



GRACE COVENANT

PRESBYTERIAN CHURCH

Annual Report 2022

11100 College Blvd., Overland Park, KS 66210

913.345.1256

gcpc.org

TABLE OF CONTENTS

Agenda.....	3
Co-Pastors' Review of 2022	4
Clerk of Session Report	6
Team Reports	7
Session Motion Regarding Pastors' 2022 Terms of Call	24
GCPC Core Values.....	27

AGENDA FOR 2023 ANNUAL MEETING (Review of 2022)

January 29, 2023

10:45am

CONGREGATIONAL MEETING

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

Ric Cummings

Recognition of the 2022 Officers of the Corporation:

President – Ric Cummings

Secretary – Melanie Townsend

Vice-President – Katie Hearn

Treasurer – Aaron Soule

Acknowledgement of Trustees:

Jim Byrd, Joy Circo, Ric Cummings, Miles Dalton, Andrew Frye, Katie Hearn, Jane Knoche, Angela Krug, Terri Monrad, Lara Schesser, Jake Schmidt, Tom Stroud, Bill Turner

Adjournment of Corporation

CONTINUATION OF CONGREGATIONAL MEETING

Personnel Team Report

Kevin Mason

Presentation of Terms of Call for the Revs. Susan and Mitchell Trigger

Special Thanks to Our Teams and Team Moderators:

Adult Ministry – Tom Stroud

Children's Ministry—Erin Frye & Angela Krug

Connections & Care—Jake Schmidt

Facilities—Liz Chandler

Finance—Terra Howard

Generosity—David Sutherland

KAIROS

Marketing—Kim Krueger

Mission—Michaela Walker

Nominating Team—Andrew Frye

Personnel—Kevin Mason

Welcoming—Kathy Williams

Worship & Music—Kathy Bures & Katie Hearn

Youth Ministry—Bill Turner

The Ministry of Caring - the Deacons of Grace Covenant

Moderator – Meredith Watson

(Class of 2022) Karen Pack, Anne Stroud (Vice Moderator), Julie Webb, and Jerel Williams, Knute Rosche (2 year term)

(Class of 2023) Jesse Bures, Barbara Douglas, Michelle Gailliez-Frye, Jody Mason

(Class of 2024) Jean Hampton, Terra Howard, Ashley Jeffries

Election of New Deacons

Bill Turner

Finance Report (2022 review / 2023 approved budget)

Jim Byrd

Adjournment and Closing Prayer

Sue Trigger

Grace Covenant Presbyterian Church — Co-Pastors' Report for 2022

The Revs. Sue & Mitch Trigger

As ministers of Word and Sacrament in the Presbyterian Church (U.S.A.), Mitch's and Sue's primary responsibilities are laid out in the Book of Order:

When ministers of the Word and Sacrament are called as pastor, co-pastor, or associate pastor of a congregation, they are to be responsible for a quality of life and relationships that commends the gospel to all persons and that communicates its joy and justice. They are responsible for studying, teaching, and preaching the Word, for celebrating Baptism and the Lord's Supper, and for praying with and for the congregation. With the ruling elders, they are to encourage people in the worship and service of God; to equip and enable them for their tasks within the church and their mission in the world; to exercise pastoral care, devoting special attention to the poor, the sick, the troubled, and the dying; to participate in governing responsibilities, including leadership of the congregation in implementing the principles of participation and inclusiveness in the decision-making life of the congregation, and its task of reaching out in concern and service to the life of the human community as a whole. With the deacons they are to share in the ministries of compassion, witness, and service. In addition to these pastoral duties, they are responsible for sharing in the ministry of the church in councils higher than the session and in ecumenical relationships.

As co-pastors, we both share certain responsibilities (worship leadership, administering the sacraments, moderating Session and congregational meetings, as well as teaching and pastoral care). Both Mitch and Sue attend Worship Team, Personnel Team, and Operating Committee meetings. At the same time, we have particular areas of responsibility. Sue's primary responsibility is the Christian Education ministry of Grace Covenant. Having served as a Christian Education director for 11 years before entering ordained ministry, Sue oversees all aspects of Christian Education from children to adults. She works closely with the Children's Team and Adult Teams in scheduling of classes and teachers, even developing and writing curriculum for our children's classes. Sue is also the lead for the Vacation Bible School Planning team. Mitch is the staff representative to Connections & Care, Deacons, Finance Team, Generosity Team, and Mission Team.

We also participate fully in the ministry of the congregation. We both sing in the choir and Sue also acts as a liaison with our “Artists in Residence,” EncoreKC. Sue takes part in the Thursday morning Bible study, book club, Presbyterian Women circle, and Weekend Crafters. Mitch takes part as an IHN volunteer, serves with KCK Hot Lunch and Renewed Hope Food Pantry, and was an election poll worker for the November 2022 election.

A required aspect of our ministry is participation in the work of higher governing bodies (Presbytery, Synod, or General Assembly).

HEARTLAND PRESBYTERY – Sue serves on two presbytery committees – the Mission & Social Justice Committee and the Congregational Ministries Committee (where she serves as moderator). Mitch serves on the Commission on Ministry, on the Congregational Relations subcommittee where he is a liaison with seven congregations. He was also a minister commissioner from Heartland Presbytery to the 225th General Assembly in Louisville last summer. Because he was a commissioner, Mitch will also serve on the Committee on General Assembly Business.

