

39th Annual Congregational Meeting

Info Guide

6.12.19

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Know more

We believe Trinity is unique in many ways and want our community to know who we are.



Get involved

Read all about our ways of stepping into opportunities to serve and pick what's right for you!



Live. This. Out

Jesus changes lives and we can't wait to see what will continue to happen as we continue to impact our local and global community!

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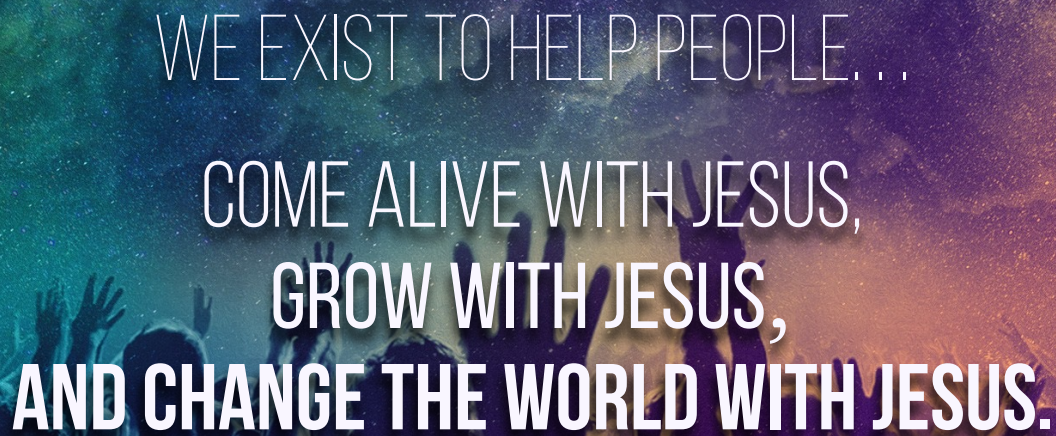
Read

2

Attend

3

Vote



WE EXIST TO HELP PEOPLE...
COME ALIVE WITH JESUS,
GROW WITH JESUS,
AND CHANGE THE WORLD WITH JESUS.

What Makes Trinity... Trinity?

Our Values:

Christ Centered – *Our World Revolves Around Jesus*

From our Sunday preaching from God's word, to our mission, and in all that we do... we aim to have Jesus in the middle of it all.

Life Together – *Our Church Family is Better Together*

We welcome and love everyone who joins us in our multi-generational community at Trinity. We believe that no matter who you are, life is truly better when it's lived out together.

Transformation & Discipleship – *Open to Jesus' Change*

We strive to continually say yes to the invitation to follow Jesus. As disciples of Christ, we look for opportunities to be transformed by the grace and truth of Jesus Christ.

Neighboring & Outreach – *The Gospel of Jesus Isn't Just For Us*

Being Biblical witnesses and showing hospitality are a way of life for us at Trinity. We believe Jesus' amazing story needs to be shared all the way from our neighbors down the street to ministry partners around the world.

Courageous & Curious – *We Strive To Openly Express Jesus In Our Everyday Life*

We are bold in bringing God's kingdom to the world. As disciples of Jesus, it's important that we constantly search to learn and discover who Jesus is, while living and walking in the power of the Holy Spirit.

Grace & Generosity – *We are irrationally generous because of God's Grace*

For over 40 years we have been united in giving of our time, treasure, and talents because of our conviction that Jesus loved us first.

Live. This. Out.

Community Groups and Journey Groups – It takes vulnerability and a teachable spirit to be courageous and curious in our faith walk. We are stronger together as disciples of Christ. Community Groups and Journey groups provide an opportunity to share and ‘do life’ together by asking, and wrestling with the tough questions of everyday life and the Christian faith.

Roots – To become disciples, we need to deepen and renew our understanding of the heart, character, and purposes of Jesus. Roots is a unique and exciting way to discover the richness of God's Word for any gender and age by engaging in personal discovery, thoughtful discussion, and engaging teaching.

