



# **GRACE COVENANT**

## **PRESBYTERIAN CHURCH**

### **Grace Covenant Presbyterian Church** **Annual Report – 2019**



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# AGENDA FOR 2019 ANNUAL MEETING

January 26, 2020

CONGREGATIONAL MEETING

Following 10am Worship

## Opening Prayer and Call to Order

Sue Trigger

## The Complete Mission Statement

Sue Trigger

Grace Covenant Presbyterian Church celebrates God's unbounded grace and all-inclusive love  
God gathers us in a welcoming community, with our curiosity and questions, to worship creatively, learn  
from God's word, share our gifts, and deepen our faith.  
With grateful hearts and a spirit of adventure, we go to serve Christ in the world, sharing kindness with  
everyone, and working for justice rooted in God's love.

## The Abbreviated Mission Statement

Grace Covenant Presbyterian Church celebrates God's grace for everyone.  
We **gather** to worship. We **equip** ourselves to share faith. We **send** ourselves to serve.

## CORPORATION MEETING

### Call to Order

Diane Schmit

### Recognition of the 2020 Officers of the Corporation:

President – Diane Schmit                      Secretary – Cheryl Johnson  
Vice-President – Susan Sutherland        Treasurer – Aaron Soule

### Acknowledgement of Trustees:

Harold Frye, Tim Hayden, Terry Kolich, Lynn Long, Kat Mason, Dave Minaschek, Julie Passett, Diane Schmit,  
Aaron Soule, David Stalling, Josh Sutherland, Susan Sutherland, Nelson Townsend, Marcia Turner

### Adjournment of Corporation

## CONTINUATION OF CONGREGATIONAL MEETING

### Special Thanks to Our Teams and Team Moderators:

Adult Ministry – Maggie Blankers	Mission—Michaela Walker
Children's Ministry—Erin Frye & Angela Krug	Nominating Team – Harold Frye
Connections & Care—Lisa Feyh	Welcoming & Marketing—Kim Krueger
Facilities—Marc Feyh	Worship & Music—Melanie Townsend & Katie Hearn
Generosity & Finance—Matt McBride	Personnel—Linda Bridges
KAIROS—Rick Randolph	Youth Ministry—Jody Mason

### The Ministry of Caring - the Deacons of Grace Covenant

(Class of 2020) Barb Brown, Anita Hadel, and Dave Steen  
(Class of 2021) Liz Chandler, Meredith Watson, Megan Lee, and Jami Howe  
(Class of 2022) Jennifer Battaglioli, Moderator, Karen Pack, Anne Stroud, Julie Webb, and Jerel Williams.

### Members of the Nominating Team for Congregational Approval

Harold Frye – Moderator, Tim Hayden - Vice Moderator, Jamie Howe - Deacon representative, Trey Bures,  
Andrew Frye, Gay Lee Bonney, Debbie Campbell, Sarah Evans, Sue Trigger - Co-Pastor, Mitch Trigger - Co-Pastor

### Finance Report (2019 review / 2020 preview)

Aaron Soule

### Adjournment and Closing Prayer / Blessing for Potluck Lunch

Sue Trigger

## 2019 Co-Pastors Annual Report The Revs. Sue & Mitch Trigger

As ministers of Word and Sacrament, our most visible work is also our primary responsibility – to preach the gospel of Jesus Christ and to “rightly” administer the sacraments of baptism and communion. The other title we hold, “teaching elders,” is why we teach special Sunday School classes, new members classes, as well as participating in Bible studies.

In order to teach, we need to keep learning. We’ve attended educational opportunities at the presbytery level (GROW Evangelism Conference, Spirit of Stewardship conference, Conscious Leadership workshops, and Conflict in the Church refresher course) as well as the national level (Sue attended the Association of Presbyterian Church Educators conference and Mitch attended the Stewardship Kaleidoscope conference).

Since this was our first full calendar year serving as your co-pastors, a lot of time was spent “learning the ropes.” Every congregation has its own way of doing things, and Grace Covenant is no different. You have your own unique traditions and it’s been important that we learn them. The General Assembly mandated a few years back that all congregations update their by-laws and operating manuals, and that has been an important project this year. Updating the operating manual led to our teams looking more carefully at how they work and helped the Session clarify and adopt new policies for the good of all of us. Because of this work, we’ve helped teams do their work with greater ease. We’ve also brought some new elements to traditional events. Sue brought her educator expertise to events like the Shrove Tuesday Pancake Supper, the Ministry Fair, and Advent Fair, adding elements that increased participation and intergenerational activities. Mitch introduced the idea of “Workshop Sunday” to our Mission team, and there was wonderful participation in that event in October. Because of that, there will be another Workshop Sunday on April 26, 2020. With the help of many talented members, we began giving prayer shawls to our church members with serious illnesses, hospital stays, and other health issues.