GENERAL ASSEMBLY – Sue serves on the Advisory Committee on Social Witness Policy (ACSWP), which helps with development and interpretation of the social witness policies of the Presbyterian Church (U.S.A.). She was one of the ACSWP resource people for the committees of the 225th General Assembly. Sue was also the primary resource person and presenter for the Gun Violence Task Force at the Assembly.

This is actually a brief overview of the work that we do as your co-pastors. We are thankful for the many opportunities to be part of your lives – the joy of children being baptized and watching them grow in their faith; times of helping as individuals struggle with faith questions; and being with family when a loved one has passed away.

We can’t begin to name all of the people who make our ministry special here at Grace Covenant, but we would be remiss if we didn’t mention the staff: Church Administrator Patrick Bell, Director of Youth Ministries (and Technical Director for Worship) Miles McDonald, Director of Music Ministries Rebecca Prater, Organist Linda Dover, Contemporary Music Coordinator Carrie DeVries, and Child Care Coordinator Carolyn Chaffin. This is one of the most talented and dependable group of people it’s been our privilege to work with.

Even though she’s not on staff (but probably should be), Kim Krueger is invaluable as our social media jack-of-all trades. She oversees our webpage, our Facebook page, our Instagram page, as well as our monthly newsletter. Kim gives a lot of time and attention to the needs of GCPC and we are incredibly blessed to have her as a member of this congregation.

Finally, our thanks to the Elders, Deacons, team moderators, committee members, and all members of Grace Covenant. Your care and compassion for one another makes serving you a joy.

Peace be with you all,

Mitch & Sue Trigger, co-pastors

CLERK OF SESSION

2022 Annual Report

TOTAL ACTIVE MEMBERSHIP as of December 31, 2021

363 Members

Gains in 2022

Reactivated	5
Profession of Faith	0
Reaffirmation of Faith	0
Transfer of Membership	1

TOTAL GAINS 6

Losses in 2022

Transfer of Membership	(4)
Inactive	(4)
Death	(5)
Transfer Affiliate	(0)

TOTAL LOSSES (13)

TOTAL ACTIVE MEMBERSHIP as of December 31, 2022

356 Members

BAPTISMS

Weston Sellers

DECEASED MEMBERS

Bob Wormus

Joe Hoffman

Paul Thomas

Pat Wormus

Kathy Jonas

NEW MEMBERS

Doug Faught

Team Reports

Worship and Music

Worship Team

In January we went back to online worship only. In March we were finally able to have in-person worship, with masks optional, just in time for Youth Sunday! We continue to also have online Worship in respect for the needs of many members to stay isolated for health reasons and for those who are traveling. We do suggest that people wear masks while singing. We continue to monitor the COVID levels so we can change our protocols as needed. We worked throughout the year to balance the need to protect people from spreading germs through passing communion, offering and greeting pads with the need to stay connected as a congregation the following ways:

- Attendance: Logging attendance using a QR code was a good solution for a time, but after a while people forgot to do it. This made it difficult for deacons to keep track of whose attendance had dropped off. In December we returned to passing a sign-in pad.
- Offering: We did not pass the offering plates for much of the year, but at a request from session we started doing that again.
- Communion: We continue to use individual, pre-packaged communion cups because of concerns about the germs that get on the bread. This is also a lot less work for our communion prep person.

It was wonderful to have all our special services again, here are some highlights:

- We had a Mr. Rogers Sunday! People were encouraged to wear a red sweater in his honor.
- Palm Sunday – Our usual donkey, Mama Rose has retired and we have been unable to find a replacement, but the children did a great job of leading the parade.
- We celebrated Easter with beautiful decorations courtesy of Jan Rosche and Kathy Williams, glorious music from Chancel Choir, and lots of confetti!
- We were especially happy about the return of VBS Sunday and M&M Worship.
- During Sue & Mitch's many summer travels, we were graced by sermons from Cindy Schendel and Stephen Wing.
- Workshop Sunday in October was a big hit.
- Thanksgiving Eve Service and Chili Supper were well attended.
- The live animals we have used for the 5:00 Christmas Eve service are no longer available, and other options are not affordable. Instead, we had children dressed in animal costumes. They were adorable!

Other Worship Team news.

- Kathy Bures took over as moderator in January
- Kim Krueger continues to do a great job “Moderating” the Facebook Worship service but would like to actually just attend worship sometimes. Efforts are under way to get her some help.
- We updated the Worship Team Manual to include “Tech Crew” for Weddings & Memorial Services and to clarify expenses for that.
- We were without air conditioning in the sanctuary for several weeks in May and June due to vandalism. We were very fortunate that the weather was mild on those Sundays, and while some people may have been hot – it could have been so much worse!
- Since COVID has let up, Stuart had been traveling more so we don’t see him in Worship as much, but we still enjoy having him occasionally.
- We made the decision to reduce using the center projection screen unless the pastors need it or Praise Team is leading Worship.
- Many people have complained about the sanctuary being cold. At the suggestion of a visitor, we asked the Crafters to make lap blankets for people who want them. They have been warmly received!
- We continue to balance the needs of in-person attendees with online attendees. We very much appreciate our ability to provide quality online worship, and all the people who make that possible.