ABC's in the D – How can we make a lasting impact on the next generation? By helping kids succeed in school. Trinity continues our partnership with Central Detroit Christian (CDC), an organization that works in one of the poorest zip codes not only in the state but also in the country. Together with Calvary Baptist, we created a tutoring program to help these at-risk children. ABC's in the D is a mentoring program that helps the community children improve their reading and math while showing them the love of Christ.

Food Pantry – Do you know that no matter rain or shine our church feeds our community on the third Saturday of every month? For those who have volunteered, you have seen firsthand the impact we are making to help those in need! Not only do we provide food from Forgotten Harvest, but also our church family provides Bible Study and a hot lunch. We are feeding their souls and their bodies! Our Food Pantry team reaches our community by meeting tangible needs and showing them Christ's love.

Helping Hands – We show Christ's love not only in word but also in action and deed. Helping Hands ministry is an opportunity for the church family to meet the physical needs of our church family and community. Helping Hands ministry does odd jobs and provides financial guidance to help those in need. These small acts of kindness make a lasting impact.

Church Planting – We make disciples at Trinity and spread the light to our community. As a response to the Great Commission, Trinity participates with the EPC Church Planting Initiative. Trinity is actively church planting in our community by supporting 5point7 Community and Abundant Mercy EPC churches in Detroit. In 2017 5point7 Community Church found a permanent home and now we are supporting the newly formed Abundant Mercy church. Both these EPC churches are in the heart of Detroit.

Hospitality – Have you ever been to a place that you felt energy and joy? That is how we want people to feel when they walk into Trinity! We are a Christ-centered, family-focused community and it begins from the moment you walk through our doors. From greeters, ushers, Info and ‘New Here?’ desk workers, to those providing coffee and donuts and our Midweek dinners, we want others to experience what makes Trinity ‘Trinity’! We love deeply, serve wholeheartedly and exist to help people COME ALIVE with Jesus, GROW with Jesus, and CHANGE THE WORLD with Jesus!

Community Garden – Who knew that growing vegetables could make an impact on a community? Our Community garden is yet another way we can help our neighbors. A part of our produce grown goes to Peaches and Greens, a ministry of Central Detroit Christian that gives fresh produce to those in Detroit who may not have access to them.



Kids Ministry!

Children's Ministry – A Family-Focused Community starts with our little ones. From holding babies to sharing biblical truths, our Children's ministry workers are making disciples of our youngest church family members. These workers work quietly behind the scenes to share the good news of Christ! Sunday morning we have a special kid-designed service, and Wednesday nights we have an AWANA program to encourage and celebrate growth with our kids.

SpringHill and VBS – Trinity does not slow down in the summer, in fact, we gear up by providing two high-energy weeks to engage and share Christ with our elementary school age children. Children from our church and community come for a week of fun, games and to hear about the Savior who loves them and died for them; sometimes hearing this good news for the very first time! These two weeks take a lot of labor and help to pull off. From decorations, host homes, food donations or being a small group leader, Trinity uses their gifts and talents in irrationally generosity to make a lasting impact on our next generation.

MOPS - Mothers of Preschoolers is a group that reaches young moms in our community. Days are long and young moms are looking for connection and community. Our MOPS group comes alongside these young moms to share an encouraging word and a place to be real in the daily struggles of having the hardest and most rewarding job of all in motherhood.



Get Hype with TSM!

TSM – To raise up the next generation to love and follow Christ, our teens need a place to ask questions and find other teens who share the same faith in Christ and **Trinity Student Ministries (TSM)** is that place! Our teens have fun while learning, talking about their faith and making it their own. We recruit volunteers and staff that will create a energetic group ambiance for Wednesday night Middle school hangouts, and an engaging yet chill environment for our high schoolers on Sunday nights.

Guatemala Trip – Sometimes our neighbors are next door and sometimes they are across the world. We want to train up the next generation to show Christ's love to both. Trinity wants to teach our teens what it means to be Christ followers and share the good news of Christ. Our Guatemala mission trip gives our teens a cross-cultural experience of how Christ's love extends beyond borders and languages.

Detroit Immersion Trip – This is just what it sounds, Trinity immerses itself into learning about the life and culture of Detroit and helping with its revitalization. This year we plan on having 75 members of Trinity work in the neighborhoods of Detroit by painting and cleaning some areas of Detroit that need TLC.

