



GRACE COVENANT
PRESBYTERIAN CHURCH

Annual Report 2020

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gcpc.org

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AGENDA FOR 2020 ANNUAL MEETING

January 31, 2021

11am

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

Diane Schmit

Recognition of the 2021 Officers of the Corporation:

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

Acknowledgement of Trustees:

Jim Byrd, Ric Cummings, Andrew Frye, Tim Hayden, Terry Kolich, Lynn Long, Mike Mattix, Terri Monrad, Diane Schmit, Sophie Shaw, Jenna Soule, Susan Sutherland, Marcia Turner

Adjournment of Corporation

CONTINUATION OF CONGREGATIONAL MEETING

Special Thanks to Our Teams and Team Moderators:

Adult Ministry—Maggie Blankers	Marketing—Kim Krueger
Children's Ministry—Erin Frye & Angela Krug	Mission—Michaela Walker
Connections & Care—vacant	Nominating Team – Tim Hayden
Facilities—Marc Feyh	Personnel—Kevin Mason
Finance—Jim Byrd	Welcoming—vacant
Generosity—David Sutherland	Worship & Music—Melanie Townsend & Katie Hearn
KAIROS—Rick Randolph	Youth Ministry—Jody Mason

The Ministry of Caring – the Deacons of Grace Covenant

Moderator – Anita Hadel
(Class of 2021) Liz Chandler (Secretary), Meredith Watson (Vice Moderator), Megan Lee, and Jami Howe
(Class of 2022) Karen Pack, Anne Stroud, Julie Webb, and Jerel Williams.
(Class of 2023) Jesse Bures, Barbara Douglas, Michelle Gailliez-Frye, Jody Mason, and Knute Rosche.

Presentation of Terms of Call

Kevin Mason

Finance Report (2020 review / 2021 preview)

Adjournment and Closing Prayer

Sue Trigger

2020 Co-Pastors Annual Report

The Revs. Sue & Mitch Trigger

We entered this past year with great anticipation. We had just finished our first full calendar year as your co-pastors; we had worked with staff and members to update by-laws, policies, and our operating manual; some of our special events had new life breathed into them while we also honored our traditions; and our teams had some great plans to build on all of this in 2020.

Then came the pandemic. Speaking on behalf of the entire staff, we were challenged in ways none of us could have imagined. In February, we began to spend a great deal of time gathering information about what was facing us as a community and as a congregation. At the same time, we were forced to explore and plan how to continue the mission of Grace Covenant. All areas of ministry were involved: worship, music, Christian education, mission, fellowship, children's and adult ministry. The Session members went above and beyond their usual duties as serving elders, and had to deal with some hard choices as the early situation kept changing on a daily basis. Despite the circumstances, all of us were able to adapt as well as possible.

- For the safety of our members (and following the advice of both Heartland Presbytery and the Presbyterian Church (U.S.A.)), we stopped in-person worship and went to a "virtual" worship service. Through the hard work of Miles McDonald, Eric Lee, and a number of other members of the "tech team," we were able to quickly adjust and develop a quality on-line worship experience. We understand it's not as good as being in-person. We are continually saddened that some of our members and friends are unable to join us in our "virtual" worship, and we pray for a return to our sanctuary in the near future.
- Rebecca Prater has been outstanding in adapting her work to this pandemic. Instead of working primarily with one large ensemble, she has created numerous small groups so that our choir members can still contribute their talents to our worship services. She has faced some big challenges since singing is one of the portions of worship that can assist the spread of the coronavirus. She continues to provide connection and pastor care for the many people involved in our music program.
- With the closing of the building for much of the year, all of the staff has learned to both adapt to doing more work from home and also being more accessible. Your GCPC staff members have made themselves available during what would normally be "non-office" hours, such as nights and weekends.

- We are especially thankful for the Mission Team and the many church members who continue to carry out the church's mission to help those in need. While most of us don't see that work, they've kept service at the forefront of our ministry.

Part of our work as your co-pastors hasn't changed much. We still have sermons to prepare and write, still attend presbytery meetings and serve on presbytery committees that meet virtually, still teach Sunday school, still take part in continuing educational opportunities, and still meet virtually with the various teams.

There are two areas of our ministry that have seen the most impact because of this pandemic – fellowship and pastoral care. The inability to meet in large groups, not being able to see one another face to face in conversation, all of this has been a challenge for these most important aspects of the entire congregation's ministry. Our Deacons have been wonderful in keeping in touch with members, Cheryl Johnson keeps many of us up-to-date through the prayer chain, and we all make many phone contacts but it's not the same. We've missed out on being together to celebrate, to grieve, to mark important life events.