If we were to include each and every activity or event that we took part in, this report would be much too long. We do our best to participate in all aspects of the life of the church, from participating in mission like Red Bag Sunday to attending all special events, singing in the choir, Sue attending circle meetings, Mitch at the Men’s Breakfast, and many others.

We recognize that many members are still not completely clear of how we divide responsibilities, so we offer this brief overview:

- Because of her background in Christian Education, Sue oversees Children’s Ministry and Adult Ministry teams, and is the resource for all things Christian Education. Sue is also an Evangelism Coach for the Presbyterian Church (U.S.A.), and offers lots of input for doing outreach in the community.
- Mitch is the liaison with the Outreach teams (Kairos and Mission), as well as Generosity & Finance, Nominating, Welcoming & Marketing, Connections & Care, and Deacons.
- We both work with the Worship & Music and Personnel teams, as well as the Operating Committee (formerly Executive Committee).
- Both of us are already active within the Presbytery. Mitch serves on the Stewardship Division and lead a workshop at the annual Spirit of Stewardship event in March 2019 (and will do so again in 2020). Sue serves on the Congregational Ministries Division, and the Resource Center Task Force. She is also a POINT representative for the presbytery (Presbyterians Organized in Nurture and Teaching). This means she is the educational curriculum advisor for congregations in the presbytery.

While we share many aspects of our ministry, Sue's primary emphasis is on educational ministries for all ages, while Mitch has primary responsibility for pastoral care. Both of us are supported by committed and passionate teams of members.

We appreciate the many opportunities to get to know church members through social events, but are still intent on learning more about all of you as individuals. Through baptisms and funerals, hospital and nursing home visits, it has been our privilege to be part of your lives.

Respectfully Submitted,

The Revs. Mitch and Sue Trigger, co-pastors

# CLERK OF SESSION 2019 Annual Report

**TOTAL ACTIVE MEMBERSHIP as of December 31, 2018** **501 Members**

**Gains in 2019**

Reactivated	0
Profession of Faith	15
Reaffirmation of Faith	2
Transfer of Membership	3

**TOTAL GAINS** ..... **20**

**Losses in 2019**

Transfer of Membership	(9)
Inactive (see note below)	(99)
Death	(1)
Transfer Affiliate	(0)

**TOTAL LOSSES** ..... **(109)**

**TOTAL ACTIVE MEMBERSHIP as of December 31, 2019** **411 Members**

### BAPTISMS

Aria Elizabeth Bradford  
Rowan Justine Cabe  
Brody Watson Frye  
Claire Madison Rhorer

Reid Justin Rhorer  
Logan Matthew Rhorer  
Bristol Lucille Sellers

### DECEASED MEMBERS

Calvin Spence

### NEW MEMBERS

Linda Bruns  
Paul Bruns  
Lauren Callendar  
Camille Chaffin  
Rebecca Chase  
Marco Conti  
Miles Dalton  
Barbara Douglas  
Pam Hearn  
Tina Kimball

Kelly Kowalczewski  
Casey Kudrna  
Kinsey Kudrna  
Ben Lodge  
Ben Mason  
Amy Sellers  
Andrew Sellers  
Maggie Shaw  
Bob Wilhite

**Note:** Members who had not attended or pledged for two years were sent a letter asking if they wanted to remain a member and stating that a positive response by December 31 was required to retain membership.

# Team Reports

## Worship and Music

### Worship Team

Worship team continued to meet with the Music team, where we discussed plans and concerns that were related to one another. It continues to be a large team, so our format is such that both teams meet together for a while, and then split into our respective groups (Worship and Music) to discuss specific issues. This has worked pretty well.

A big task was accomplished this year which dealt with revamping and updating the Operations Manual for GCPC. We reviewed each task, relating to Worship team affairs *and* updated job descriptions for funeral, wedding, usher and communion coordinators. Policies were *also* reviewed and *updated*. This was sent on to the Pastors and Session.

