

Trinity Presbyterian Church
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2024 ANNUAL REPORT



Trinity's Vision:

All people know God's loving presence.

Trinity's Mission:

To inspire lives by loving God with all our soul, mind and heart and our neighbor as ourselves.

... the journey makes the difference ...

TRINITY PRESBYTERIAN CHURCH

2025 ANNUAL CONGREGATIONAL MEETING

February 9, 2025

Trinity's Vision: All people know God's loving presence.

*Trinity's Mission: To inspire lives by loving God with all our soul, mind and heart
and our neighbor as ourselves.*

Agenda

- Call of the Meeting and Opening Prayer Pastor Dawn
- Approval of the Docket
- Annual Reports - Printed
- Nominating Committee Report Michael Clark
 - Approval of the 2025 Nominating Committee:
 - Mary Ellen Bader, Kevin Conti, Dr. Jim Hayslett,
Jeremy Orick, Bill Trautwein, and Maureen Webb,*
- New Business
 - Presentation of 2025 Budget (Received as Information)
 - Michael Clark*
 - Approve Terms of Call for Pastor Kathi Trautwein, Director of Administration*
 - Approve Session Approval of Minutes at this Meeting*
- Pastors' Comments
- Sharing Congregational Stories
- Adjournment
- Closing Prayer
- Benediction

Trinity Presbyterian Church

2024 Annual Report

Congregational Meeting

February 9, 2024

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Church Officers

ELDERS, DEACONS, FOUNDATION TRUSTEES and OFFICERS - 2024

ELDERS

	class of	term
Cathy Arnold	2024	2
Tina Hull	2024	1
Bill Trautwein	2024	1
Michael Clark	2025	1
Bobbie Hoopes	2025	2
Malcolm Porter	2025	2
Jim Hayslett	2026	1
Nathan Webb	2026	1

DEACONS

	class of	term
Betty Edelman	2024	1
Forristine Porter	2024	1
Amy Stephenson	2024	1
Betty Dethmers	2025	2
Dan McClain	2025	1
Maureen Webb	2025	2
Nancy Bivins	2026	1
Leah Hayslett	2026	1

TRINITY FOUNDATION TRUSTEES

	class of	term
Ann Dyer	2024	1
Jim McCormick	2024	2
Jeremy Orick	2025	1
Carol Caseber	2025	1
Jim Haeger	2026	1
Michelle Carothers	2026	1

TREASURER, TRINITY PRESBYTERIAN CHURCH - Cathy Arnold

CLERK OF SESSION - Michael Clark

Membership Report

2024 MEMBERSHIP REPORT

MEMBERSHIP - 12/31/23

118

NEW MEMBERS RECEIVED

4

Daniel Johnson
Judy Kopp
Stacy Kopp
Denzil Williams

MEMBERS REMOVED FROM MEMBERSHIP

-12

Brian Yarbrough
Ryder Yarbrough
Ralph Spencer
Bill Moore
Nancy Moore
Perry Parapon
Cathy Arnold
Marge Arnold
Janis Priebe
Andrew Everett
Janet Everett

DEATHS

-3

Thomas Hartung
Debbie Norman
Emily Watson Bryan

MEMBERSHIP - 12/31/24

107

AVERAGE WORSHIP/ON-LINE ATTENDANCE 2023 = 62

AVERAGE WORSHIP/ON-LINE ATTENDANCE 2024= 56

Report of the Pastor

A Faithful Remnant at Trinity Presbyterian Church – Clearwater (TPC) Looking Back on 2024 and Towards the Future

Perhaps you remember the Parable of the Talents. Jesus said that a master went on a journey and left talents to his three slaves according to their ability. To one he gave five talents, to another two talents, and to a third, one talent. The one who received the five used them to earn five more. The one who received two doubled the portion he was entrusted with as well. Upon his return the master said to these two, **“Well done good and trustworthy slave; you have been trustworthy in a few things, I will put you in charge of many things.”** (Matt 25:21) I imagine God saying these same words to the faithful remnant at TPC for the ministry accomplished in 2024.

We have been blessed to be a blessing to those in our community and beyond in numerous ways in which we seek to share the love of Christ. We have done this in the past year through the various ministries (see pg 10-23), partnerships of the church, and by continuing to honor our covenants to be a Matthew 25 and an Earth Care Congregation. We served as a shelter for 40 people in addition to their pets during Hurricane Milton and partnered for the first time with Aguilas Church and Garden of Grace Ministries to offer an ecumenical Prayer Service for Peace on the International Day of Prayer. The amazing news is that we have been able to accomplish all of this good work with 20% less members than we had on the rolls at the end of 2021 (We have 107 members on the membership rolls, 20 of those are homebound.)

