200,000.00
Support Services/ Maintenance	16,025.00	14,267.02	18,000.00
Utilities	31,000.00	27,962.24	28,000.00
Insurance	12,000.00	11,972.44	12,000.00
Office Supplies	6,600.00	6,409.40	5,500.00
Misc Expense (bank charge)	0.00	21.50	0.00
Interest Expense	<u>0.00</u>	<u>0.00</u>	<u>3,300.00</u>
	269,625.00	253,605.57	266,800.00
<b><u>Committees</u></b>			
Personnel	0.00	0.00	0.00
Christian Education	7,500.00	9070.38	7,500.00
Deacons	0.00	0.00	0.00
Evangelism	3,050.00	2,400.40	2,350.00
Faith & Art	5,000.00	5,000.00	5,000.00
Fellowship	1,300.00	581.38	1,200.00
Mission & Benevolences	11,300.00	11,129.17	11,300.00
Stewardship	600.00	555.08	600.00
Worship	6,200.00	4,305.42	6,400.00
Presb. Per Capita	<u>6,000.00</u>	<u>5,992.98</u>	<u>5,500.00</u>
	40,950.00	39,034.81	39,850.00
<b>TOTAL EXPENSE</b>	<u>310,575.00</u>	<u>292,640.38</u>	<u>306,650.00</u>
<b>NET INCOME FROM OPERATIONS</b>	<u>5,725.00</u>	<u>15,181.13</u>	<u>350.00</u>

**SUPPORT SERVICES COMMITTEE 2015 Annual Report**

**Submitted by Tom Dawson**

**Tony Koukola, Chair**

**Members: Jay Charnes, Tom Dawson, David Douglas, Bill Hambleton,  
Carol Hartmann, Bill Husband, Larry Ogle, Phil Strohmeier**

Several projects were started and/or completed during the year such as:

- Repaired the bell tower and other outside lights and fixtures
- Sealed a large part of the driveway and parking lot
- Service and repair of the HVAC units
- Repaired major problem with the incoming electrical power
- Inspected and serviced the fire extinguishers and fire suppression system
- Started a review of the long standing property infringement issue
- Started a major review and replacement of the church building use policy

Special thanks to Bill Husband for his hard work and great job with the beautiful flowers surrounding the church.

Special thanks to Lucie Fulmore for planning and leading the outside fall clean up.

Special thanks to those who mowed and trimmed the grounds each week: Ron Dawson, David Douglas, Larry Ogle, Bill Husband, Jerry Pender, Tim Barnum, Mike Stevens, and Tom Dawson

Special thanks to those who volunteered to serve as building closer: Bill Hambleton, Larry Ogle, Betty Wilborn, Jay Charnes, Harper Davis, Bill Husband, Tom Dawson, Phil Strohmeier, David Douglas and Tony Koukola

A very special thank you to Steve Conn, who volunteered his time and equipment to clean the snow from our parking lot during our many snow events last year.

## PRESCHOOL COMMITTEE 2015 Annual Report

Submitted by Lois Bringhurst

Sandy Koukola, Chair

Members: Lois Bringhurst, RoseMary Hambleton,  
Elizabeth Latham, Bonnie Mullin, Kathy Schuler

Trinity Presbyterian Preschool was established to be a service to the community while providing children with the opportunity to learn and grow in a Christian atmosphere. It provides a quality multi-cultural, early childhood program for children ages two, three and four.

The philosophy of Trinity Preschool is to provide a loving and nurturing Christian environment where children can develop physically, emotionally, socially, spiritually, and intellectually. An age-appropriate curriculum reflects this philosophy, and maintains the flexibility necessary to acknowledge the different rates at which each child develops.

**Meeting:** 10—Due to Vacations & Summer Break no meeting was held in July  
Due to a Medical Emergency the December Board Meeting was cancelled.