Respectfully submitted,
Kathy Bures
Worship Team Moderator

Music Team

In 2022, the Music Ministry at Grace Covenant

♪ provided quality musical leadership and education opportunities for our congregants. Our gifted and dedicated music staff, comprised of Rebecca Prater, Linda Dover, Carrie DeVries, Patrick O’Halloran, and Daniel Cole, worked with a wide range of volunteer leaders and musicians to create remarkable experiences. In the fall of 2022, most pre-pandemic practices resumed, although we continue to stream music for online worship as well. Due to our shifting demographics, some of our ensembles became intergenerational, giving our youth and adults more opportunity to create music together.

In 2022, our Music Ministry included:

- ♪ 5 vocal ensembles
- ♪ 3 handbell/chime ensembles
- ♪ Orchestra

♪ 3 instrumental ensembles plus various instrumental soloists

These ensembles included:

♪ Student ensembles:

- ♪ Joy! Singers (4s-1st grade)
- ♪ Celebration! Choir & Chimes (2nd-5th grades)
- ♪ Exaltation! Senior High Ensemble (8th-12th grades)

♪ Adult ensembles:

- ♪ Praise Team
- ♪ Charter Ringers
- ♪ Dixieland Band
- ♪ Chancel Brass
- ♪ Grace Mountain (Bluegrass)
- ♪ Small Instrumental Ensembles

♪ Intergenerational ensembles:

- ♪ Chancel & Exaltation! Singers - CHEX (6th grade - adults; August-December)
- ♪ CHEX Ensembles (6th grade - adults; January-June)
- ♪ Jubilation! & Exaltation! Ringers (6th grade - adults)
- ♪ GCPC Orchestra (8th grade - adults)

Outreach Activities & Music Events in 2022:

- ♪ Youth Sunday - March 6th
- ♪ EncoreKC! became artist-in-residence - April 18th
- ♪ In our Holy Week services: Praise Team, CHEX I & II, String Quartet, Charter Ringers, Joon Park-trumpet, and Linda Dover-organ - Palm Sunday, Maundy Thursday, Good Friday, and Easter
- ♪ Bell Fest: "Make 'em Laugh, Help 'em Smile, Bring 'em Joy!" - May 1st
- ♪ Music Appreciation Sunday - May 15th
- ♪ M&M Led Worship - June 26th
- ♪ Celebration! Choir & Chimes attended Children's Fun Fest Choral & Chime Music Experience hosted by Choristers Guild - November 12th
- ♪ A Christmas Exclamation! - December 4th
- ♪ In our two Christmas Eve services - 5pm & 8pm: Joy! & Celebration! Singers, Chancel Choir & Exaltation! Singers, Christopher Callender-guitar, Chancel & Exaltation! Singers, Charter Ringers, and Linda Dover-organ

 *Submitted by Music Team 2022* 

Linda Dover - Staff, Rebecca Prater - Staff, Chris Lindsay - Clerk, Katie Hearn - Moderator
Celia Nicholas, Michelle Gailliez-Frye, Anne Stroud, Donna Heer

Education and Nurture

Adult Ministry Team

2022 continued to struggle with Covid-19 but our adult ministries adapted well as we continued to offer online access to our studies. We listened to the input from the congregation and offered a variety of topics that include biblical study, spirituality, and social issues, all with a Zoom log in option.

Throughout the year, Adult Ministries Team offered two Grace Studies each week. The Follow Me class offers a biblical approach to understanding faith practices. They studied Baptism, Spiritual Practices, Live in Community, Honor God's Diversity, and Make Peace from the (PCUSA) Follow Me curriculum. The other class studied "The Reason for God" by Timothy Keller, PCA; "Faith Working Through Love" by NT Wright; and "Running For Our Lives: A Story of Faith, Politics, and the Common Good" by Robb Ryerse. We also offered one or two session studies on topics such as: Presbyterian Disaster Assistance with a representative from the volunteer team; A review of the General Assembly by Rev. Mitch Trigger; Mike Hockley about his work in environmental justice; a Cain and Able conversation with Tom Stroud; and A Transgender 101 presentation by Jay Pryor, consultant on Transgender issues.

During Advent and Lent, our adult classes combined for a shared study. Our 2022 studies were "The Hope of Glory" by John Meacham (a study of the seven last words of Christ) during Lent with Maggie Blankers, Barbara Douglas, Joel Ilten, and Kevin Johnson, and "Names for Messiah" by Walter Bruggeman during Advent with Nelson Townsend and Joel Ilten.

The Adult Team partnered with the Children's Ministry Team, Mission Team, and the We're All in This Together: A Year Exploring God's Creation Team to create an intergenerational summer program that included a variety of opportunities: VBS decorating and festival, a Father's Day celebration with Emily Hussey; making soup packets for the homeless with Christy Soule; hygiene kits for the homeless with Erin Frye; seeing our carbon footprint with Jo Randolph; and waste free lunches with Mikki Walker. These teams also collaborated to create "A Sustainable Advent" an earth care themed Advent Fair. All activities were designed to introduce alternative giving, fair trade, waste free, upcycled, and locally sourced ideas for all ages. Jan Cummings, Linda Hoffman, Nancy Kalesz, Jo Randolph, Christy Soule, Mary Sue Thomas, Sue Trigger, and Mikki Walker led the fair.