Ruling Elders



MARK BARTLETT

MEMBER SINCE NOV 2014

Activities: Session, Journey Group, Food Pantry, and writing 'Deep Dives' when requested.

Occupation: EVP and Chief Financial Officer for Blue Cross Blue Shield of Michigan

Family: Married to Deb; Children: Essie and Naomi. Also has four older children who are all married and 9 grandchildren.



JIM SCHRIEMER

MEMBER SINCE JAN 2005

Activities: Have served as Elder (2 terms), Deacon, Adult Christian Ed teacher, Rummage Sale, and Hall Monitor for Trinity Kids

Occupation: Attorney, specializing in business and real estate

Family: Married to Lois; Children: Peter, Mark, Stephen and Emily, grandchildren, Izzy and Sera.



DALE LEFEVER

MEMBER SINCE THE BEGINNING

Activities: Sunday School teacher, Elder, Community group, and strategic planning consultant to Session

Occupation: Emeritus Faculty Member, University of Michigan Medical School; organizational development consultant and executive coach

Family: Married to Marty Lefever (53 years); three adult children and nine grandchildren



RON GEER

MEMBER SINCE JULY 2017

Activities: Attends the Tuesday morning Roots classes, and a Saturday morning Bible study with other Trinity men

Occupation: retired in 2017 after working nearly 40 years in the chemical industry; his last position was as Operations Director at BASF in Wyandotte

Family: Married to Suzanne; Children: Jason, Tim, and Caroline.

Deacons

MARY LEMERISE



MEMBER SINCE NOV 2001

Activities: Detroit Immersion, Christmas Cantata, Mentor Mom for MOPS, Teaching Assistant in Trinity's Preschool Program, former Awana and VBS Leader and a Welcome Desk Volunteer.

Occupation: Medical Administrative Assistant at Livonia Internal Medicine for Ascension Providence Hospital.

Family: Married to Kurt for 34 years with 4 young adult children.

JEFF & KAREN GARVER



MEMBER SINCE THE BEGINNING
& JEFF SINCE JUNE 1983

Activities: Choir, previously Deacon, Usher, Food Pantry, Living Lively Committee member, Pre-marital counselor, Sunday School teacher, and Nursery worker.

Occupation: Currently - Licensed Realtors with Remerica Hometown Real Estate. Jeff: Retired Plumber; Karen: Retired buyer for Unisys Corporation (Burroughs)

Family: 5 grown sons, 14 grandchildren, 1 great-granddaughter.

Nominating Committee

Lisa Iacopelli – Member since October 2012 but has attended for over 23 years

Activities: Bible Study, Nursery, and Hospitality. Previously Youth and Children's Ministries, Small Group Youth Leader, Mission Trip Leader, Sunday School and VBS teacher.

Occupation: Nurse at U of M (25 years) Go Blue!

Family: Married to Michael for 25 years; Children: Giuseppe, Anthony, and Grace, ages 22-17.

Michelle & Greg Fuchs – Members since November 2010

Activities: Michelle: Usher, Choir; Greg: Usher, Choir

Occupation: Michelle: Graphic Designer; Greg: Facility Manager

Family: Married for 15 years; Children: 4 and 8 grandchildren.

Piper Smith – Member since November 2001

Activities: Worship team, Detroit Immersion, Food Pantry, Nursery, Small Group, VBS, Roots, and Summer Women's Study

Occupation: Spanish and French teacher

Family: Married to Darrell; Children: Becca (David) Silvasy (expecting our 1st grandchild on June 10), Tyler

Carole & Tom Yoder – Members since January 2005

Activities: Carole: Roots. Previously: New Connections Administrator and Greeter;

Tom: Finance Committee, Usher, Chair Set-Up Team, Saturday Morning's Men's Bible Study and Wednesday Night Classes. Previously: Finance Elder, Finance Committee Member, Greeter, Central Detroit Christian (CDC) Tutor & Mentor and 2nd Saturday Club (doing work around the church...outside).

Occupation: Carole: Currently part-time at a Human Resources Consulting Firm;

Tom: Retired in 2018 (yeh!). Previously 30+ years of various positions in Accounting & Finance at General Motors.