Now for the more sobering news: the last time the church was “in the black” was at the end of 2021. Over the past three years, the average yearly deficit has been \$196,000. Perhaps you are wondering why this is so, especially given the fact that Kathi has transitioned to part-time, the position of Director of Children and Youth Ministries was not filled when Fran left to pursue her Master’s Degree mid-year, and no staff salary increases have been given over the past three years.

For all who do not know, for many years, one extremely generous long-time member who died at the end of 2021, was tithing \$210,000/year. As our church membership continues to grow smaller, now is the time to make thoughtful strategic decisions that will impact the church’s ability to leave a legacy for future generations.

Continued on next Page

Report of the Pastor (Cont'd)

In the past two years, we have welcomed two faith communities to share our campus resulting in an increase of \$72,000 from rental income. Even so, the church faces a projected deficit of \$211,000 in 2025. In the hope of maximizing the future legacy of TPC, the Session, Kathi, and I will review the list of possible optional strategies for congregations, like TPC, who are facing uncertain times, which was shared with us by the Presbyterian Foundation in 2023. Additionally, we will be learning from other mainline church that have faced similar challenges.

Last week, Pastor Bob Hill and I, representing the Presbytery's Commission on Church Vitality, participated in the Missional Entrepreneurship Immersion Conference along with other pastors from around the country, to learn of additional creative strategies to accelerate community growth, deepen engagement, and create sustainable impact for those in the mainline church. We will be sharing these ideas at TPC on Thursday, February 20th at 1 p.m. with any in the Presbytery who would like to attend. All are welcome.

As the Session, Kathi and I consider and analyze these options in the months to come, we will keep you updated and ask for your input. Please pray with and for us as we go through this time of discernment and wait for the way to be made clear.

Grace and Peace,



Report of the Director of Administration

The year 2024 was certainly an interesting and challenging one for me. On April 28th my husband Bill collapsed right before church and was transported to the hospital. Although they found no problem at the emergency room it was thankfully decided to keep him for observation. Six hours later he went into cardiac arrest 3 times and was placed on a ventilator. Through God's grace and with many prayers Bill survived and now has an internal defibrillator. These events and the many doctors' appointments and occasional hospitalizations necessitated my transition to part-time. Many months later I am still trying to figure out that transition, but I am so grateful for the people in this church, their prayers and the many different ways they reach out to help with my job. Over fourteen years ago God brought me to this church and I am so proud to be a part of this congregation, for the love they show to each other and how they work to show God's love to the world. Thank you for being who you are and loving Bill and I.

Pastor Kathi Trautwein



Report of the Director of Music

Greetings all,

I hope that this finds you well. Not much has changed from last year. We are still looking for more singers to be with us as we will take new members into the choir with pleasure. Cheryl and I are still working with what music we can find that suits who we have and have been very successful with it in my opinion. I am looking for some contemporary music to use as anthems that have been written for choirs. Our music program will continue to try and provide the best music we can and find all the supplemental instrumentation that we're able to use. If there are any special requests for music on any service, please don't hesitate to reach out to me with time so I can get something put together. Thank you all for your continued support!

Gabe Irizarry



Report of the Director of Children and Youth

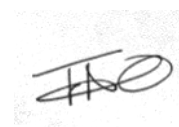
2024 was a year of fun for people of all ages!

This year Spark got to enjoy weekly bible study, arts and crafts, music lessons, chess and so much more! We successfully hosted a Spring Fling in April with 2 bounce houses, cotton candy and face painting. This year we have expanded our volunteer network exponentially! Needless to say, we are so grateful for the opportunity to offer such family friendly programming to our neighbors with the help of so many of you!

Fuse was eventful as well. We had 2 trips, weekly bible study, and hosted 3 very fruitful fundraisers. Our youth group is beyond grateful for the outpouring of support that continues to give such wonderful opportunities to them. Those opportunities for 2024 include going to Universal Studios for Rock the Universe and spending a week in Montreat, NC for the youth conference. Our youth have now officially joined up with Peace Memorial for weekly bible study and games.

As the leader of Trinity's children and youth ministry it has been an absolute joy and pleasure to serve the children and youth this past year, thanks for your support!

Fran Orick



Report of the Director of Trinity Preschool

It has been an absolute pleasure serving as your Preschool Director this past year. Our preschool has experienced incredible growth and is now nearing full capacity. It's truly an honor to be part of a ministry that provides such an exceptional program to our community. I am proud to say that the teachers at Trinity Preschool are remarkable in their dedication to supporting our families. They consistently go above and beyond to create a safe, nurturing, and enriching learning environment.

I feel truly blessed to be a part of the Trinity family.

Sincerely,
Jaime Kotter



Report of the Worship Ministry

Worship Ministry Annual Report, February,. 2025

Worship Ministry: Bobbie Hoopes, Chair; Ann Dyer, Secretary; Dan McClain, Mollie Bucy, Nancy Benchoff, and Mary Ellen Bader, all working with Dawn and Kathi in our meetings.