This year we *worked to coordinate more closely with other teams. Examples included offering a “worship” Sunday, where instead of a regular liturgical Worship service, the congregation took time to do a variety of service projects. This event was well received. An outdoor summer worship service was also planned, although the weather didn’t cooperate.*

In November, the worship team held a “listening session” to hear what the congregation felt about the *decision for “One Service Summer Sundays” in 2020, discuss Christmas Eve services, with the suggestion to eliminate the last Christmas Eve service, and share other thoughts about worship at GCPC. The comments were generally very positive and will provide guidance and suggestions for Session and staff moving forward.* The results of the Listening session will be shared with Session at their January meeting. A follow up Sunday with feedback, was held Jan. 12, 2020.

Lent and Advent seasons continued with the same excitement and gusto as in years past. We always need more folks to help with Scripture reading, communion preparation, and the many, many behind the scenes work that goes on with all the Church seasonal calendars festivities! *Members who have served this year* are Nancy Steen, Jami Howe, Nancy Kalesz, Meredith Watson, Chelly King, Julie Passett (Elder rep), Melanie Townsend (upcoming Moderator), Barb Purvis and Sarah Evans (Co-Moderators).

Gracefully submitted,  
Sarah Evans and Barb Purvis

### Music Team

#### In 2019, the Music Ministry at Grace Covenant

- ♪ continued to provide quality music & spiritual leadership in and outside of worship. Our gifted and dedicated music staff, comprised of Rebecca Prater, Linda Dover, Denice Trawicki, Donna Goeckler, and Daniel Cole worked with a wide range of volunteer leaders and musicians to create remarkable experiences.

#### In 2019, our Music Ministry included:

- ♪ 6 vocal/instrumental ensembles
- ♪ 4 handbell/chime ensembles
- ♪ 5 instrumental ensembles



### **These ensembles included:**

- ♪ Student ensembles:
  - ♪ Littlest Music Makers (4s & Pre-K)
  - ♪ Celebration! Singers & Celebration! Ringers (K-5th grades)
  - ♪ Exaltation! & Ex! Ringers (8th-12th grades)
  - ♪ Youth Band (6th-12th grades)
- ♪ Adult ensembles:
  - ♪ Praise Team
  - ♪ Chancel Choir
  - ♪ Jubilation! Ringers
  - ♪ Charter Ringers
  - ♪ Dixieland Band
  - ♪ Clarinet Quartet
- ♪ Intergenerational ensembles:
  - ♪ Chancel Brass (8th grade - adults)
  - ♪ Symphony Orchestra or GCPC Wind Ensemble (8th grade - adults)

### **Outreach Activities & Music Events in 2019:**

- ♪ Exaltation! Singers attended area youth choir workshop sponsored by Choristers Guild at Village Presbyterian - Saturday, January 26 - Dr. Paul Tucker from KU, clinician
- ♪ Hosted the Regional Suzuki Workshop (Strings) - Saturday, February 9
- ♪ Music Appreciation Sunday - February 10 - Including: Celebration! & Exaltation! Singers, Praise Team, Chancel Choir, Charter Ringers, & Symphony Orchestra
- ♪ Chancel Choir shared "Songs of the Cross" - Good Friday - April 19
- ♪ Chancel Choir & Charter Ringers presented a concert for residents of Aberdeen Village - Saturday, May 4
- ♪ Bell Fest XXXI - Theme: An African-American & Gospel Music Fest - Sunday, May 5
- ♪ Senior High Mission & Music Trip to Corpus Christi, TX - June 22-29
- ♪ Hosted the East Hill Singers in concert, sponsored by the KAIROS team. - Sunday, November 10
- ♪ *A Christmas Exclamation!* - An evening of carols presented by our children's & youth choirs, youth band, and handbell ensembles - Sunday, December 8
- ♪ "Songs of the Season" were shared in 8:50 Worship by Praise Team & in 11:05 Worship by Chancel Choir & Chamber Orchestra - Sunday, December 15
- ♪ Exaltation!, Chancel Choir, vocal & instrumental soloists shared songs in our three Christmas Eve services: 5pm, 7:30pm & 10:45pm.

♪♪ *Submitted by Music Team 2019* ♪♪

Linda Dover - Staff, Rebecca Prater - Staff, Chris Lindsay - Clerk, Katie Hearn - Moderator  
Celia Nicholas, Michelle Gaillez-Frye, Susan Sutherland, Anne Stroud

## Education and Nurture

### Children's Ministry Team

Children's Team continued to be busy in 2019 ensuring our programs are enriching, educational experiences.