Family: Married for 33 years; Adult Children: Evan (Emily), Mitch (Lauren), and Andrew.

Carol & Ed Warzyniec – Members since December 1994

Activities: Carol: Small Group Leader, Funeral Ministry;

Ed: Small Group Leader, Previously an Elder

Occupation: Carol: Property Manager; Ed: Weld Process Specialist at CWI

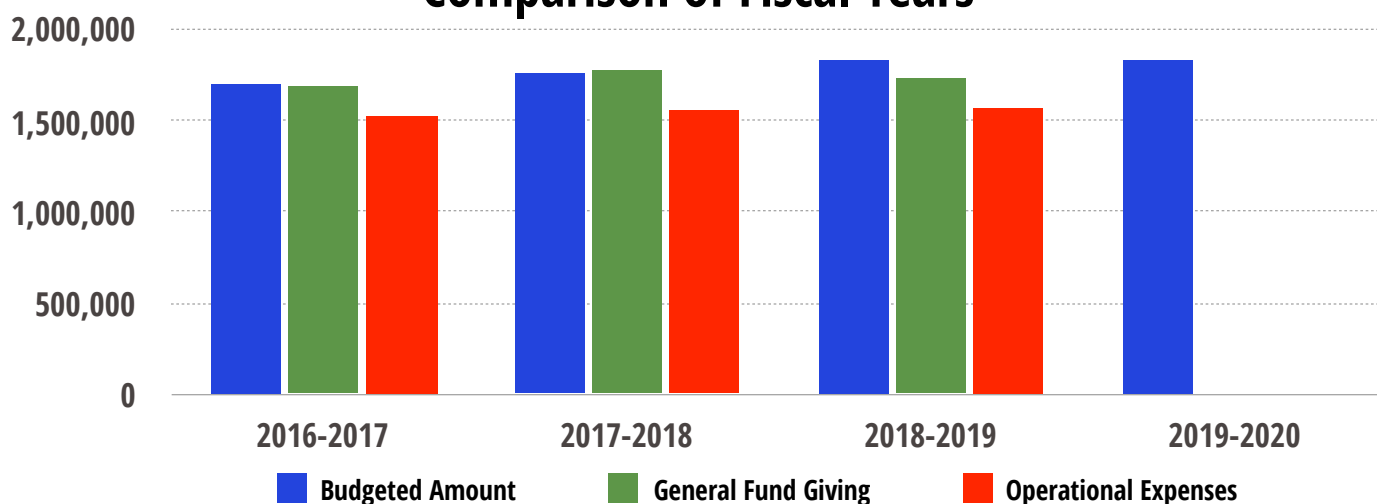
Family: Children: Edward (Kristin), Nicholas (Sarah), granddaughters Brianna, Olivia & Abigail and grandson Luke.

The Budget Process & History

Fiscal year	Budgeted amount	General Fund Giving	Operational expenses	Capital reserve transferred to 008217 by session request	Mortgage principal paid from general fund	Surplus
2016-2017	1,700,000	1,690,625	1,526,843	49,000	95,130	19,652
2017-2018	1,754,500	1,769,624	1,555,696	51,000	98,727	64,201
2018-2019	1,840,000	1,729,600*	1,566,407*	60,181*	93,076*	9,936*
2019-2020	1,840,000					

* Note: 2018-2019 Giving and Operational Expenses are estimates.

Comparison of Fiscal Years



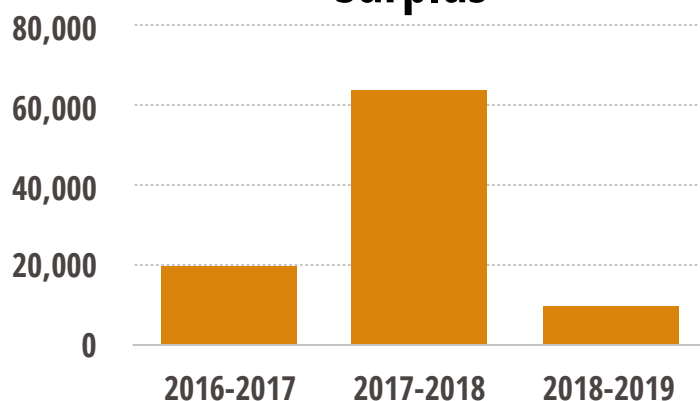
PROCESS

1. Set next year's ministry strategy through prayer and discernment
2. Determine goals and needed resources to reach these strategies
3. Forecast giving for the current and upcoming year
4. Start at \$0 and build budget for ministry needs
5. Ensure 2019-2020 strategies are funded
6. YOU!

