



WE ARE ALL IN THIS TOGETHER **TRINITY EPISCOPAL CHURCH** **ANNUAL GIVING 2027**

October 2026

Budget Notes from the Rector:

Please note that the *Proposed/Draft Budget* on the next page is not the *final* budget for 2027. The Finance Committee and Vestry will continue to do work on the budget as we learn more in the next few months about expenses (for instance, the actual increases in the cost of our building insurance and utilities) and giving. The finalized budget, to be presented to the congregation at the Annual Meeting on February 7, 2027, will be voted on by the Vestry at their January 2027 meeting.

The pledge income we're aiming for in 2027 represents an increase of approximately 11.7% from 2026. I'd like to explain several of the factors behind that increase.

Staff Compensation: The 2027 draft budget includes a 3% COLA (cost of living adjustment) to staff salaries, along with a 1.5% merit increase. The COLA figure is an estimate based on data from the Social Security Administration.

Children, Youth, and Young Adult ministries. In 2027, Trinity will cover the full cost of health and dental insurance for the Director of Children, Youth, and Young Adult ministries, as he is no longer eligible to be on his family's plan. The Youth Group budget is also increasing, as participation has grown significantly, and additional funds are needed to help cover the costs of the annual mission trip to La Cobina Shelter in Mexicali, Mexico.

Music: In 2026, our Director of Music, Tom Joyce, added a budget line to fund paid section leaders in the choir. This program has very much achieved the objectives Tom envisioned last year of having these individuals serve as musical leaders for other choir members while sustaining the core sound and improving the balance of the ensemble. The current crew of section leaders is being supplemented with the addition of tenor Lorenzo Johnson, along with additional conducting help and other assisting musicians. The number of rehearsals for the whole choir is also increasing, with the addition of several Evensongs to Trinity's schedule of worship services.

Justice and Outreach: The J&O (Justice and Outreach) category includes both funding for Trinity's own Justice and Outreach Council (JOC), as well as the support we pay to the diocese, the Mission Share Fund (MSF). Funding for JOC and MSF is based on a percentage of pledge income, so as pledge income grows, so too does overall J&O funding. We are committed to paying to the diocese our full apportionment, which is 12%. We are also proposing an increase in JOC funding, from 5% to 6%.

Business Manager transition: Trinity's Business Manager since 2009, Cami Segna, has let me know that she'll be retiring at the end of 2027. We're budgeting additional funds in the Admin & Inclusion area of the budget for 2027 to cover training hours for Cami's successor, in order to ensure a smooth transition of our complex and critical financial processes. Thank you, Cami, for your dedicated service to Trinity these many years, and your ability to handle this stressful position with grace and good humor.

I'm fully confident that with the generosity of our parishioners, combined with diligent oversight of our expenses, we can meet, if not exceed, our financial goals for 2027. Our business manager is estimating that we will finish 2026 "in the black", as we have done each year since the pandemic (2021 thru 2025).

If you'd like to know more about the details of Trinity's finances, our monthly financial reports, along with budget narratives from our Treasurer (Keith Cobell) and Business Manager (Cami Segna), are posted each month on Trinity's website. Please feel free to contact Keith, Cami, or the Rev. Elizabeth Molitors if you have any questions about the budget process or financial reporting.

With faith, confidence, and gratitude,

Elizabeth+

	FY 2026 Budget	FY 2027 Proposed Budget	Change From FY 2026 Budget
Income			
Pledges	899,837	1,005,456	105,620
Loose Plate	70,000	70,000	---
Festival	15,250	13,000	(2,250)
Facilities Use	28,000	28,000	---
Parish Fundraisers	22,000	24,000	2,000
Special Gifts	65,000	75,000	10,000
Total Income	1,100,087	1,215,456	115,370
Expense			
Clergy	286,391	298,777	12,386
Admin & Incl	249,356	267,749	18,393
Plant Maint	173,041	179,809	6,768
Worship & Music	160,142	183,748	24,797
Hospitality	5,800	6,500	700
Adult Formation	1,550	1,550	---
Children, Youth, YA	63,234	82,322	19,088
J&O	160,573	195,001	34,428
Total Expense	1,100,087	1,215,456	115,370
Net	---	---	---