

2025 Stewardship Campaign

Trinity Presbyterian Church | Arlington, VA

Every year, Trinity invites members to reflect on our commitment to this community and submit a pledge—a decision about what your household will give financially to support Trinity in the upcoming year.

Your contributions go well beyond financial gifts. Without everything you do to plan, lead, teach, play, sing, ring, set up, clean up, usher, chaperone, and much more, Trinity would not be able to serve and worship in so many ways.

Nevertheless, pledging is critical for Trinity to forecast our expected income and plan our spending.

Trinity is currently experiencing an increase in both one-time and ongoing expenses. Our goal is to increase individual giving to the operations fund by 11 percent over the next two stewardship cycles.

This booklet provides more information about how Trinity is using its resources and answers questions you may have about staffing, the one-time expenses, and plans for our ministries' continued sustainability as you consider your pledge for the coming year.

2025 Trinity Spending Plan

Fellowship, Outreach & Pastoral Care

\$150,187
14%

Operations

\$195,913
18%

Facility

\$207,509
19%

Worship

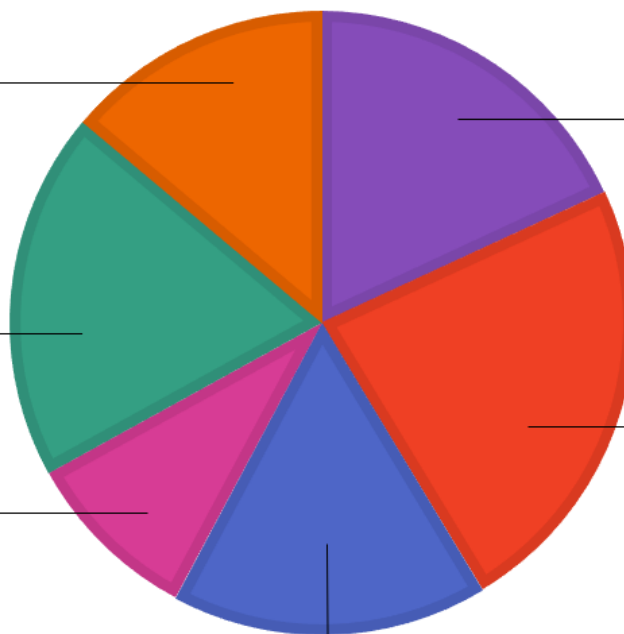
\$252,134
23%

Mission & Service

\$99,550
9%

Education & Nurture

\$177,760
17%



Joyfully Worshipping Together

23% of total spending

There are as many ways to praise God as there are people in the world, so worship at Trinity reflects that diversity with both traditional and contemporary style Sunday services, including streaming for those who cannot be present for worship.

We serve communion in many forms to ensure that those with mobility or health issues and dietary restrictions are always included at the table.

Throughout special seasons like Advent and Lent, Christmas and Easter, we worship in many ways, times, places: from quiet mid-week contemplation to jubilant celebration, the beauty of traditional carols and candle lighting to the joyful chaos of the family Christmas pageant, at sunrise in the outdoor chapel on Easter morning and in the last hour of the night on Christmas Eve.

And with special performances from members and guest musicians throughout the year, Trinity is always seeking ways to make our worship reflect the many talents of all people.



The Year Ahead

Carol Feather Martin, Director of Music & Arts, is retiring at the end of 2025 after leading Trinity's music program for 35 years. This year, supported in part by designated funds dedicated to music, Carol will be devoting a quarter of her time to transition planning and working alongside the Worship and Music ministry and Session to plan for the future of the Trinity music program. She will also be managing certain worship-related administrative work.

2025 Worship Spending Plan

- 100% of Director of Worship & Arts salary package
- 95% of Contemporary Worship Leader salary package
- 40% of Pastor salary package
- Worship and Music Ministry budget
- AV Support
- 5% of Director of Spiritual Formation Package

Total: \$252,134

Teaching and Nurturing Our Members

17% of total spending

Trinity has long had a vibrant Education & Nurture ministry. Many new families have joined with a desire for their children and youth to learn about faith in a welcoming community, and adult members deepen their faith through a robust Adult Education program.