The next step is up to you.

Pray through this budget and vote on June 12!

Surplus



Total Proposed '19-'20 Budget

MINISTRY PLAN EXPENDITURES	18-19 CURRENT	19-20 PROPOSED	%
PERSONNEL	893,651	881,897	47.9%
MORTGAGE/INTEREST	257,200	175,000	9.5%
ADMINISTRATION		95,785	5.2%
MISSIONS	214,368	228,316	12.4%
PROPERTIES/MAINTENANCE	223,292	228,750	12.4%
MINISTRY PROGRAMS	195,450	170,071	9.2%
CAPITAL PROJECTS RESERVE	56,039	60,181	3.3%
TOTAL EXPENDITURES	1,840,000	1,840,000	100%

Highlights

PERSONNEL

- Compensation and benefits for church staff
- Development of 16 staff (6 full time, 10 part time)
- Includes raises for church staff

MORTGAGE/INTEREST

- Debt service on physical property, total mortgage is \$994,487.10 in May 2019.
- Mortgage began at \$2,600,000 on July 1, 2004
- Mortgage was at \$1,104,072.90 on July 1, 2018

ADMINISTRATION

- Insurance
- Office equipment leases
- Processing fees

MISSIONS

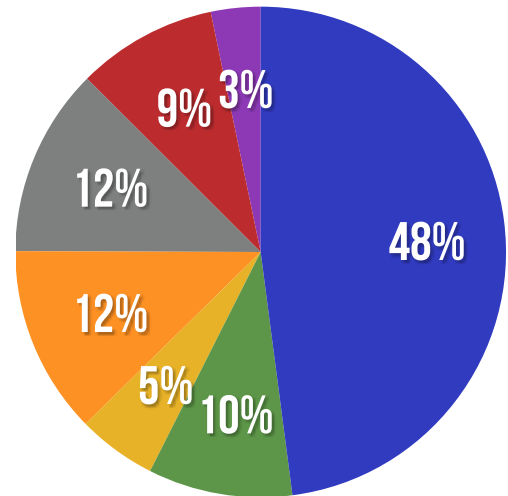
- 27 Vocational missionaries
- 4 Strategic Partners including Central Detroit Christian, World Orphans, San Pablo Seminary, B.E.S.T.
- Church Planting

PROPERTIES/MAINTENANCE

- Facility maintenance, grounds, utilities, housekeeping, and scheduling
- Commercial kitchen
- Business and financial office functions

CAPITAL PROJECTS RESERVE

- Future capital needs



MINISTRY PROGRAMS

- Central Detroit Christian partnership
- Upgrades and enhancements for equipment
- Food Pantry that serves over 200 families monthly
- Resources for Journey Groups, Community Groups, & classes
- Training, equipping, and discipling for dozens of leaders
- Guest and new member connection and assimilation
- Curriculum creation and purchase for all age groups
- Hype student ministry events & discipleship
- Kids with AWANA, Vacation Bible School, Spring Hill
- Resources & Training for worship team & choir
- Pastoral Care: counseling, weddings, funerals, baptisms
- Support for Deacons, Women's Ministry, and Lord's Supper

APPROVAL OF LEAD PASTOR COMPENSATION

BY JOHN HARJU/TONY MLYNAREK

In accordance with the current Trinity By-Laws (Article VIII. B.1.b), the congregation annually 'approves/disapproves/amends' the Pastor and Associate Pastor's salaries recommended by Session.

Session has discussed and aligned on the general compensation philosophy of Trinity Church.

Session agreed that Trinity will provide a compensation package (base salary, benefits, reimbursement of appropriate business expenses) that is aligned with the external market.