We are thankful for the great team of leaders who assisted in nurturing our adults in 2022. Especially we give thanks for our outgoing moderator, Maggie Blankers who carried the team through September 2022 and for Tom Stroud who is the present moderator.

2022 Team members include: Maggie Blankers and Tom Stroud, moderators; Joel Ilten, Barbara Douglas, Christine Hutchins, Diane Schmidt and Rev. Sue Trigger.

Children's Ministry Team

The Children's Team has not let Covid-19 keep them down. 2022 brought some challenges but also some great opportunities for our children.

- We have continued utilizing the Workshop Rotation model of Sunday School for kindergarten through fifth grade. We are thankful for our many volunteer teachers who have led lessons such as Bible Skills & Games, Art, Mission, Drama, Cooking, Science, & Music. New to the rotation this year was a computer session. We couldn't be pulling off Workshop Rotation without the shepherds to lead the groups from room to room. We write our own curriculum using resources from the (PCUSA) Follow Me and Workshop Rotation.org curricula.
- Our 2- through 4-year-olds continued to be loved by faithful teachers as they learn Bible Stories each week using the Growing in Grace and Gratitude curriculum.
- Kristy Shaw continues as the coordinator of the Awakening to Worship program. We thank her and her story telling volunteers. We also greatly appreciate the greeters.
- SMASH continues meeting once a month. Christy Soule has been doing much of the planning with help from Sue.
- In June we held our week-long Vacation Bible School. This was the first year since 2019 that we were able to invite the general public to join us again! Many thanks to all the volunteers that helped us make this happen! Our theme was "Discovery on Adventure Island". Worship on the Sunday following VBS was the same theme.
- The team collaborated with the Adult Team, Kairos and Mission volunteers to create an intergenerational summer Sunday school program. The summer included: Decorating for VBS and a celebration festival the following week; a Father's Day Celebration with Emily Hussey; making soup packets for the homeless with Christy Soule; hygiene kits for the homeless with Erin Frye; seeing our carbon footprint with Jo Randolph; and waste free lunches with Mikki Walker.
- The teams collaborated again for the intergenerational Advent Fair in November. See the Adult Team or Kairos Team report for details.
- We held the Easter Egg Hunt and Trunk or Treat and were able to invite the general public again!

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; Christy Soule, secretary; Emily Hussey, Kristy Shaw, Amy Sellers, Sue Trigger, staff liaison

Youth Ministry Team

The Youth Team philosophy is to provide opportunities and inspiration for youth to develop a life-long relationship with God. We strive to offer a variety of meaningful worship opportunities, service and outreach events, thoughtful programming, and intentional connections with others to help youth develop and grow in their faith journey. We hope that through their involvement at Grace Covenant, youth will find strength, guidance, encouragement, and hope in Christ. With the unique challenges of the past few years, the Youth Team continues to focus on maintaining connections while adapting programs as needed given the specific needs of our youth.

To accommodate different student schedules and activities, we offer a wide variety of small group, education, outreach, connection, trips and fun event options for youth to become engaged. This past year the Youth had opportunities to participate in:

- Sunday School classes – were presented in person, often in combination with “Connect” activities.
- “Connect” Youth group Gatherings – were held in person, at varied times to provide options for youth to attend.
- Youth Band – didn't meet this year due to the number of youth interested. However, should there be enough interested youth, this activity could be restarted.
- Exaltation! singers and ringers – music activities were offered to youth in conjunction with adult music programs.
- Hayride – 2022 took place at Heartland Camp this year.
- Homeless for a Night event (sleeping outside in 17-degree weather).
- Car Wash – this event could not happen in 2022, but hopefully will come back in 2023.
- Mission and Music Trip – For 2022 youth went to South Dakota for the music and mission trip. Discussions are underway to determine what mission options may be possible for 2023.
- Presbytery wide events – Youth took place in a fall Presbytery Retreat and a back to school event at Main Event.
- Canoe trip – this event was intergenerational this year.
- Progressive Dinner – this event was planned for January of 2023 to better accommodate youth schedules.
- Souper Bowl of Caring was supported by youth and the congregation this year.

- Trunk or Treat (indoors this year)
- Red Bag Shopping
- Massanetta Middle School Conference – this event could not happen in 2022.
- Montreat High School Youth Conference – this event could not happen in 2022.
- Heartland Presbytery camps – took place for individuals as usual.
- Random Acts of Kindness and other outreach events were held regularly over the spring, summer, and fall.
- And, of course, Youth Sunday which was held in person in 2022.

The youth ministry program is successful at Grace Covenant because we have many caring adults who are active as well as our church staff to help nurture our youth in their love of Christ.

We are grateful for those who minister to our youth through participation as youth leaders, Youth Team members, Sunday School teachers, Confirmation mentors, food preparers, and event coordinators. We could not do what we do for GCPC youth without these caring and dedicated servants.

With your ongoing support, our youth program will continue to remind GCPC youth that they are God's precious children, cherished since birth, blessed and loved beyond words.