Staff: Rev. Dawn Conti, Pastor; Rev. Kathi Trautwein, Director of Administration/Associate Pastor; Gabriel Irizarry, Music Director; Cheryl Brouette, Organist/Pianist. Because we haven't needed a Nursery for a number of years, we are no longer providing one

Volunteers, pulling worship together. We rely on volunteers for much of our Worship staffing: Bill Trautwein and Jeremy Orick on the cameras; Jordan Ammons and Nathan Webb on Sound; Cathy Arnold and Tina Hull on Power Point and Onlne link; Dan McClain, Mary Ellen Bader, Joanne Minier and Nancy Hilkert on the Welcome Desk; Ann Dyer, on Paraments and Choir Robes; Mollie and Theron Bucy and Joanne Minier on Communion Preparation. Many thanks to Bob Booth, who provided flowers in Worship for many years! We are now holding several services of the year in the Fellowship Hall, the "fifth Sundays," and the summer months, July and August.

The Aguilas Church is beginning their second year worshipping in our Sanctuary on Sunday evenings at 6:00. Their services are presented in English and Spanish! We are pleased to be able to share our space with them! Gardens of Grace Ministries now worship every Sunday in our Chapel area, beginning at 11:00 every Sunday.

The Worship Ministry thanks the many volunteers who contribute their time and effort to the smooth functioning of our worship services, both in the Sanctuary and also remotely, with the help of technology.

We have brought back the participation of a Bell Choir at Christmas time, which was well-received! We hope to have bell music several times over this new year! If you have some interest and/or experience in playing bells, please let any member of the Bell Choir, or the director, Bobbie Hoopes, know.

If you are a regular visitor or new member, you are invited to become active in our Worship Ministry! We are especially in need of volunteers in the technical support of the services. We will be happy to welcome you onto our team!

Respectfully submitted, Bobbie Hoopes, Chair

Report of the Church Vitality Ministry

Vision Statement: All people know God's loving presence.

Mission Statement: To inspire lives by loving God with all our Soul, Mind, and Heart and our neighbors as ourselves.

Members: Bill Trautwein- Chair; Bobbie Hoopes, Marti Folwell, Sharon Larson, Helen Amburgey, Joann Minier, Dan Johnson

Staff Members: Dawn Conti, Kathi Trautwein

Church Vitality Ministry Purpose:

To go out into the community to serve people as God directs and to encourage growth in membership and participation in Trinity Presbyterian Church.

2024 was to continue outreach into our Skycrest neighborhood to present Trinity Presbyterian Church as a neighborhood Church

Stewardship of the Earth

Earth Care Congregation: Trinity submitted [the Earth Care Congregation](#) application to the P.C. (U.S.A.) Mission Agency. In February, P.C.U.S.A. designated Trinity Presbyterian as an Earth Care Congregation (ECC). We continue to be certified as an Earth Care Congregation, churches take the "Earth Care Pledge" and annually complete activities and projects in the fields of worship, education, facilities and outreach.

EV Chargers: EV chargers are being used daily; donations are being given through the QR code at the stations.

Community Outreach:

Community Church Initiative: The Church Vitality Ministry's goal in 2024 is to be visible and present in our neighborhood, to show that Trinity is part of this community. Opportunities for us to get to know one another are offered daily. We have been working this year to become the center of community activities in the neighborhood.

Skycrest: Spring Fling hosted by Skycrest Elementary. Trinity had a banner made: Your Neighborhood Church, followed by Trinity Presbyterian Church and Preschool with the church address and phone numbers for the church and school.

Pancake Breakfast: The Skycrest Pancake Breakfast was held on Saturday, August 31, 2024. The Pancake Breakfast Fundraiser was held in the Fellowship Hall, benefiting Skycrest Elementary. Funds were raised for much needed school supplies by the church members and community who dined on all you can eat pancakes. The school made flyers. Many of the teachers and their families attended along with our members.

Earth Care Celebration weekend, we had Speaker Josh Scott at worship service April 21, 2024

Yard Sale: On Saturday, April 20 a neighborhood Yard Sale was hosted in Trinity's South parking lot. Water in a cooler with paper cups were provided. The next Yard Sale is scheduled for April 2025 and will continue to be held each year as part of our care of the earth by recycling our goods rather than buying new items to add to our ever increasing store of "things".

(Continued on next Page)

Church Vitality Ministry (Cont'd)

Rev. Robin Meyers, Pastor and author presented a three-day program discussing his book "Saving Jesus from the Church" He spoke on Friday and Saturday, May 3rd and 4th and preached the sermon for us on Sunday May 5th. The program was well received with members from other churches in the area attending.

Solar Panels: As part of Trinity's earth care stewardship and financial stewardship, the impact of solar panels on our electric bill and hence on our budget has been amazing. We are on our way to seeing further savings as we continue into the future of Trinity.