### **The Year in Review:**

- Met with Pastor Steve, Linda Kennedy & Mary Charnes to review Preschool Vision & Mission.
- Mission Projects: participated in the WaterStep Project, collected items for Kosair's Children's Hospital & held our annual Hat & Mitten Party.
- Fundraisers: Chuck-E-Cheese was held in March. ~ Kizito Cookie Dough was sold in Oct/Nov.  
**THANK YOU** to the Trinity Family for supporting the Kizito Cookie Dough Sale.
- Preschool / WOW Program was well attended.
- Linda & Mary provide the program on a typical Preschool Chapel session.
- The Chapel Program under the directions of Linda Kennedy & Mary Charnes is very successful  
**THANK YOU** – Linda & Mary
- The children love having Pottery Classes with Miss Candy – **THANK YOU** Candy
- Summer Camp was held June 22-26 – (Due to extended 2014/15 School Year we held only one Summer Camp)
- Preschool families were invited to the Fall Festival.
- Appreciation Dinner for the Board Members, Volunteers and their spouses.
- Due to State Inspections; we have updated Employment files and revamped Medical Forms.
- Evangelism is including Preschool information in the Visitor bags.
- Enrollment continues to be a challenge.
- 2015/2016 Tuition was raised \$5/month & Registration was raised \$10.
- Financial Reporting, to better reflect the School Year dates of Financial Reporting year will be Aug. 1– July 31.
- 2015/2016 Budget reflects the changes required to meet the Minimum Wage Ordinance
- Audit of the Preschool 2014-2015 School Year.
- Fifteen \$50 Gift Cards given to staff for Christmas.
- Inspection of Playground Equipment determined that there are cracks in the Swing Supports, working with Play Mart to have repairs made.
- In House Improvements; existing tile floors were stripped and waxed. Some of our rooms have been repainted.
- New carpet & tile installed, in the office and downstairs hall. New shelving is being built for additional storage.
- Said goodbye to Karen Moore, Financial Secretary, as she relocated to Ohio.
- Welcomed Mary Wells as our new Financial Secretary.

For 2016 we are looking into ways how we can better relate to our International families.

## EVANGELISM COMMITTEE 2015 Annual Report

Submitted by Co-Chairs, Cathy Dawson and Lucie Fulmore

Members: Sheri Bushue, Josh Latham, Phyllis Santos Sauer,  
Mike Stevens, and Rev. Camille Williams-Neal

- welcomed eight adults (with 2 children) as new members
- recruited two members to the Evangelism Committee
- greeted visitors each week and presented them with Visitor Bags, which include a gift and church information
- reviewed and tracked visitor logs weekly so that the Pastor could call those who were visiting; used contact information for various post card mailings to events and services throughout the year
- hosted a Bring-A-Friend Sunday/Visitor Reception in February; mailed invitations/made flyers available to recent visitors, Center for Faith & Arts participants, Preschool families, and neighborhood residents
- coordinated the compilation of the new church pictorial directory, which will be periodically updated with new members
- recognizes new members at the last WoW dinner of the month for any members who have joined during that month
- promoted and participated in the Fall Kick-Off in September
- worked with the Fall Festival Committee in promoting/organizing the Fall Festival in September; efforts included various forms of advertising, an inflatable, Dairy Queen Dilly Bars, and an information table
- promoted and worked during the three church landscaping days in order to clean up the church grounds in preparation for visitors for the Fall Kick-Off, the Fall Festival, and the Advent/Christmas season
- sold TPC logo apparel during the fall months in order to foster church unity and promote the church in the community
- funded advertising for Trinity in the *Courier-Journal* churches section for the Easter and Christmas Eve services; submitted information to the C-J Velocity and Neighborhoods sections for these services as well as for the Fall Festival, the Knox Choir Concert, and the UofL Community Band.
- coordinated the Shepherds Program, which connects current church members with new members to help them become better acquainted with others and with the various programs and activities
- re-designed and distributed Welcome Folders to new members, which include a pictorial directory, a pledge card, and information on classes/programs/events
- periodically reviewed and coordinated the updating of the website so that members and prospective visitors could access church information; worked with those who maintain the audio sermons and livestreaming for the website
- coordinated efforts to periodically change the church sign throughout the year
- funded an ad in Welcome Wagon packets and used those addresses to send welcome letters from the Pastor to 799 households of new residents in the 40223, 40243, and 40245 zip codes between September, 2014 and August, 2015; continue to mail letters from the Pastor to new residents in those zip codes
- coordinated the advertisement and promotion of many church events and services throughout the year using the website, Facebook, the Trinity Times, congregational emails, bulletin and bulletin board announcements, neighborhood post cards, etc.