Bill Turner – moderator, Pat Kowalczewski – secretary, Danielle Dalton, Miles Dalton, Jenny Stromberg, Lara Schesser, Miles McDonald

Outreach

Mission Team

- In 2022, Mission team continued the practice of directing the monthly Communion Offering to a partner agency. Funds were directed to: Harvesters, Rosehill, IHN, One Great Hour of Sharing, the M&M trip, PCUSA Pentecost Offering, Catholic Charities, Mission Co-workers, JCCB, Duchesne 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, The Little Free Pantry, Cross-Lines, A Gathering of Friends, VBS, Safehome, Shawnee Community Services, Rosehill Elementary, JCCB, Duchesne Clinic, Red Bag Project, and Argentine Baby Closet.
- We had held our 4th Workshop Sunday event in October; GCPC members toured the Sustainability program at JCCC, finished 5 quilts and about 30 Christmas stockings, cleaned part of a local stream, did landscaping at a group home for developmentally delayed adults, and did cleaning and maintenance of the church building inside and out. We gathered for a pizza lunch and fellowship afterwards
- Four quilts were finished and donated to homeless relief (in addition to those finished at Workshop). We also began a new project to make tactile quilts for older people with symptoms of dementia and Alzheimer's. As always, GCPC's quilts are made with upcycled and donated materials. Donna Heer continues her outstanding work coordinating all the quilting and stocking making.
- We continued sending food and volunteers to KCK Hot Lunch and UpLift on a monthly basis. Meredith Watson and Kevin Johnson continue to do excellent work coordinating GCPC's participation in these programs.
- Due to the Catholic Church's stance on LGBTQ issues, we redirected the food donations collected in the Weekday entrance from Catholic Charities to the Renewed Hope Food Pantry, which is operated by the New Haven Seventh Day Adventist Church. Response from the congregation is generous as always; the bin is always full by the end of the month.
- We've also begun soliciting volunteers to help at Renewed Hope on a regular basis; we're also exploring possibilities for one-off volunteer opportunities with them, such as serving a meal using their mobile kitchen. Knute Rosche has joined Renewed Hope's board and is coordinating GCPC's participation with them. In October, we began directing \$180 each month from our discretionary budget to fund a pizza dinner that Renewed Hope hosts.

- The Soule family continues to stock the Little Free Pantry with budget support from Mission Team; it receives steady use.
- The GCPC CROP Walk team included nine people and raised about \$3000.
- Jane Knoche continues to serve as the sole coordinator for IHN, organizing volunteers each month that GCPC hosts. Her continued dedication to this work is greatly appreciated!
- Over several months, Mission team considered GCPC's core values and overall portfolio of mission work. We conducted a survey of the congregation in April to determine what characteristics of mission work are most important to GCPC, and whether our current mission work satisfies our needs and desires. We also held "A Conversation About Mission" in April, to provide an opportunity for any member to ask questions and express ideas about our mission work. As a result of all these activities, Mission team decided to stop providing financial support to some of the organizations that there was little congregational enthusiasm for, and adopted a set of criteria for thinking about what mission work GCPC should continue with and/or begin in the future. These criteria address: (1) ensuring that we offer opportunities for members to provide financial and in-kind donations as well as volunteering their time; (2) ensuring that our Mission work reflects our identity as a Matthew 25 congregation and support of the Poor People's Campaign; (3) supporting PCUSA denominational activities; (4) supporting some domestic and some international missions, and (5) selecting activities that have a "champion" -i.e., a GCPC member (or members) who is passionate about supporting that activity.
- We organized one Noisy Offering this year, which was held on Nov. 20 and raised nearly \$263 for Arts In Prison. We plan to resume holding Noisy Offerings more regularly in 2023.

Kairos Team

The Kairos team has struggled through the pandemic, but that doesn't mean they haven't been working. In 2022, a group of Kairos and other interested members came together to create "We Are All in This Together: A Year with God's Creation." Jo Randolph kicked off the program in June with the workshop, "What Part of the Puzzle Are You?", a look at our carbon footprint and ways we can decrease our impact on the environment.

Jo Randolph and Nelson Townsend co-led a summer book study on the book "Inhabiting Eden: Christians, The Bible, and The Ecological Crisis" by Patricia K. Tull. The class will be offered again during Lent 2023.

Mikki Walker led a summer Sunday school class about how to make a no waste lunch. She also led a lunch and learn study on how to save money, improve your health, and help the planet through a flexitarian diet.

On Workshop Sunday, October 16, a group from GCPC participated in a sustainability tour at JCCC (Johnson County Community College) to learn more about how they reduce their carbon footprint through sustainable programs. We are hoping to implement more sustainability at GCPC.

In November, Brandon Hearn led a lunch and learn workshop on home composting.

This group partnered with Children's and Adult Ministry Teams to create the 2022 Advent Fair, "A Sustainable Advent." All activities were designed to introduce alternative giving, fair trade, waste free, upcycled, and locally sourced ideas for all ages. Jan Cummings, Linda Hoffman, Nancy Kalesz, Jo Randolph, Christy Soule, Mary Sue Thomas, Sue Trigger, and Mikki Walker led the fair.