The Community Garden idea is still floating around with several people interested but we need to have a leader to coordinate this project.

Fellowship:

Fellowship Hour Each week after church we have a time of fellowship with pastries, assorted nuts and cheese along with fellowship and

The Dead Theologians Society Molly Bucy has continued to attain speakers for each of our of monthly gatherings. All are invited to attend on the 4th Sunday of each month at 6:00 PM with the food and beverage of their choice. The hour of friendly conversation is highlighted by a 5-minute presentation about the life and theology of a no-longer-with-us (DEAD) religious spiritual philosopher and everyone gets to guess whose biography it is.

Church Picnic: This year our annual Trinity Church picnic was held in our south parking lot members from the three churches who meet at Trinity were invited and brought their favorite side dish or dessert and their own non-disposable place settings. Trinity supplied burgers and hot dogs and drinks.

Third Sunday Dinners: Regular Third Sunday Dinners in Fellowship Hall resumed after worship this year with different traditions being recognized.

Christmas Party: The Congregational Christmas Party was held on Saturday December 7th. The party began at 6.00 with dinner and fellowship, followed at 7:00 by the Clearwater High School choral group and a post-concert desserts and punch reception followed the concert.

Bus Ministry: We are providing transportation to church using our personal cars due the small number of members to pick up each week. Members of the church volunteered to drive, on alternate weeks.

Meetings of the Church Vitality Ministry are held on the second Wednesday of each month at 1:00 PM. Anyone with interest in or questions about participating in the Church Vitality Ministry, please contact the Chair of this Ministry through the Church office at 727-446-6210. This coming year 2025, we will have a new chair for this committee, Dan Johnson.

Respectfully Submitted,
Bill Trautwein Chair

Report of Mission Ministry

The Mission Ministry during calendar year 2025 supported six missions through Trinity's Mission Ministry budget plus individual contributions of volunteer time, funds, talents and material resources. The missions were **Trinity Friends of Hope, Skycrest Elementary, Shalom Orphanage, Clothes to Kids,, and Sewing Hope.**

Each mission has a time slot scheduled during the year to prevent any overlapping with other missions or church activities not related to the Mission Ministry. As in the past each mission was allocated \$3,000.00 from the Ministry's budget for the congregation's financial support. Additionally, the Ministry uses designated and restricted account money available to fund special contributions to worthy mission efforts. Some of these funds came from donations made by individuals to support specific missions.

Through the Africa Mission, scholarships amounting to \$3,000.00 were donated for Clement and Winnie. To support the Tampa Bay Presbytery's mission and outreach programs, we allocated \$10,800.00 in our budget to Presbytery Benevolences. Sermons of Service continued to operate in a limited fashion by having the cooking team prepare meals on the fifth Sundays of the month during the year. During calendar year 2023, a hot breakfast was prepared and delivered to The Refuge Church in Clearwater on the 5th Sunday in January, May, July, and October. Meals were prepared to serve approximately 300 plates. In addition, Disaster packets were prepared for the Presbytery Disaster program.

Trinity Presbyterian through the Trinity Friends of Hope Mission provides food and volunteers to serve hot breakfasts at the Pinellas Hope Tent City for homeless persons. During 2024 the Trinity Friends of Hope Mission prepared approximately 2500 breakfast meals. The mission used \$4,926.03 in Restricted funds and designated monetary donations. Those who also worked to prepare and serve the meals were Theron Bucy, Ann Dyer, Maureen Webb, Nate Webb, Spencer, Mary Ellen Bader, Dr. Jim Bader, Dan Johnson Fran Orick, Jeremy Orick, Fredrick Porter, Marcus Porter, Malcolm Porter, Bill Trautwein, Kathi Trautwein, Dawn Conti and Kevin Conti. Help from outside of Trinity came from Jennifer Gibbons, USF Student Volunteer.

The Skycrest Elementary Mission is lead by Kay McCormick. Mary Ellen Bader, Joanne Minier and Kay McCormick volunteer to help in the classroom. There were several other volunteers that helped with special projects. In July there was a Stuff the Bus campaign to collect school supplies. The supplies were sorted by grade level and delivered to the school. Trinity also provided assistance in the cafeteria for kindergarten classes the first week of school. The financial contribution amounted to \$3595. This money was used for field trips to provide experiences for the students that they might not otherwise never enjoy.

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Mission Ministry Report (Cont'd)

Our African Mission:

Shalom Orphanage is situated on a dirt road near the small village town of Karatu in Tanzania, Africa. The Orphanage was started by Mama Warra in 2011 for the care of local orphans. There are now approximately 90- 100 orphans. Mama Warra, and Hope, her daughter, care for the orphans along with a few local persons in the Shalom location. Our financial help has been very helpful. We have sent money when we have contributions and yearly financial help from Trinity. They purchase food and supplies with our donated money and always send thank you messages and photos showing their purchases of food and supplies. The orphans leaders have told us that they pray for our Trinity church members. We have also supported 2 orphans (Clem and Whiney) so they are able to attend the private Christian school that will help them prepare for their future.