- Sunday School continues with the Growing in Grace and Gratitude curriculum. In the summer, we supported the Adult Ministry Team in providing Intergenerational Sunday School.
- We feel very blessed with our faithful and dependable teachers and leaders who fulfill their baptismal promise to love and nurture our children. (Toddlers: Lisa Cox, Jane Knoche, Megan Minaschek; Pre-K: Caroline Becher, Mary Ann Weyforth, Jean Nelson; K-2: Melanie Townsend, Mikki Walker, Lauren Bond; 3-5: Matt McBride, Jenny Stromberg, Jerel Williams)
- In the fall, Kristy Shaw provided ATW training to new and returning teachers (Susan Sutherland, Megan Lee, Jim & Sara Byrd, Diane Schmit, Emily Hussey, Christy Soule, Kevin Johnson, Cheryl Johnson, Katie Hearn; Greeters include Maggie Shaw, Jenna Soule, Jaylee Soule, Katie Rickley, Lindsay Bucl)
- SMASH continues to be offered to our 1st through 5th graders once a quarter. The kids love to get together to play and learn how to live as God would want us to. This year the kids are learning about the concept of a covenant, inspired by the stained glass windows in the sanctuary. Many thanks to our volunteer leaders, including Erin Frye, Emily Hussey, and Diane Schmit.
- In June we held our week-long Vacation Bible School that was attended by 65 children. Our theme was "To Mars and Beyond". The children were transported to outer space by our very creative decorating team. On Sunday following VBS, the children shared in worship.
- Music is a priority for our children and we offer music during Sunday School with Lara Schesser and Angela Krug, and newly added chimes with Pam Kelly from 10:45 to 11 for K-5, as well as in SMASH. Preschool students started singing during Sunday School with Katie Hearn and Emily Hussey in the winter.
- A communion awareness workshop was held and second graders took their first communion.
- Sue taught a Bible Workshop to 3-5 graders during the Sunday School hour and they then received their Bibles in church that day.
- Worship Bags are provided weekly and have many hands-on activities to help young children engage in worship. Thanks to our many office volunteers for changing out activities periodically.
- We continue to offer events for GCPC families as well as the surrounding communities, KDO and Pioneer Preschool, such as the Shrove Tuesday Pancake dinner, an Easter Egg Hunt, Trunk or Treat, and the Advent Fair.

If you are interested being on Children's Team or giving an hour or two teaching our Children in SMASH, ATW or Sunday School, contact one of our team's co-moderators Erin Frye or Angela Krug or Co-Pastor Sue Trigger.

Erin Frye & Angela Krug co-moderators; Carolyn Chaffin, Emily Hussey, Jenny Stromberg, Kathy Connor, Diane Schmit, Kristy Shaw, Marcia Turner, Session liaison; Sue Trigger, staff liaison

## Youth Ministry Team

Our goal at Grace Covenant is to help our youth develop a connection with God that will last a lifetime. We do this by providing fun and meaningful ways for students and their friends to develop their faith, worship, serve others, and grow closer to God and each other.

One way the youth developed their faith in 2019 was by inviting other Heartland Presbytery youth groups to Grace Covenant for fellowship. Our youth group held two special events during the fall to strengthen bonds with the youths and sponsors of these fellow Heartland Presbytery churches. One event was more informal focusing on fun and games while the other centered on an immigration simulation putting the youths in the shoes of our neighbors seeking a new life in this country. Both events included meals served by Grace Covenant.

To accommodate different student schedules and activities, the Youth Ministry Team sponsors a wide variety of small group, education, outreach, connection, travel, and fun event options for our youths, including:

- Sunday School classes
- Confirmation classes
- "Connect" youth group gatherings
- Youth Band
- Exaltation! singers and ringers
- Peer Ministry
- Emerald City lock-in
- Hayride
- Homeless for a Night event
- Car wash
- Mission and Music Trip
- Presbytery-wide retreats, including snow tubing/service event
- Events for college-aged students such as the KC Metro Hangout Weekend
- Christmas progressive dinner
- Souper Bowl of Caring
- Massanetta Middle School Conference
- Montreat High School Youth Conference
- Triennium High School Youth Conference every three years
- Heartland Presbytery camps
- Random Acts of Kindness and other outreach events

Our youth ministry program is successful because of the many caring adults, involved members of the congregation, and caring church staff who help nurture our youths. We are grateful for those who minister to our youths through participation as youth leaders, Youth Team members, Sunday School teachers, Confirmation mentors, drivers, food preparers, and event coordinators and hosts. All the incredible activities listed above for the Grace Covenant youth would not be possible without these caring and dedicated servants.

Jody Mason (moderator), Pat Kowalczewski (clerk), Miles McDonald (staff), Kaki Conti, Danielle Dalton, Amy Grice, Kat Mason, Julie Passett, Josh Sutherland, Kylie Sutherland, Susan Sutherland, Marcia Turner, Julie Webb

## Adult Ministry Team

Pat Collins continued as Moderator through summer, replaced by Maggie Blankers. We feel blessed to have Rev. Sue Trigger as Pastor Liaison.