- Children’s Sunday school
 - Youth group
 - Wednesday evening Bible study
 - Godly Play
 - Youth mission trip
 - Horizons Women’s Small Group
 - Gathering Time (music)
 - Annual youth retreat
 - Companions in Christ study group
 - Vacation Bible School
 - Adult Education Classes
 - Earth Care team
 - Childcare & nursery
 - Thursday morning book Study
 - Meditation Group
 - 4th/5th grade pre-youth group
 - New members class
- 10:10 (Youth Education)

2025 Education & Nurture Spending Plan

65% of Director of Spiritual Formation Package

100% Youth Director Salary Package

10% Pastor Salary Package

5% Contemporary Worship Leader Package
(Gathering Time)

Childcare Staff

Education and Nurture Ministry Budget

Total: \$177,760



Maintaining and Equipping our Facility

19% of total spending

The Trinity building and grounds are a gathering place for much of our life together, in addition to the Trinity preschool and many other community groups. Use of the building also provides important revenue, expected to total \$117,000 in fiscal year 2025.

Since we have a healthy building preservation fund of over \$470,000 for larger expenditures, **we ask you to focus your current giving on the operations fund, rather than building preservation.**

2025 Facilities Spending Plan

Facilities Manager Salary package

Facilities Ministry Budget

Total: \$207,509

The Year Ahead

Led by the Facilities ministry, we are reassessing our building use fees and adjusting rates to better reflect maintenance and operations costs and to include moderate annual rate increases.

Serving our Community and World

9% of total spending

Mission and service are close to the heart of Trinity. The Mission and Service Ministry (MSM) sponsors numerous direct service opportunities, such as the CROP Walk, Angel Tree, and AFAC food sorting. We also devote ten percent of the prior year's Operating Fund offerings to support programs locally and internationally focusing on poverty and marginalized communities, some of which include:

- Six Presbyterian mission partners serving in Lebanon, the Republic of Congo, South Sudan, Guatemala, US/Mexico border
- National Capital Presbytery's Unified Mission Giving fund
- Tent of Nations
- SOME
- New Hope Housing
- AFAC
- Arlington Thrive
- Path Forward
- Doorways
- Our Lady Queen of Peace Food Pantry
- Casa Mariflor
- Arlington Free Clinic
- Serving at the Crossroads
- Psychiatric Rehabilitation Services (PRS)
- Offender Aid and Restoration (OAR)
- Restoration Immigration and Legal Aid (RILA)



Trinity works for racial justice through education and as an active member of VOICE (Virginians Organized for Interfaith Community Engagement), advocating for mental health care and affordable housing with other local congregations. VOICE dues are 1 percent of prior-year operating offerings.

2025 Mission & Service Spending Plan

Mission and Service Ministry Budget
Local: 37%
International: 33%
National Capital Presbytery: 23%
Racial Justice Ministry Budget
5% of Pastor's Salary Package
Total: \$99,550*

*Not included in this total are the PC(USA)'s four annual special offerings: the Peace & Global Witness Offering, Pentecost Offering, Joy Gift, and One Great Hour of Sharing. Last year, Trinity collected nearly \$13,000 through these offerings.

Direct giving opportunities like Crop Walk (\$12,450 this year) and Angel Tree are also over and above the 10 percent MSM allocation.

Staying Connected, Welcoming New Members, and Caring for our Church Family

14% of total spending

Being part of a church community means caring for each other as we journey through life together. At Trinity, we find connection through small groups and circles, Just Coffee, the fall retreat, and fellowship events throughout the year to eat, talk, play, and be together.

Trinity has also taken steps to make community care a bigger priority. Katherine Nichols joined the staff part-time this year as a Commissioned Ruling Elder and has spearheaded several pastoral care and outreach efforts:

- Launching caregiver support group
- Co-leading Sunday 4pm Zoom call for those who can't be in worship
- Creating Trinity touches to commemorate life events, like weddings and births.

Katherine has also been critical to supporting and coordinate work that Session has undertaken on “in-reach,” or reconnecting Trinity members after the pandemic. Katherine has sent letters to both active and inactive Trinity members and continues to reach out to our membership, including those who have moved and adult children of the Trinity community, and is coordinating the in-reach task force to continue finding ways to better engage members.



2025 Fellowship, Outreach, and Pastoral Care Spending Plan

45% of Pastor's salary package

30% of Director or Spiritual Formation salary package

Commissioned Ruling Elder contract

Fellowship Ministry budget

Outreach Ministry budget

Funeral Music

Pastoral Care budget

Total: \$150,187

Supporting Effective Operations

18% of total spending

Trinity would not be able to undertake everything we do—worshiping and learning, caring and serving—without all the behind-the-scenes work that enables it to happen:

- Communications, including bulletin, e-news, and special mailings
- Updating website & social media
- Human resources
- Payroll
- Insurance
- Approving expenses
- Procurement
- Office management

In the past, Trinity volunteers have handled some of these functions, but the work has grown too great and too complex for them to handle.

The Year Ahead

To ensure that Trinity is operating effectively and to reduce unnecessary risks in the future, we plan to hire a full-time Operations Manager this year. The Operations Manager will enable clear communication among staff and ministries, manage our information systems, ensure legal compliance on employment matters, increase our social media use, oversee the bookkeeper and facilities manager, and handle routine office tasks.