Clothes to Kids is a clothing store that provides children on free or reduced lunch (or with a recent letter of referral) a week's worth of clothing for free. Eligible students may set up appointments to receive clothing twice a year. When students come to the store, they have a true shopping experience. They get to pick out five new pairs of underwear and socks, four bottoms, five tops, a pair of shoes, a dress (optional), and jacket (seasonal). This year Trinity's CTK Mission donated \$3000 in cash, in addition to donated clothing, for Clothes to Kids. Bobbie Hoopes is the Trinity Clothes to Kids Mission Coordinator.

Malcolm Porter, Chair

Report of the Education Ministry

The many Christian Education opportunities offered at Trinity Presbyterian Church – Clearwater in 2024 included guest speakers, small group studies, and the SPARK Program. The speaking engagements, books studied, and topics of these classes are listed below. An additional responsibility that falls to the Christian Education Committee is the evaluation of scholarship requests that are handled by a sub-committee. You will find this information at the end of this report.

Guest Speakers

In 2024, the church hosted and invited the community to participate in discussions led by the Rev. Robin Meyers, PhD and the Pastor/Author Rev. Josh Scott who spoke on Earth Day weekend.

On May 3rd, 4th and 5th, Rev. Meyers spoke once Friday night, twice on Saturday and he preached on Sunday. These speaking engagements were shared with other congregations and open to the community.

Pastor Scott spoke on Friday, April 19th, focusing on Earth Day related issues and stewardship of the earth. He was sponsored by The Church on the Bayou in Tarpon Springs, Presbyterian Church of Palm Harbor, and First Presbyterian-Dunedin, and Trinity Presbyterian Church - Clearwater. Both pastors had books available for purchase.

Christian Education Classes Offered in 2024:

The Wired Word

This study focuses on current news stories in the light of Scripture. This study meets on Sunday morning in person and via zoom from 9 a.m. to 10 a.m.

Presbyterian Women (meeting on Mondays from noon – 1 p.m.)

The Presbyterian Women's group read and discussed the PW Women's annual study, *Let Justice Roll Down*, by Professor Trish Tull. Additionally, they read portions of following books in 2024: *The Sailboat Church* by Joan Gray, *A Bigger Table* by John Palovitz, *God's Abundant Table* by Cynthia Campbell, *Bible Stories for Grownups* by Pastor Josh Scott, and *Home by Another Way* by Barbara Brown Taylor.

Thursday Morning Men's Study Group

This group meets in the office conference room on Thursday mornings at 8:30 a.m. The group has been studying the video series, *The Triumph of Christianity in the Early Church*.

Report of the Education Ministry

Wednesday/Thursday Night Study

- In January, two members of the Racial Equity Task Force, Norm Hatter and Ralph Madison led a Wednesday night three-week class on dismantling structural Racism, which one of three foci falling under our identity as a Matthew 25 Congregation.
- In preparation for Rev. Meyers' visit, beginning on March 27th, the Wednesday night study group read his book, *Saving God from Religion*.
- A six-week Lenten Study based on the book, *God's Abundant Table*, by Cynthia Campbell, included a soup supper.
- On 10/31, the Thursday night study group began reading, *The Book of Joy* by the Dali Lama, Archbishop Desmond Tutu with Douglas Abrams, which was paused for Advent when the Advent Study, *Stay Awhile: Advent Lessons on Divine Hospitality*, by Kara Eidson, was read and discussed. The study group resumed reading and discussing Book of Joy after the Advent study was completed.

SPARK (after school program for Kindergarten through Fifth grade students went through a transition of leadership in mid-August when our wonderful, former Director of Children and Youth, Fran Orick, resigned in order to pursue her Master's degree. This ministry is now led by Pastor Dawn with the invaluable help of 10 volunteers from the church! It includes dinner (Ann Dyer, Nancy Hilkert, and Maureen Webb), Bible Story Time (All), Craft (Joanne Minier, Judy and Stacy Kopp), Music (Bobbie Hoopes), and Recreation (Kevin Conti, Dan McClain and Malcolm Porter).

The Scholarship Committee (which falls under the Christian Education Committee) was formed. The members of the Committee are: Kevin Conti, Mollie Bucy, and Tina Hull. Scholarships in 2024 were granted to two recipients: Fran Orick (beginning her Master's Program) and Trent Warnock (finishing his sr. year).