During the winter and spring quarters of 2019, Adult Ministries offered a Bible study and lectionary series, "Feasting on the Word." Melanie Townsend led the Bible study, which was inspired by the writings of Rachel Held Evans. "Feasting on the Word" continued as part of our Lenten Studies, along with a study led by Rev. Sue, "Embracing the Uncertain," by Magrey deVega. Interspersed with these series were topical offerings. Guest speaker Rabah Mohammed Seghir shared his experience, "From Islam to Christianity," and KAIROS member Brandon Hearn gave an Earth Day talk on recycling and stepping up care for the planet. Rounding out the first half of the year was Rev. Mitch's talk on PC(USA) advocacy and social justice issues, including action opportunities through the Office of Public Witness; Ecumenical Advocacy Days by Rick and Jo Randolph; and a presentation by GCPC's Maya Quiché travelers, who shared about their visit with Heartland Presbytery's Guatemala Partners.

In the summer, Adult Ministries brought back the popular series, "Grace Creates Faith Stories," with an intergenerational twist. Children, teens and adults were invited to hands-on experiences such as being quizzed about the history of GCPC, seeing God's story in their lives, and a cookie presentation. They also had the opportunity to donate musical instruments to Jeremy's Cherubs and learn about the time-consuming work of refurbishing instruments.

Fall brought two concurrent studies: "Engage: Gospel," co-led by Rev. Mitch and Rev. Sue, is designed to help people connect with their faith and learn easy, non-threatening ways to share with friends and neighbors." Dave Pack led "12 Lies That Hold America Captive," a thoughtful but challenging class to help us confront the reality that the USA lacks the claim it is a "Christian" nation, particularly as it relates to caring for and including those who are marginalized. We also learned more on climate change from Rick Randolph and Rabi Moti Reiber, especially the need for action *now!*

Moving into the Christmas Season, the Adult Ministry Team participated in the Advent Fair, offering activities that provided intergenerational experiences. We ended the year with advent lessons led by Jennifer Battaglioli, Harold Fry and Cindy Schendel, using a study, "The Living Nativity: Preparing for Christmas," based on the teachings of St. Francis.

Respectfully submitted,

Maggie Blankers, Moderator (2<sup>nd</sup> half); Pat Collins (1<sup>st</sup> half); Sue Trigger, Pastor Liaison; Christine Hutchins; Glenda Johnson; Dave Minaschek (2<sup>nd</sup> half); Ellen Mohr; Dave Pack; and Hilary Schmidt (1<sup>st</sup> half).

## Congregational Care

### Connections & Care Team

The Connections and Care Team continued its work of nurturing the members of Grace Covenant Presbyterian Church by organizing many events to connect people within the church and providing care for our members.

- Fellowship Events:
- Vacation Bible School Luncheon (June)  
(coordinated with Welcoming Team)
- M&M Concert Luncheon (July)
- Worship in the Park (event moved to the church to due rain) (September)
- BBQ Competition (October)
- Hospital and Home Visits - Two team members assisted the Co-Pastors with hospital and home visits, as needed. (Pastoral Care & Member Care)
- Ministry Fair — On Sunday, August 25, church members were given the opportunity to sign-up for Teams, Small Groups and Sunday school offerings. (Group Ministry)
- New Members — A team member followed up with recent new members of the church to find out if they have been able to get involved/connected with the church in addition to providing assistance or answering questions.

The team will be announcing new Fellowship events in 2020.

Lisa Feyh, Moderator; Caroline Becher, Pat Collins, Donna Dearmore, Karen Fankhauser, Jean Hampton, Cathy Haun, Terra Howard, Nancy Kalesz, Chelly King, Lynn Long, Linda Rosine, Ann Shadburn, Anne Stroud, Mitch Trigger, Mary Ann Weyforth, Joy Wilson, Dee Zak