Jo Randolph also provided a drop off box for old holiday lights to be recycled. Pat Smithson arranged for a re-gifting donation drop off to be distributed to people in need.

More environmentally themed events are coming up in 2023. Team members include: Christine Caseres, Linda Hoffman, Jo Randolph, Pat Smithson, Nelson Townsend, Mikki Walker, Meredith Watson, and Rev. Sue Trigger.

Kairos team is looking for leadership and committee members. If you would be interested contact Rev. Mitch Trigger.

Welcoming Team

Pastor Mitch and I met in March to discuss plans for the Welcome Team. Previously, it was part of the Marketing Team. One of the downfalls of not have visitors sign the Welcome pads was not knowing who was visiting our church.

I asked four persons to help greet at the front door and ask visitors to sign the guest book. Those volunteers are Chris Binkley, Lynn Long, Terra Howard and Linda Rosine. If the guests left their contact information, Rosemary Gibson would follow up with a hand written welcome note. Many guests were in a hurry coming into the church, and we missed getting their information.

In September, Pastor Mitch and Pastor Sue felt it was time to schedule a New Members' class for October. Letters were sent out to 12 families/ individuals. No one responded to the invitation.

Part of welcoming is getting to know the names of members. I implemented getting new name tags for all members.

Another part of getting to know the congregation is a pictorial directory. I helped Pastor Mitch with making a pictorial directory that can be updated frequently. Patrick Bell formatted the directory and will email it out to members.

In December I asked the Worship Team if the Welcome pads could be used again to gather information from the visitors. This will help in identifying visitors so that Rosemary can send them a note.

Plans are to continue to have a Welcome greeter at the front doors. They are very helpful and make the guests feel comfortable. They direct them to the coat closet, restrooms and nursery if needed. They each volunteer once a month.

I also set up the Dinners for 7 or 8 fellowship groups in the fall and spring. I have invited some of the frequent visitors to participate in this opportunity.

The congregation can help visitors feel welcome by visiting with them following the church service and inviting them to Heartland Hall for refreshments.

Respectfully submitted,
Kathy Williams

Marketing & Communications

As a support ministry, volunteers and church staff create promotional materials for services and programs at GCPC to make visitors and members feel welcomed and included in a congregation that is very open, inviting, loving and dedicated in serving God. Through a variety of communication platforms, we welcome and inform members and non-members about the mission of our church, and promote GCPC to the surrounding community as an engaged, inclusive, caring, and faithful congregation.

Our online reach to the community is an important part of our mission. The process for our marketing online worship services, through Facebook and Zoom, continues to require a lot of communication with office staff and teams (*music, tech, etc.*) in order to share updated information on our website, through church email publications and reminders on social media channels.

- A website page for each worship service with details of the service, and graphics around the theme of the service, are posted each week. Each website page also contained: PDF of the bulletin, announcements, scripture, sermon title, music performances, children's bulletins, Facebook and Zoom links, online giving portal, PDFs of special inserts, photos, attendance portal link, Christian Education details and Zoom link, mask protocol, etc.

- After the worship service, a video link is posted to the website page, along with the sermon transcript (*if provided*), and any other videos used in the service. Photos are also added if applicable.
- Spotlight images on the website home page guide viewers to the online worship page for the weekly service and any special services. They also are created for special events, concerts, newsletter and mission programs.
- Facebook posts are shared at least twice a week advertising the services and giving link to the online worship details. Instagram posts and stories, are also shared at least twice a week, advertising the services and giving link to the online worship details.
- Marketing also includes sharing photos on social media of worship, activities by children and youth, photos from online worship, and sharing PCUSA messaging, images which were timely for events happening in the country.
- Every Sunday, online worship is monitored in real-time on Facebook by a series of messages guiding viewers through the worship service through the comments section, sharing announcements, welcoming and giving thanks, encouraging prayer requests, asking viewers to say hello, using emojis for engagement, sharing details on adult education and special events, etc. This engagement gives another layer to the interaction between viewers of the service and the church. It helped to continue to build community to those who cannot attend (*for whatever reason*) in-person worship.

Miscellaneous marketing and communications:

- Social media followers: Facebook 1078; Instagram 176; YouTube subscribers 60.
- 71% of our Facebook audience is women and 29% men (majority 55+); 69% of our Instagram audience is women, 31% men (majority 35+).
- Convey information and details about our church life through the monthly newsletter Grace Notes.
- A street banner shares our online worship time of 9:30am and website address gcpc.org/online.
- Variety of posters, brochures, postcards, logos, t-shirts, flyers, etc. advertising special events and programs in the church.
- Special landing pages on the website for Workshop Sunday, event sign-up pages, etc.

Support by staff member Patrick Bell, Kim Krueger and Christy Soule.

Administration

Personnel Team

In 2022, the Personnel Team worked to align our policies and procedures with our congregation's core values and the values of our higher governing body, Heartland Presbytery. We did this by modeling our staff leave policies (vacation/sick leave/other leave) on the standards approved by the presbytery, adding Juneteenth as a staff holiday to mirror federal holidays, raising our hourly rate of pay for part-time employees to align with Kansas City's "living wage" program, and re-balancing our staff review process to move away from annual reviews and toward biennial reviews surrounded by many more informal "check-in" opportunities. We're looking forward to 2023!