Respectfully Submitted,
Kevin Conti, Elder, Christian Education

Report of the Preschool Ministry

The following highlights are for Trinity Presbyterian Preschool for the calendar year 2024:

Ministry Jordan Ammons (Elder), Tina Hull (Elder), Jaime Kotter (Director), Nichole Ammons (Church member), Kathi Trautwein (Director of Administration)

Staff: Jaime Kotter (Director), Christina James (VPK teacher,), Miranda Sheffield (VPK teacher and assistant director PM), Lois Turner (3 & 4 year old teacher), Rachel Wagner (2's teacher), Kaitlyn Kotter-Pagac (2 & 3's year old teacher), Maria Rosales (School Age), Guadalupe Herrera (Preschool Float), Nathalis Nunez Aquilar (Preschool Float), Rosy Herrera-Rosales (Preschool Float PM), Marilyn Vargas (AM Preschool Float/ Sub)

Enrollment:

2-year-old class: 7 out of 10 spaces

2- & 3-year-old class: 9 out of 10 spaces

3 & 4's year old class: 10 out of 13 spaces

Pre-K A: 9 full time, 1 part time: 10 out of 20 spaces

Pre-K B: 9 Full time, 9 out of 11 spaces

Before and After: 29 (2 are drop in)

Summer Camp: 26

Special Events: We organized various preschool events, such as holiday parties, holiday sing-alongs, in-house field trips, and theater group performances. Additionally, we celebrated our Pre-K students' achievements with our annual graduation program. To strengthen connections with families, we also implemented engaging at-home activities to promote family involvement as well as our lending library.

New News: Trinity Preschool maintains its strong standing with APPLE Accreditation and its designation as a Gold Seal provider. We continue to implement the Nemours Early Literacy Program for our VPK students, now expanding it to include our three- and four-year-old class. Additionally, we are actively participating in the Workforce Program, which provides teachers with opportunities to take classes through Early Learning Florida to earn their National CDA and pursue college courses. The Workforce Program is designed to recruit, upskill, and retain staff, offering bonuses based on various accomplishments to support professional growth and development.

In-Service Training: All our teachers have exceeded the licensing requirements, including completing over 24 hours of training annually. Additionally, all certifications for CPR, first aid, and fire extinguisher training are up to date.

Inspections: All inspections are up to date and our license has been renewed for the upcoming year.

PCLB (Pinellas County License Board): We are in compliance.

PCHD (Pinellas County Health Department): upon our last inspection the Preschool has no violations.

Financials: We ended the year with a negative balance.

Report of the Personnel Committee

We are a small four person committee. Our task is just as its name implies: we work to meet the needs of the Trinity staff. We believe they are Trinity's most valuable asset.

Individual performance reviews were conducted at the beginning of the year for the preschool director, sexton, office manager, director of music, and organist with minimal increases in compensation given to reflect responsibilities and the current employment market.

Terms of Call for our Pastor, Rev. Dr. Dawn Conti remained the same as 2023. Salary for our Director of Administration, Rev. Kathi Trautwein, was reduced by 50% to reflect a schedule change from 40 to 20 hours per week.

As is our tradition, employment anniversaries were recognized in the bulletin with brief write-ups of the celebrant's role and their contributions to the Trinity family. Birthday cards were placed in employee's boxes.

We accepted the resignation of Fran Orick as director of family and youth ministry so she will be able to free up time to pursue additional education. Fran's position has not been filled at this time.

We also accepted the resignation of Nate Webb as part-time sexton as he was able to obtain a position elsewhere. We welcomed Jeff Smith as our new sexton.

In 2024, Personnel was unable to host luncheons for the staff due to illness in the personnel committee members and family. We hope for better health in 2025 so that we may continue this practice.

To celebrate the Holidays, gift cards from Publix were provided to staff members. We feel very fortunate to have such a devoted team that makes the ministry and mission of Trinity so successful!

This concludes our report for 2024, and we look forward to continuing to doing even more in 2025!

Your Personnel Committee,

Michael Clark, Chairperson

Members: Mollie Bucy, Joyce Barnett, Carol Caseber,

Report of the TPC GRANT Committee

The mission of the TPC GRANT Committee is the allocation and use of long term investment money from the sale of the Gulf-To-Bay property to:

- Support the development of programs to meet Mission Blueprint goals of attracting and keeping visitors and to raise awareness of Trinity Church in the community beyond our walls.
- Support property needs, specifically, capital expenditures to replace or maintain existing structural integrity for church operation of such programs on Trinity Presbyterian Church property

The goals of these programs are to go out into the community to serve people as God directs us and to encourage growth in the membership of Trinity Presbyterian Church.

Applications are reviewed by the TPC GRANT Committee and forwarded with recommended action to the Session for decision. Following the Session's decision, the applicant is notified.

The following applications were recommended for funding to Session and Session voted to fund them:

Worship Ministry:

Continue to support 4 Section Leaders in the choir Amount: \$ 13,750

The addition of 1 Soprano, 1 Alto, 1 Tenor and 1 Baritone/Bass to the choir in weekly worship has enhanced the worship experience through music by supporting the choir and increasing the range of musical selections.