We expect the addition of the Operations Manager to streamline the administration of the Trinity office, freeing up other staff members and volunteers to serve in other ways.

2025 Operational Spending Plan

100% of Operations Manager salary package
Office Expenses
Session Expense
Book-keeper
Insurance
Staff Development
Finance Ministry budget

Total: \$195,913

Please pledge by December 15!

- In-person:** Place pledge card in the offering plate
- By mail:** Send to the church office (Attn: Treasurer)
- By email:** Email Treasurer@trinityarlington.org
- Online:** Scan the QC code



Questions & Answers about the 2025 Stewardship Campaign

1. Why do we need to increase our giving?

The COVID pandemic and other changes in American society have changed how Trinity (and most churches) can and should function. The Session has spent much time over the past two years identifying needed changes at Trinity and envisioning an improved staff structure to meet these needs, so that members can better CONNECT, GROW, and SERVE and deal less with organizational details. Trinity's new budget reflects these changes.

2. Why do we need more staff?

Legal and organizational issues have become complicated for churches in recent years. Tasks once handled satisfactorily by volunteers now need professional staff. And the life schedules of members have also gotten more complicated. We want to help people be able to commit their volunteer time to those places that are most meaningful to them. Shifting organizational tasks to paid staff will let members CONNECT, GROW, and SERVE better.

3. What value are we getting from each staff member?

Trinity, like every congregation our size, has a lot going on. Not all things are immediately visible to everyone, depending on age, family situation, and connections. The pie chart on page 1 shows how our budget supports the various ministries. Staff members support the work of all these areas, overseen by Pastor Judith, the Session, the Administration Ministry, and other ministries.

4. Why is there a one-time expense related to Ben's salary?

Misunderstanding of Social Security rules led to a failure to make proper Social Security payments ever since Ben began at Trinity. The IRS treated this as an unintentional error, so there was no penalty. Trinity was required to pay three years of Social Security payments, which we completed last year. We are putting the missed payments into Ben's retirement savings account to make up for his lost Social Security benefits. This is a one-time catch-up payment.

5. Our music needs have lessened over time. Is our music program overstaffed?

Trinity has long valued and enjoyed a strong music program for both traditional and contemporary worship. While we continue to value music, the numbers of participants have decreased over time. In the coming year, we will determine how best to staff our music program and plan for the future, as we celebrate Carol Feather Martin's long service to Trinity and mark her retirement at the end of 2025. During this transition, the music budget for 2025 is being funded in part by legacy funds designated for music programming, reducing the impact on our operating income.

6. What is Katherine Nichols’s role?

As a Commissioned Ruling Elder serving part-time at Trinity, Katherine is working to extend pastoral care for members, including overseeing our prayer shawl ministry, church gifts for baptisms and weddings, co-leadership of the caregiver support group, and staff support for the Pastoral Care Ministry. She can also, as she already has, step in to preach, celebrate communion and fill other pastoral roles as needed.

7. How can we sustain a budget deficit?

No organization, including Trinity, can long sustain a deficit, and we do not intend to. We do have funds to manage the projected deficit in 2025 while we work on improving how Trinity works, re-organizing some staff functions, and recalling our role as stewards of all we have received to support the ministry of this community of Jesus followers. We are also exploring opportunities to better use our church facilities as a source of increased revenue. Session will continue to work with ministry leaders to make sure we are meeting operational needs and adjust as needed.

8. Why should I give more?

Inflation affects church costs much as it does your household costs. Even if nothing was changing at Trinity, the dollar needs would increase. But we are also making changes that the Session believes will increase our opportunities to love God and serve our neighbors. Those changes do increase our budget needs, and so we are asking for increased support.

9. How much should I give?

To meet our budget plan, Trinity needs an overall increase of 11 percent in its operating funds over the next two years. We are confident our community has the resources to provide this amount. In planning support for this increase, we recall the Biblical call for a tithe—10%—as a guide or goal. Some members increase yearly gifts not only by a dollar amount, but increase the percentage of their income. At this time, we have a robust balance in our building fund and ask members to direct their annual pledge to the operating fund.

10. Is this a one-time ask or a sustained need?

We have an immediate deficit to address, but restructuring our staff to better support the ministry of our members is a long-term change in our budget and needs sustained support. We strive to be a community that CONNECTS to others around us in meaningful ways, GROWS in faith through opportunities to learn, and experiences God’s presence through SERVING others in our daily lives. As society has changed around us, we need to change how we work to fulfill that vision, and reflect God’s abundant provision for our lives.