## Outreach

### Mission Team

- In 2019, Mission team continued the practice of directing the monthly Communion Offering to a partner agency. Funds were directed to: Harvesters, Rosehill, our Mission Co-workers, One Great Hour of Sharing, the M&M trip, PCUSA Pentecost Offering, Catholic Charities, IHN, JCCB, Duschene Clinic, Red Bag Project, and Argentine Baby Closet. We also continued the tradition of selecting a monthly donation partner. In-kind donations were directed to: Harvesters, Rosehill (February and July), Crosslines, Safehome, the M&M trip, the VBS donation partner, Catholic Charities, JCCB, Duschene Clinic, Red Bag Project, and Argentine Baby Closet.
- We held 2 Grace in Action events: packing hygiene kits for Presbyterian Disaster Relief in January, and doing lawn cleanup for clients of The Whole Person in April. Although we made the difficult decision to suspend Grace in Action due to low participation, we organized a new event (with help from other teams) — Workshop Sunday on October 20. We did a variety of service projects on Workshop Sunday, including making Mission Quilts for Lutheran World Relief, doing yard work at group homes operated by Friends of JCDS, doing cleaning and maintenance at our own building, and preparing and serving breakfast and lunch.
- Three Noisy offerings were collected, for Rosehill school, the JCCC Cavalier Mealshare program, and Presbyterian Disaster Assistance.
- Through the efforts of the volunteers who lead the programs, we continued sending volunteers and food to KCK Hot Lunch and meals to UpLift on a monthly basis.
- Through the first several months of 2019, we recognized that it was becoming increasingly difficult to coordinate delivery of the food donations collected in the weekday entrance to the food pantry at Grace United Methodist in KCMO. Food donations were re-directed to Catholic Charities, which picks up the food for us monthly.
- With the help of the current IHN coordinators and volunteers and pastoral staff, we identified new co-coordinators for the IHN program. Coordination of IHN will gradually transition to the new coordinators over several months, with the new coordinators being responsible for the August 2020 hosting.
- Heartland Presbytery signed a new 5-year partnership agreement with Maya Quiche. Together with the Kairos team, we recognized the event by hosting a fundraiser Tamale Dinner, with food prepared by The Tamale Kitchen. The Tamale Kitchen is a small business out of Kansas City Kansas. The proceeds from the fundraiser helped to buy purchase new furniture, tables, and chairs and maintain the Seminary Presbytery building, where classes are held. Mission team also funded a \$500 scholarship for a first-time traveler to visit Maya Quiché.
- We continued to coordinate efforts to support our mission co-workers with funding, prayers, and communications. Through review of period letters from Jeff and Christy Boyd and Leslie Vogel, we maintained contact and kept focus on their work in their assigned areas. Mission team sent social greetings for special events such as holidays and birthdays. With pastoral assistance, the church watched a brief video to enhance congregational insight into the Boyds' mission work in Africa during a Sunday worship service.

- In June, we held a coat drive for Johnson County Christmas Bureau and filled the barrel three times.
- During Advent, we sold Alternative Gift Cards to raise funds for Rosehill School, HappyBottoms, the Children’s Nutrition Program in Haiti, public health workers in Haiti, Maya Quiché, Water for South Sudan, Heart to Heart International, Mission Coworkers, GCPC Kitchen Wishes (to fund supplies and utensils), and Heifer International — Baby Chicks. Sales totaled \$1,570.

## Welcoming Team

*“Do not neglect to show hospitality to strangers, for by doing that some have entertained angels without knowing it.” – Hebrews 13:2*

Visitors delight us. Our goal is simple: make all people feel welcomed, not overwhelmed. We were all visitors once and remember how it feels to try a new place of worship.

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The message above has been prominent on the front page of the GCPC Grace Notes for several years. It is a statement that our congregation truly embraces towards our guests that visit us each Sunday, or walk through our doors for a number of activities throughout the week.

In 2019 the Welcoming and Marketing Team enthusiastically sought to make visitors feel welcomed to a congregation that is very open, inviting, loving and dedicated in serving God. We executed several initiatives to welcome and inform non-members about the mission of our church, and promote GCPC to the surrounding community as an engaged, inclusive, caring, and faithful congregation.

A few of the ways this was executed were:

- Tracking of new visitors, and if they have visited several times we continue to make personal contact with them about the "This Is Grace," to seek their interest in attending.
- Each week a personal hand-written note was sent to first-time visitors (who shared their contact information) welcoming and thanking them for visiting GCPC.
- Hand-written personal notes were sent to GCPC members that had lost loved ones during 2019, enclosed with “The Longest Night” service postcard. We care about all our members.
- Printed postcard-size materials were created to share information for Holy Week at Easter and also for The Longest Night/Christmas Services. Members were encouraged to share with friends, family and community resources.
- Our team co-chaired with Children’s Team and Connections & Care for the Hotdog Luncheon/Potluck Lunch “Celebrating our Children” (formerly referred to as the VBS picnic).
- Participated in the Ministry Fair by demonstrating the new website and talking about its impact.
- Produced street banners and feather flag signage for VBS, Easter, One-Service Sundays, Advent, Christmas Eve Services, etc.