The comparative external market is defined as similar size churches of more than \$1M annual budgets in the surrounding area. Below is the salary range for Lead Pastors of \$1M churches:

Bottom 25%	Median	Top 25%
\$87k	\$109k	\$144k

Note: Pastor Mark's current salary for 2018-19 is \$94,198.

Pastor Mark's current salary is between the Bottom 25% to Median range.

Assuming relevant experience and strong performance, we will target our target base salary and total compensation to be market competitive which is the median. We would expect this salary to continue to grow over time.

PROPOSAL:

To increase Pastor Mark's salary to be closer to the median range by raising his salary to \$103,609 for the 2019-2020 plan year.

APPROVAL OF ASSOCIATE PASTOR COMPENSATION

BY JOHN HARJU/TONY MLYNAREK

In accordance with the current Trinity By-Laws (Article VIII. B.1.b), the congregation annually 'approves/disapproves/amends' the Pastor and Associate Pastor's salaries recommended by Session.

Session has discussed and aligned on the general compensation philosophy of Trinity Church.

Session agreed that Trinity will provide a compensation package (base salary, benefits, reimbursement of appropriate business expenses) that is aligned with the external market.

The comparative external market is defined as similar size churches of more than \$1M annual budgets in the surrounding area. Below is the salary range for Associate Pastors of \$1M churches:

Bottom 25%	Median	Top 25%
\$58k	\$72k	\$85k

Note: Pastor Aaron's current salary for 2018-19 is \$74,550.

Pastor Aaron's current salary is slightly above the median.

Salary increase proposed for 2019-20 is 2.8%/\$2,088

PROPOSAL:

To approve the 2.8% salary increase to Pastor Aaron's salary by raising his salary to \$76,638 for the 2019-2020 plan year.

WHY do we give?

We are a blessed people. God loves each of us beyond measure and gave us not just a portion, but everything. He asks us to be good managers of the resources He has blessed us with. That stewardship responsibility requires us to make good decisions to use those gifts in the best way we know how to further God's kingdom.

GIVING IS A REFLECTION OF OUR PRIORITIES. WE INVEST OUR TIME, TALENTS, AND TREASURE IN THOSE THINGS THAT WE VALUE MOST.

WHEN SHOULD WE GIVE?

Establishing a consistent pattern of giving can serve as a regular reminder of God's faithfulness to us. God provides for our needs, and our giving helps us remember that we are dependent upon Him, in good times and in bad times.

WHAT SHOULD WE GIVE?

In the church, we refer to the "tithe" as a standard for giving. The concept of tithing, translated as 10 percent of our income, is taught in the Old Testament (Leviticus 27:30; Malachi 3:10).

In the New Testament, the standard of giving is the cross of Jesus Christ. Scripture is clear that everything we have belongs to God; we are simply stewards. And we're to give joyfully and generously (2 Corinthians 9:7). While free from the legality of percentages, we measure our giving by what Christ gave for us.

We believe, though not legalistically, the tithe remains a good model for faithful believers. It's the starting point for giving generously. That's why we encourage tithing toward the general church budget, supporting the foundational work at all of our church campuses.

"Offerings" (gifts above the tithe) are given as designations to Christmas or Easter offerings, or special one-time or temporary opportunities.



WHAT DOES THE BIBLE SAY ABOUT GIVING?

2 Corinthians 9:6-7 "Remember this: The person who sows sparingly will also reap sparingly, and the person who sows generously will also reap generously. Each person should do as he has decided in his heart—not reluctantly or out of necessity, for God loves a cheerful giver."

Matthew 6:3-4 "But when you give to the poor, don't let your left hand know what your right hand is doing, so that your giving may be in secret. And your Father who sees in secret will reward you."

Luke 6:38 "Give, and it will be given to you; a good measure—pressed down, shaken together, and running over—will be poured into your lap. For with the measure you use, it will be measured back to you."

2018 Meeting Minutes

ATTACHMENT 1.C - to Session Agenda for Regular Session Meeting, August 21, 2018

TRINITY PRESBYTERIAN CHURCH
38th ANNUAL Congregational Meeting
June 10, 2018
MINUTES

The church service was opened with 'Be Thou My Vision' followed by the choir singing "Alleluia Sing Your Praise".