Personnel Committee:

Support salary of the Director of Youth and Children Amount: \$ 12,250

Funding a portion of this salary has been agreed to since the inception of the role, to ensure support of Families and Youth Ministry programs at Trinity.

Property Team:

Breaker Box Replacement Amount: \$ 4,110

Replaced a breaker box for Fellowship Hall and Kitchen

Hurricane Debby Renovations Amount: \$ 29,968.81

New Convection Oven Amount: \$ 5,230.00

Church Vitality:

Guest Speakers Amount: \$8,180.80

For Josh Scott and Robin Meyers

Marketing Amount: \$185.92

Report of the Presbyterian Women

Presbyterian Women remain an active group at Trinity, Clearwater. Our group is small and remains devoted to keeping the women's ministry and missions alive and open to ideas for growth and programs. Currently we have one circle, Lunch Bunch, and help with Sewing Hope.

Circle met in January, February, March, April, May, and June. In May, 2024 we held a Gathering to collect and dedicate the Birthday Offering. Fellowship, snacks (why would we meet without food?) and a program provided a nice way to complete the program year.

Our circle started up again in September and continues to meet on the third or fourth Monday at noon to currently study *Let Justice Roll Down* by Patricia K. Tull, the 2024 – 2025 Horizon Bible Study. The Circle replaces Lunch Bunch one Monday a month. We bring our lunch and someone brings a yummy dessert.

In November we held a Gathering to hear an interesting and informative end of life planning talk from Attorney G. Andrew Gracy and collect and dedicate the Thank Offering.

Lunch Bunch has been going for almost 30 years as an out-growth from an annual women's retreat. A few of us have been involved since the beginning and some have "aged out" and can no longer attend. These dedicated women meet every Monday at noon. We bring our own lunch, fellowship together over food, spend time offering up prayers and concerns, and read and discuss a faith-based book.

Any woman who wants to be involved in any way with PW programs or activities is considered a Presbyterian Woman of Trinity. We are active with other Presbyterian Women's groups in our Presbytery, Synod, and Churchwide. We are planning our carpools and roommates for the October 2025 Synod Gathering at Epworth by the Sea.

Respectfully Submitted,

Robin Powell, Moderator

Report of the Men of Trinity

The Men's Ministry continues to be an active group in our church. This year we again cooked hamburgers and hot dogs for the annual church picnic held in our church parking lot with all congregation attending. We led the Good Friday prayer services. We started the video series "The Triumph of Christianity" that will continue into 2025. We have in church study but also the ability to share the videos using zoom during our meetings. We supported the Family Support Services program for children in foster care by donating five sets of Thanksgiving meals and a \$25.00 gift card for each family. All are invited in person or on zoom. Our men's bible study is growing each week, we look to see more participation.

Respectfully Submitted,

Bill Trautwein

Report of the Property Team

The Property Team, part of the Administration Ministry, is entrusted with maintaining, repairing and upgrading the building, property, buses, and all the physical equipment required to support the programs of the congregation.

A Work Day was held,
Damage from flooding was repaired,
New flooring was installed in both the sanctuary, chapel, and staff offices,
Several rooms were repainted,
Had new breaker boxes installed,
Repaired A/C units,
Replaced old lights with new LED lights,
Trees trimmed,
Buses serviced,
Several pieces of kitchen equipment were repaired or replaced.

Thank you,
Nathan Webb

Report of the Board of Deacons

The Trinity Board of Deacons is elected by the congregation to serve all the members of Trinity with love. Deacons in the Presbyterian Church are called into the ministry of compassion, witness and service, by sharing the redeeming love of Jesus Christ.

Deacons commit to three years of service.

The Deacons met monthly in 2024 with Rev. Dawn Conti and Rev. Kathi Trautwein at 7:00 P.M. on the second Tuesday. On December 9 we had our annual joint meeting with the Session in Fellowship Hall.

At each meeting we review a prepared list of “Persons of Special Concern” by parish. We also share information about the people in our parishes and our activities in service to them.

Deacons maintain connections with their parishioners. They try to always be aware of members who may be experiencing difficulties and to communicate special concerns to the Pastors. Members’ input to Deacons and/or Pastors regarding a member who is ill, in a crisis situation, or hospitalized is always appreciated.

It is a privilege and a joy to be called into service as a Deacon.

The Board of Deacons for 2023 were: Maureen Webb, Chair; Parish A: Betty Edelman and Nancy Bivins; Parish B: Marge Greene and Daniel McClain; Parish C: Maureen Webb and Betty Dethmers; Parish D: Forrestine Porter, Amy Wright., and Leah Hayslett

Submitted by Maureen Webb

Report of the TPC Foundation

The Trinity Presbyterian Foundation is a not-for-profit foundation incorporated in 1985 under the laws of the State of Florida. The Foundation is governed by a Board of Trustees, six in total in 2024, serving for three-year terms, elected by the Congregation at a Congregational meeting. The purpose of the Foundation is to manage funds donated by individuals and to distribute the annual incomes to the chosen recipients. Donations are to be used to promote the Christian Faith and the principles and mission of Trinity Presbyterian Church.