This team oversees with the Co-Pastors, the “This is Grace” new member orientation which was held during Lent in 2019 and in the fall of 2019. This series of classes met on Sunday mornings between services and covered the history of Grace Covenant, the theology and history of the Presbyterian Church (U.S.A.), what membership means and a range of topics associated with what we believe as a congregation. Members of the Welcoming/Marketing Team communicated with guests upon their first visit and extended hospitality as they continue to visit in worship, adult/children activities and Christian

education classes. In Spring of 2019, six people attended our “This is Grace” classes and four joined the church. In the Fall of 2019, seven people attended and all joined the church.

As a support ministry, the Welcoming/Marketing Team creates many of the promotional materials for programs at GCPC such as VBS, special choral music events, recycling/outreach/social justice events, seasonal and special worship services/activities, and more. We also create materials needed to welcome new members. We support/create social media posts (Facebook, Instagram and Twitter) and prepare the GCPC monthly newsletter Grace Notes. It is important to the team that a clear, brand standard is maintained throughout all pieces to show a unified look to the community.

In 2019 we assisted in the production of promotional materials and communication through social media, website and visual items shared at the church for the following: BBQ Smoke Off, Blessing of the Animals, Blood Drive, Celebrating our Children Lunch, A Christmas Exclamation!, Advent Fair, Ash Wednesday, Lent and Easter services, Bellfest, Fair Trade Sales, Grace in Action/Mission activities, M&M Trip (poster, t-shirt, program, etc.), Maya Quiche Tamale Dinner, Midweek Announcement support, Ministry Fair, Music Appreciation Sunday, One Service Sundays, Regina Reynold Golf Scramble/Scholarship, Season of Thanks, SMASH materials, Sneak a Peek Sunday, Souper Bowl of Caring, Star Sunday, Thanks Living, Thanksgiving Eve Chili Supper, The Longest Night service, This is Grace classes, Trunk or Treat, VBS, Workshop Sunday, Youth Sunday, Welcome Pad Insert, Visioning Day, etc. As noted by many of our newer members, the website is how they found GCPC, and at the Ministry Fair, we launched a new, updated website for the church! The new website gave us a lot of tools to enhance our communications with one another and with our community. The user-friendly, CMS website can constantly evolve with storytelling that shares with our community who we are and how we live our faith in our city and the world. It features photos that show US, our activities and members. It is maintained by Patrick Bell and the Welcoming/Marketing Team – no outside costs except for the monthly hosting fee, which eliminated several services we currently paid for.

The site, hosted by Firespring, a leader in nonprofit websites, gives us online registration tools, forms capability for various programs, responsive calendar, email marketing and easy to navigate structure. In 2020, we will begin work on creating a password protected portal that will house an online church directory. The new website is FULL of photos of our members and the wonderful activities we do....we need to keep that up! Please email photos you take of worship and activities to Kim Krueger at [kim.krueger@att.net](mailto:kim.krueger@att.net), or to Patrick at [office@gcpc.org](mailto:office@gcpc.org).

The Welcoming/Marketing Team meets once a month and covers agenda items from team members and other team moderators. We discuss effective means of reaching people in order to grow our congregation. We are always looking to add-on to our team – especially if you have a knack for writing, social media, or google analytics, but we also need people with a passion for growing the church. If you have an interest in joining this creative team or have questions, please contact Team Co-Moderators, Rosemary Gibson and Kim Krueger.

Welcoming/Marketing Team members (serving on the team and assisting in welcoming and marketing support in 2019) included: Co-Moderators Rosemary Gibson and Kim Krueger, Jean Hampton, Ginny Wirtz, Harold Frye, Al Hook, Jennifer Battaglioli, Megan Minaschek, Patrick Bell, Mac Fechtling, Mitch Trigger, Sue Trigger and Maggie Blankers.



## Administration

### **Personnel Team**

Our team works hard to make sure that we have the right staff with the right gifts to complement our pastoral staff and volunteers to support the pursuits and needs of the congregation of Grace Covenant Presbyterian Church. To that end in the past year we:

Met the request of the Finance Team to have a Financial Administrator in the building four days a week by hiring Tara Hyder.

We created position descriptions to meet new needs in the music department and continue in our search for a new music leader for the contemporary worship at 8:50 am.

We reviewed and updated our part of the Operations Manual as well as looking at our position descriptions and committee description.

We assisted in new procedures for the staff that will help with payroll and tracking vacation time.