## **MISSION COMMITTEE 2015 ANNUAL REPORT**

**Submitted by Chair, Steve Kratt**  
**Members: Susan Bauer, Lois Bringham, Kathy MacDonald,**  
**Max Oyler, Sheryl Oyler, Jeanette Priebe, Candy Wheat**

Trinity Presbyterian Church strives to joyfully minister to others in the name of Christ by serving the local community and missions around the world. Through the generosity of TPC we have been able to support many benevolences this past year.

The Center for Faith and Arts continues to thrive through the efforts of artisan Candy Wheat. The Center ministers especially to children and young adults with special needs through numerous classes. This allows them to come together to create art, express themselves, and enjoy the fellowship of faith under the roof of Christ's church. The Center led Lenten and Advent Fairs where members worked on crafts to direct their hearts to God during the liturgical seasons. Several members of Trinity volunteer their time and love throughout the year to help with this ministry.

Trinity is one of the member churches in the Eastern Area Community Ministries (EACM), which partners with people in our community who are in need or crisis to equip and support them in leading lives of stability and dignity. In addition to providing financial support, Trinity collects food items for the EACM Food Pantry, we provided 14 completed meals in Thanksgiving Baskets, and TPC filled 52 backpacks with back to school supplies for neighborhood children.

As a church, Trinity has sponsored 11 children for Blessings in a Backpack, a service which helps to provide food for school age children each weekend. Volunteers from Trinity have helped pack the backpacks at a local elementary school. TPC supported Operation Stand Down for the Coalition for the Homeless, providing funds for programs for homeless veterans. Trinity also collected pairs of men's socks at Christmastime for the riverside ministry - Jesus Cares @ Exit 0. Additionally, Trinity partnered with Blue Ridge Manor in hosting a Blood Drive with the American Red Cross.

Trinity again served as a local Relay Center for Operation Christmas Child, a ministry of Samaritan's Purse that shows children around the world the love of Christ. Proceeds from the bake sale during the Fall Festival provided for the shipping of many of the boxes made at Trinity. 4216 shoeboxes were handled at the Trinity relay center in November, including hundreds assembled by members of Trinity. These joined more than 36,000 other shoeboxes from the Louisville area that are on their way, or may have been delivered to children all around the world.

Partnering with the Trinity Preschool, we helped collect shoes for the Shoeman Waterstep project that helps to provide safe drinking water. Trinity supports missionaries around the world through the Mid-Kentucky Presbytery's Shared Mission programs with the PCUSA.

Trinity also provided support for LifeHouse Ministries, a residential pregnancy counseling center right here in Louisville. We also were excited to have had the chance to meet, pray for, and support David Cortes-Fuentes and Josey Saez-Acevedo as they prepare to start their work in Cuba.

As we move into 2016 we are looking to become more involved with our hands, hearts and feet in these and other ministries while drawing more members of Trinity to the work God has called us.

## **PERSONNEL COMMITTEE 2015 Annual Report**

**Submitted by Clerk of Session and Chair, Betty Muse**  
**Members: Tim Barnum, Judith Bloor, Becky Douglas,**  
**Brad Harville, Tony Koukola and Steve Kratt**  
**Pastor Steven Jewell, ex-officio member, advisor**

The Personnel Committee at Trinity is chaired by the Clerk of Session and the members of the committee are the ruling elders who currently chair the committees with employed staff. Those committees are Christian Education, Mission, Support Services and Worship. The Personnel Committee meets to discuss employee reviews, compensation, job descriptions and other items on an as needed basis. Any recommendations from the committee are taken to the session for review, discussion and final approval.

Trinity is honored and grateful to have a wonderful staff and encourages our congregation to thank them for their dedicated service.

Pastor - Steven Jewell  
Church and Financial Secretary - Deanna Smith  
Custodian/Maintenance - Bob Phillips  
Director of Christian Education - Linda Kennedy  
Director of Choirs - Melissa Weaver  
Director of the Trinity Center for Faith and Art  
Music Ministry Associate - Shelley Shumate  
Seminary Intern - Ainsley Herrick