Call To Order

The meeting was called to order by the Moderator, Rev. Mark R. Fuller, at 10:10 a.m. in the Family Life Center.

Rev. Mark R. Fuller declared the presence of a quorum and opened the meeting in prayer.

The 2017/2018 Nominating Committee and Session brought to motion the following items listed on the ballot:

- Nomination of the office of Deacon for a three-year term: Margaret Field, Dennis & Joyce Landon, and David Lent
- Nomination of the Office of Elder for a three year term: Paul Anker, Ron Mayes, Bob Pugh, and Russ Raney
- Nomination of the 2018/2019 Nominating Committee for a one year term: Jason Beaudoin, Laura Keehn, Marjorie Meixner, Sarah Monroe, Rob Pray, and Fred Weller
- Approval of the 37th Annual Congregational Meeting Minutes.
- Approval of Pastor Fuller's 2018/2019 Compensation Package
- Approval of the Proposed 2018/2019 Annual Operating Budget of \$1,840,000
- Approval of Pastor McMillan's call as Associate Pastor
- Approval of Pastor McMillan's Terms of Call.

Pastor Fuller preached a sermon entitled, "An Invitation to Redemption" from Luke 22:14-20 and it was followed by the Lord's Supper.

Vision of Trinity

Pastor Fuller spoke briefly about the vision set forth from Session, Pastoral Staff and Staff. A video was shown of life at Trinity this past year. Pastor Fuller looked back at five strategic initiatives for 2017-18. He shared six additional initiatives for 2018-19.

Blessing of Associate Pastor

Pastor Fuller invited Pastor Aaron McMillan up to the stage. He spoke about the differences of an Assistant Pastor versus an Associate Pastor. He led a time of prayer and affirmation for the McMillan family.

Presentation of the 2018-2019 Budget to Support the Work of God at Trinity this next Year

Pastor McMillan summarized the budget proposal. A PowerPoint presentation showed the figures of the various areas of ministry for the proposed budget for those areas for 2018/2019. Kyle and Aimee Whipple shared about the spiritual gift of giving and trusting God's faithfulness.

Approval of 2018-2019 Budget, Pastor's Compensation Package for 2018-2019, the Election of Officers, the 37th Congregational Minutes, Pastor McMillan's Promotion and Compensation Package for 2018-2019.

It was instructed that ballots could be collected prior to the final song during the meeting or immediately after the service in the lobby.

Closing Prayer & Benediction

- **BY COMMON CONSENT**, the meeting was adjourned with prayer by the Moderator at 11:30 a.m.

Report of 2017-2018 Nominating Committee

The Report of the 2017/2018 Nominating Committee announced that all nominees for the offices of Deacon, Elder and the 2018/2019 Nominating Committee were elected, the 2018/2019 Operating Budget, Pastor Fuller's compensation, Pastor McMillan's call as Associate Pastor, Pastor McMillan's Terms of Call, and the 37th Congregational Annual Meeting minutes were approved with each having received a majority vote.

A report of the results was sent to the Congregation on Tuesday, June 12th.

It is noted that on June 5, 2018 an Information Guide was made available to all members of Trinity. The Informational Guide gave in-depth information about each item on the proposed ballot.

The Congregation was also invited to a Town Hall Question and Answer meeting. This meeting was held prior to the Congregational meeting on June 6, 2018 at 7pm in the sanctuary. At the Town Hall meeting, Trinity members asked questions about the above ballot proposals. The meeting lasted one hour.

Respectfully submitted,

Mark Bartlett
Clerk of Session

Rev. Mark R. Fuller
Moderator

FAQ

Trinity Church - 39th Annual Meeting – June 12, 2019 at 6:30pm

Annual Meeting (Overall)

Q1: What is the purpose of an annual meeting?

A: Our church bylaws call for an annual congregational meeting to accomplish multiple purposes. First, we vote to elect ruling elders, deacons, and nominating committee members to serve the church. Second, we approve the annual operating budget and the pastors' compensation. Finally, we approve the minutes of the congregational meeting from the prior year. The overall goal, while accomplishing these items of business, is to help the church be aligned and united in the mission that God has called us to.