In 2024, the Foundation Trustees were charged with monitoring the two separate Vanguard accounts invested to earn income and increase wealth in the established foundation endowments and the church's account which contains the proceeds from the sale of the Gulf-to-Bay property. Distributions from the Trinity Presbyterian Church account are managed by the Session. Distributions of income earned from the Foundation account are managed by the Trustees with oversight by the Session.

Designated funds in the Foundation account include Scholarship, Missions, and other categories as specified by the donors, which makes up 86.1% of the total funds. Undesignated fund income and principal are used by the session as necessary, which makes up the remaining 13.9% of the total funds. 2024 began with a balance of \$922,556. After distributions of \$183,462 and a market valuation gain of \$94,059 our Foundation balance ended at \$893,208 with income available to distribute in 2025 of \$60,057. This year foundation endowments paid Habitat for Humanity \$870, Hope Villages of America \$675, Clearwater Free Clinic \$955, and Trinity's Good Samaritan Fund \$520.

The Church account also had gains in 2024 of \$41,157. The balance at December 31, 2024 totaled \$1,994,858.

The Foundation provides an opportunity for church members (or nonmembers) to make gifts to Trinity, during one's lifetime, through their will or personal trust. The majority of the contributions to the Foundation are made by members who wish to share, during their lifetime, in the joy of seeing their gifts help Trinity fulfill its mission. Gifts may be in the form of securities, real estate, cash or other assets and may be made at any time, to the Foundation. Please ask your attorney for help in planning for the future and allow Trinity to be included in that plan.

Foundation Trustees serving in 2024:

Ann Dyer (2024-1)-Chair, Carol Caseber (2025-1)-Vice Chair, Michelle Carothers (2026-1)-Secretary, Jeremy Orick (2025-1)-Treasurer, Jim McCormick (2024-2), and Jim Haeger (2026-1).

Finance Team Annual Report

TRINITY PRESBYTERIAN CHURCH FINANCIAL SUMMARY-2024

	2024 <u>BUDGET YTD</u>	2024 <u>ACTUAL YTD</u>	2025 <u>BUDGET YTD</u>
REVENUES			
Contributions	\$251,860.00	\$243,734.41	\$219,968.12
Other Income	\$228,574.00	\$373,170.20	\$203,574.00
Preschool Revenues	<u>\$540,850.00</u>	<u>\$609,179.87</u>	<u>\$571,550.00</u>
Total Revenues	\$1,021,284.00	\$1,226,084.48	\$995,092.12
EXPENSES			
Finance	\$119,230.04	\$90,327.10	\$119,230.04
Property	\$175,503.92	\$163,658.06	\$175,503.92
Education	\$9,500.00	\$3,794.51	\$9,000.00
Mission	\$24,800.00	\$24,017.62	\$24,800.00
Church Vitality	\$5,285.00	\$3,531.99	\$5,285.00
Worship	\$5,685.00	\$2,009.72	\$5,685.00
Personnel	\$360,606.50	\$312,615.95	\$290,302.72
Preschool Expenses	<u>\$540,850.00</u>	<u>\$626,129.53</u>	<u>\$571,550.00</u>
Total Expenses	\$1,241,460.46	\$1,226,084.48	\$1,201,356.68
NET TOTAL	(\$220,176.46)	\$0.00	(\$206,264.56)

The primary responsibilities of the Finance Ministry are to establish the budget for the church year, monitor church finances on a monthly basis, and review non-budgeted expense requests throughout the year as they may arise. In 2024, members of the team were: Dan Johnson, Mollie Bucy, Treasurer Joanne Minier, Elders Cathy Arnold and Michael Clark, and Director of Administration Rev. Kathi Trautwein and Pastor Rev. Dr. Dawn Conti.

For the calendar year ended December 31, 2024, Trinity Presbyterian Church's Financial Statements showed a loss of \$45,324 which was applied against the Operating Reserve Fund. In 2024, other income included \$185,000 from the Foundation's Vanguard funds to cover operating costs. Total revenue exceeded the amount budgeted by \$204,800. Total expenses ended the year under budget by \$15,376. The Preschool operations this year, did not cover their costs of \$626,130 with tuition collected of \$609,180.

The 2025 budget will be not be balanced with a shortfall of \$206,265. The anticipated revenue for 2025 is estimated to be \$995,092, and a decrease of \$40,104 in expenses over last year's budget will be budgeted in 2025. Every effort will be taken to keep our actual costs below budget and the Finance Ministry will be faithfully reviewing the monthly financial statements and making recommendations to the Session.

Respectfully submitted,
The Finance Team