The Personnel Team: Kevin Mason (moderator), Chris Krug, Meredith Watson, Terri Monrad (elder representative), Mitch Trigger, Sue Trigger (staff representatives)

Facilities Team

General Topics

- Memorial Garden west side of Heartland Hall built and maintained by the Boy Scouts with facilities supervision
- new GCPC sign has been installed
- "Little Food Pantry" cabinets moved to the east stairwell.
- Replacement of stolen HVAC equipment

Session Report and Follow-Up.

- Groups using the building: Scouts, AA, JCCC painting classes, book clubs, Pioneer Preschool, Weekend Crafters, EncoreKC!, the Woodworkers, Williams anniversary, JoCo Election Polling site, Shannon Valley HOA board meetings, and Arabic Fellowship
- focused on budget
- resuming in-person worship with one service and the online presence.
- ventilation in the Sanctuary once we again hold in-person services

Capital Campaign

- improvements include better lighting in the handbell area of the Sanctuary, better recording and worship online presentation
- Lighting improvements continue.

Cleaning Company Issues

- more thorough cleaning as the building reopens
- The floor in Heartland Hall stripped and waxed

Financials & Budget

- some line items had larger than normal expenditures reflecting charges from more than one month
- Utilities and snow removal are part of the large expenditures.
- The replacement of 5 air conditioners and 10 furnaces due to theft of parts were an unexpected expense
- Unexpected hot water heater replacement

Additional Follow-Up Items

Exterior Building Maintenance: Dave Peck, Exterior Building Maintenance Coordinator, reported that

- final leaf removal and cleaning of gutters/drain boxes
- major trimming of the tall trees by College Blvd.
- Sanctuary Lighting
 - Continued installation of new lights
 - Tinting of the outside sanctuary windows

Interior Building Maintenance:

- minor plumbing repairs
- Sanctuary Window Tinting completed
- cleaning out the coat closet area in preparation for winter use
- the physically challenged equipment stored in the former custodian's closet in the west wing
- Freezer purchased, delivered and installed
- Eagle Project Request

Review of "DIO" (Do It Ourselves) Projects

- Garden Angels' projects looking for native plants
- The fire sprinkler system maintenance and HVAC spring maintenance will be performed
- Some repairs and an additional 5-year inspection are needed for the sprinkler system and the replacement of two smoke detectors
 1. Remind Silverleaf not to salt the heated sidewalk

2. Wood rot on windows and inspection of windows to be replaced
3. Do touch-up painting around the church

Projects completed from September to November

- 1) Workshop Sunday inside and outside
- 2) Contacted Gardening Angels: walk around the church to inspect the gardens
- 3) Created asking budget for the finance team
- 4) Corporate Cleaners contacted-no increase in rates unless our building use increases significantly
- 5) Ceiling tiles replaced where needed
- 6) Various lights replaced around the church
- 7) Sink in preschool replaced
- 8) Fixed hinge on double wooden doors going into sanctuary
- 9) Recycling continues; paper recycling bins on the west side
- 10) Ongoing lighting project in sanctuary is closer to completion
- 11) Two air purifiers purchased for children's rooms on lower level
- 12) Continued cleaning and organizing of the church

Finance Team

Due to the generosity of the members and the frugality of the teams, GCPC ended the year with a \$14,418 deficit in its operating budget, a much better result than the \$71,379 deficit projected in the budget process. The path to this result wasn't smooth. Five air conditioning units were stolen or terminally damaged. Replacement of these units cost \$160,901. Fortunately, after extended negotiations, our insurance covered the cost less the \$2,500 deductible.

GCPC has \$701,574 of cash and investments, a substantial portion of which is in our endowment fund. The endowment fund and our other investments incurred losses this year, along with the rest of the market.

Our 2023 budget is a challenge. After making substantial cuts to the budget estimates, the projected deficit, after the Faith and Hope Ask contributions by members, is \$71,626.

Operating Budgets and Actual				
Item	2021 Budget	2021 Actual	2022 Budget	2022 actual
Revenues				
Pledges	\$ 654,482.00	\$ 686,976.00	\$ 648,202.00	\$ 639,105
Non-pledged	32,000	23,803	32,500	56,131
Facility Usage Fees	15,000	18,733	21,500	22,489
Per Capita	9,000	4,385	5,000	6,578
Other		89,200		2,093
Total Revenues	\$ 710,482	\$ 823,097	\$ 707,202	\$726,396
Expenses				
Total Children's Ministry	\$ 3,950	\$ 3,294	\$ 4,355	3,192
Total Youth Ministry Team	5,100	3,973	6,500	3,958
Total Adult Ministry Team	1,203	6	3,960	1,989
Total Mission Team - Local	17,050	16,140	17,300	16,158
Total Mission - Nat'l/Int'l	4,600	4,600	4,600	4,600
Total Kairos Team	1,447	749	1,447	45
Total Welcoming Team	810	0	810	102
Total Marketing Team	3,269	2,429	3,269	2,444
Total Music Team	4,155	3,678	6,170	6,280
Total Worship Team	2,500	-439	3,375	2,060
Total Generosity Team	4,200	0	4,200	0
Total Connection and Care Team	468	0	2,100	817
Total Office Expense	43,100	31,537	42,600	35,345
Total Facilities Team	110,300	103,253	128,800	125,822
Total Finance/Endow/Generosity	3,100	3,678	3,960	3,717
Total Personnel Team	489,978	472,956	502,324	486,962
Total Administrative Expense	43,113	43,255	42,811	44,822
Total Expenses	\$ 738,343	\$ 689,109	\$ 778,581	\$ 738,313
Net Total	\$ (27,861)	\$ 133,988	\$ (71,379)	(\$11,917)
One time items-loan forgiveness		-89,200		
Replacement of stolen air cond				(160,901)
Insurance reimbursement				158,401
Net surplus/(edf	(\$27,861)	\$44,788	(\$71,379)	(\$14,417)