Q2: When is the annual meeting?

A: June 12, 2018 at 6:30 in the Family Life Center. Dinner at 6, meeting to follow.

Q3: How is this year's meeting organized, and why?

A: This year, your pastors and Session have prayerfully chosen to run the Congregational Meeting on a week night after a dinner with Trinity's church family. We wanted to continue to be purposeful in fostering our community as well as making the time more relaxed, less rushed, and leave more time for any discussion.

Q4: Who can vote and how can we vote?

A: We want everyone who attends Trinity to hear and experience the blessings of vision Sunday – everyone should come! Ballots will be available prior to the meeting for anyone to take and review. Members of Trinity may fill out the ballots and then they will be collected at the end of the meeting. The votes will be tallied and reported to the whole church via email during the week.

Q5: Will we get a chance to ask questions about the budget, nominees for office, etc.?

A: YES! This forum, led by the elders and Pastor Fuller, will give plenty of time for discussion and questions. Our hope is to continue to maintain a long tradition of transparency and openness. If you are unable to attend the meeting, please send your questions to Jill Gregory (jgregory@trinityepc.org) and she will get it answered ASAP by Pastor Fuller or the appropriate elder.

Offices of Ruling Elder & Deacon; Nominating Committee:

Q1: How were these particular candidates selected for this ballot? What's the nomination process?

A: The current nominating committee prayerfully creates a list of potential candidates and submits it to session. The congregation has an opportunity to submit names into nomination during that time. Pastors and members of session may ask to have names removed if they do not believe the candidate matches the qualifications found in 1 Timothy 3 and Titus 1. The nominating committee then vets and contacts individuals regarding their willingness to serve.

Q2: Is the nomination process still open – (e.g., could I write in a different candidate, nominate someone during the annual meeting or contact the nominating committee now to have a name added)?

A: No. Our practice is to give an opportunity for the congregation to nominate people early in the process so that these nominees can be vetted properly by the nominating committee and session. If you'd like to nominate someone, you should send their name to Pastor Fuller for consideration by next year's Nominating Committee.

FAQ CONTINUED

Q3: Why are there the same number of candidates as open offices – isn't approval of the entire slate of candidates simply a foregone conclusion?

A: Each candidate placed on your ballot has been prayerfully and carefully selected for their character, skills, and willingness to serve the church. As leaders, we feel very confident that these are the candidates that the Lord has led us to bring before you. However, each candidate must individually carry a majority (>50%) of the vote. If a majority of the congregation felt that a person was unqualified for office, they would not be elected.

2019-2020 Operating Budget:

Q1: How was this recommendation for the annual budget determined?

A: Pastors and staff, in conjunction with the members of Session, set next year's ministry strategy through prayer and discernment. Next, we determine goals and needed resources to reach these strategies. In parallel, the Church Operation Task Force of Elders forecasts giving for the current and upcoming year while staff starts at \$0 and builds a budget for ministry needs. Session then approves a budget that is brought to the congregation that ensures the next year's strategies are funded. The next step is up to you - pray through this budget, vote, and then generously support your church through giving! A majority (>50%) of votes cast is required for approval.

Q2: Are there any raises for staff this year?

A: Yes. After a thorough review of compensation levels for existing staff and consideration of other budget objectives, Session has recommended a raise pool to be distributed to the pastors/staff.

Pastoral Compensation:

Q1: How is the pastors' compensation determined and what do they include?

A: Pastoral compensation is reviewed annually, with comparisons to national averages for churches similar to Trinity in size, location, annual budget, etc. After this year's review, Session recommends increasing Pastor Fuller's salary to \$103,609 and Pastor McMillan's to \$76,638. Complete "terms of call" (i.e., compensation package) also includes health care insurance, 10% retirement contribution, mileage and pastoral expense reimbursement, and an allowance for annual study leave.

Minutes from 2017 Annual Meeting:

Q1: Why do we need to approve these minutes?

A: Trinity's By-Laws call for the minutes of our last congregational meeting to be approved by the congregation. They have been thoroughly reviewed by representatives of Session and are recommended for approval.