We provided feedback to our staff through the evaluation/review process, letting them know they are appreciated and hearing their concerns and acting on them.

We were tasked with the evaluation of the pastors by the Session, created a process and hope to have this completed in early 2020.

This year raised some questions about how co-pastors function, and how it is the same and different to us. The Triggers have been open from the beginning about how they work together. We continue to learn how to function well with them both. We are fortunate to have these leaders as well as a very devoted and professional staff. The Personnel Team will continue to support all of them to the best of our ability.

If you are interested in joining our team in support of our staff and pastors, please contact either of the Triggers or Linda Bridges. Thank you.

Linda Bridges, moderator; Mary Sue Thomas, Chris Krug, Nelson Townsend, Diane Schmidt and Mitch Trigger and Sue Trigger

### **Facilities Team**

The Facilities Team had an eventful and productive 2019 with many ongoing and new projects. Notable projects completed include Men's & Women's shower replacements, repaired Sanctuary speakers, replaced several windows, replaced ice machine, repaired/resealed/restriped parking lot and replaced 120 ft of concrete curbing, refinished exterior wood doors and replaced door hardware, cut down trees, removed many tree stumps. We held two very productive "Retired Guys Work Days" and provided projects for Workshop Sunday in October. The team was busy with many smaller projects — buried more downspouts to get water away from the building; maintained and removed trees around the property; cleaned gutters and picked up lots of leaves; reseeded west wing west and north yards; repaired/replaced water faucets, valves, piping, sinks, toilets, drains, wall holes, light fixtures, replaced ceiling tiles, repaired/replaced aging HVAC equipment and repaired playground fences. We also assisted an Eagle

Scout with his final project (4 wood benches around the property). As you can see, a lot was accomplished and our budget was mostly spent. There is much more work to be accomplished in 2020, so please consider helping where and when you can.

## **Finance Team**

During 2019, the Finance Team met once per month to review the financial condition of our church. Finance Team feels that our church is today in good financial condition, and remains debt free. However, the 2020 budget year does not look favorable, with an anticipated deficit asking budget of \$230,000. The team will be actively seeking a replacement for the moderator position and recruiting new members to the team. If you have a financial background and want to serve on the Finance Team, please contact Mitch Trigger. We would love to have you join us!

### **Recap Of 2019:**

1. We ended 2019 with a net loss of \$22,855, compared to a budgeted annual loss of \$110,611. Even though the church had a loss for the year, the loss was \$87,756 less than budgeted.
2. We collected 97.5% of 2019 budgeted revenues – only \$20,212 short of budget.
3. We collected \$11,755 towards the per capita expense.
4. We collected \$119,551 on Non-Pledged Income – short \$37,449 of the budgeted total of \$157,000.
5. Combined expenses were \$107,968 less than budget (\$803,563 actual versus \$911,531 budgeted).
6. We have cash reserves of \$270,112 which is 3.4 months of total expenses.

The 2020 Budget will be finalized in the coming weeks and presented to Session.

### ***Faithfully submitted,***

Matt McBride, Moderator

Team Members: Chris Cabe, Bryan Evans, Mac Fechtling, Doug Firebaugh,  
Tara Hyder (Financial Administrator), Terry Kolich, Mike Mattix, Cathy Nance, Aaron Rickley,  
Aaron Soule, David Steen and Tom Stroud

## **Nominating Committee**

Members of the GCPC Nominating Committee elected for 2019–2020 are Harold Frye, Moderator, Tim Hayden, Vice Moderator, Gay Lee Bonney, Barbara Brown, Trey Bures, Debbie Campbell, Sarah Evans, Andrew Frye, Kevin Johnson, and Rev. Mitch Trigger and Rev. Sue Trigger.

At a congregational meeting held November 22, 2019, the following were elected to serve as Deacon in the class of 2022: Jennifer Battaglioli, Moderator, Karen Pack, Anne Stroud, Julie Webb, and Jerel Williams.

They join the following Deacons in January: Barb Brown , Anita Hadel, and Dave Steen (2020) Liz Chandler, Meredith Watson, Megan Lee, and Jami Howe (2021).

Thank you for your faithful service to Deacons Bob Dover, Jane Knoche, Nancy Taylor, and Kathy Williams whose period of service has ended.

The Nominating Committee will continue to identify and select individuals to serve as Elder effective July 2020. Deacon Jamie Howe will replace Barbara Brown on the Nominating Committee and Kevin Johnson will step away after much service through the past years.

Respectfully submitted,  
Harold Frye, Moderator