Session Motion Regarding 2023 Terms of Call

Rationale:

Section IV of Grace Covenant's Bylaws requires the congregation to consider and act on "changes in the terms of call for the pastor(s)" at the annual meeting.

For 2023, Personnel Team recommended a cost-of-living increase for all staff members and session approved a 5% cost-of-living increase.

Consequently, on behalf of session, the Personnel Team makes the following motion.

Motion:

That the members of Grace Covenant Presbyterian Church approve the following terms of call, retroactive to January 1, 2023:

Susan Kae Trigger

A. Compensation

- | | |
|------------------------------------|-------------|
| 1. Salary | \$44,557.97 |
| 2. Housing | \$20,000.00 |
| 3. Other Items | |
| a. Utilities | n/a |
| b. Annuity (403b) | n/a |
| c. Supplemental Insurance Coverage | n/a |
| d. Other allowance | n/a |
| 4. If manse, calculate 30% of 1-3 | n/a |

Total Effective Salary \$64,557.97

B. Pension/Medical

Full medical, pension, death and disability with BOP
at 37% of Effective Salary (Pastoral Plan) \$25,713.76

C. Vouchered Professional Expenses

- | | |
|--|----------------|
| 1. Travel / Auto (IRS Rate) | miles traveled |
| 2. Continuing Education/ Prof. Development | \$4,500.00 |
| 3. Books | n/a |
| 4. SECA Supplement (up to 50%) | \$4,938.69 |
| 5. Other Allowances | n/a |
| 6. Moving expenses (up to) | n/a |

D. Non-cash Allowances—Allotted Time

- | | |
|---|-------------------|
| 1. Paid Vacation | 4 Weeks / Sundays |
| 2. Paid Continuing Education | 2 Weeks / Sundays |
| 3. Heartland Presbytery Policy for Health and Parental Needs
(https://heartlandpby.org/commission-on-ministry) | |
| 4. Heartland Presbytery Sabbatical Leave Policy
(https://heartlandpby.org/commission-on-ministry) | |

Total Salary and Benefits \$99,710.42

Mitchell W. Trigger

A. Compensation

1. Salary	\$44,557.97
2. Housing	\$20,000.00
3. Other Items	
a. Utilities	n/a
b. Annuity (403b)	n/a
c. Supplemental Insurance Coverage	n/a
d. Other allowance	n/a
4. If manse, calculate 30% of 1-3	n/a

Total Effective Salary \$64,557.97

B. Pension/Medical

Full medical, pension, death and disability with BOP
at 37% of Effective Salary (Pastoral Plan) \$25,713.76

C. Vouchered Professional Expenses

1. Travel / Auto (IRS Rate)	miles traveled
2. Continuing Education/ Prof. Development	\$4,500.00
3. Books	n/a
4. SECA Supplement (up to 50%)	\$4,938.69
5. Other Allowances	n/a
6. Moving expenses (up to)	n/a

D. Non-cash Allowances—Allotted Time

1. Paid Vacation 4 Weeks / Sundays
2. Paid Continuing Education 2 Weeks / Sundays
3. Heartland Presbytery Policy for Health and Parental Needs
(<https://heartlandpby.org/commission-on-ministry>)
4. Heartland Presbytery Sabbatical Leave Policy
(<https://heartlandpby.org/commission-on-ministry>)

Total Salary and Benefits \$99,710.42

GCPC: A vibrant PC(USA) congregation, caring for our community and each other

Our Core Values

Jesus Christ is the HEAD of the Church

God has put all things under the Lordship of Jesus Christ. The church's life and mission are a joyful participation in Christ's ongoing life and work. (PCUSA Book of Order F-1.02)

Christ with our HEADS

We Are Equipping through Education:

- Theologically curious, intellectually honest, spiritually growing
- Multi-generational
- Space for diverse opinions

Christ with our HEARTS

We are Worshipping Creatively:

- Immersed with music and other arts
- Embracing various styles, abilities, and ages
- Compelling, imaginative, relevant

Christ with our CENTER

We are Embracing Diversity:

- No place for discrimination
- LGBTQ+ affirming
- Ecumenical and interfaith openness

Christ with our HANDS

We Are Acting in Faith:

- Service to the community
- Social justice advocacy
- Vibrant, caring, engaged

Christ with our FEET

We are Sharing Faith Openly:

- Committed to following Christ
- Spreading news of Christ's transforming work and word
- Sharing our stories and God's impact in our lives



GRACE COVENANT
PRESBYTERIAN CHURCH