We've now entered a time when we are called to do "double" planning. We work on worship services and events for our current context, but also plan for the future as we look forward to taking the lessons we've learned from this pandemic and applying them to the life and ministry of Grace Covenant. For the many members who have kept the church active and alive for each other, and for the work of God, we are grateful. Blessings continue be found in the most difficult times.

Respectfully Submitted,

The Revs. Mitch and Sue Trigger, co-pastors

CLERK OF SESSION

2020 Annual Report

TOTAL ACTIVE MEMBERSHIP as of December 31, 2019

411 Members

Gains in 2020

Reactivated	0
Profession of Faith	7
Reaffirmation of Faith	0
Transfer of Membership	0

TOTAL GAINS **7**

Losses in 2020

Transfer of Membership	(2)
Inactive	(8)
Death	(7)
Transfer Affiliate	(0)

TOTAL LOSSES **(17)**

TOTAL ACTIVE MEMBERSHIP as of December 31, 2020

401 Members

BAPTISMS

None

DECEASED MEMBERS

Carl Blomgren
Carol Frye
Sally Hinchman
Mary Johnson

Shirley Sampson
Wendell Sisk
Jane Weaver

NEW MEMBERS

Connor Chaffin
Andrew Cox
Max Passett
Hank Peck

Nadine Peck
Lauren Smith
Jaylee Soule

Team Reports

Worship and Music

Worship Team

Worship Team and Music Team started the year meeting together and reviewed the effectiveness of that monthly. As the COVID pandemic affected church operations, our meeting patterns evolved. We met together to discuss re-opening protocols but as the year progressed found it to be more effective to meet separately.

After spending so much of 2019 discussing what worship would look like if we had only one service each Sunday during the summer, we suddenly found ourselves having one online service every Sunday, starting – without advance planning – on March 15. It seems as if Mitch and Sue were called to Grace Covenant for a time such as this: Mitch's background in broadcasting helped with the transition as did the Trigger family's experience with puppet ministry which introduced us to a new friend, Stuart Stewart, who has helped all of us, but especially our children, understand these unusual times. Our online worship would never have gotten off the ground without the expertise and hard work of Youth Director/Director of Technical Worship Miles McDonald. Staff members Rebecca Prater, Patrick Bell, and Donna Goeckler all shifted their plans and responsibilities to ensure meaningful worship in an unprecedented format. We are currently streaming worship every Sunday on both Zoom and Facebook Live. Our staff has been integral to this, but so have many volunteers – singers and instrumentalists who have led worship live on Sunday mornings as well as recording things in small groups at other times; scripture readers and wreath lighters who pre-record and submit their readings; Kim Krueger who "hosts" the Facebook Live stream, and a technical crew that supports Miles.

Easter worship was a little tame by Grace Covenant standards but by the fall we had found new rhythms and were able to enjoy a season of Thanks-living which culminated in a Thanksgiving Eve worship. The sanctuary was beautifully decorated by a team led by Jan Rosche to support a rich, meaningful Advent and Christmas season. Services were streamed at 5:00 PM and 8:00 PM on Christmas Eve, again thanks to significant effort on the part of Miles McDonald.

Members who have served on the team this year are Nancy Steen, Jami Howe, Nancy Kalesz, Meredith Watson, Chelly King, Jan Rosche, Julie Passett, Sarah Evans, Mike Mattix (Elder rep), and Melanie Townsend (Moderator).

Gracefully submitted,

Melanie Townsend

Music Team

In 2020, 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, Donna Goeckler, and Daniel Cole worked with a wide range of volunteer leaders and musicians to create remarkable experiences. Carrie DeVries joined us as Contemporary Music Accompanist, with Donna Goeckler continuing as Contemporary Music Coordinator through 2020. The music ministry has adapted and changed to meet the unprecedented times and needs of the COVID-19 pandemic. To mitigate the spread of the virus, our ensembles met either in smaller groups, online, or paused their schedule.

In 2020, our Music Ministry included:

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

These ensembles included:

- ♪ Student ensembles:
 - ♪ Joy! Singers (4s-K)***
 - ♪ Celebration! Singers & Celebration! Ringers (1-5th grades)***
 - ♪ Exaltation! & Ex! Ringers (8th-12th grades)**
 - ♪ Youth Band (6th-12th grades)*
- ♪ Adult ensembles:
 - ♪ Praise Team & Chancel Ensemble led live online worship regularly
 - ♪ Chancel Choir* (Chancel Singers I, II, III**)
 - ♪ Jubilation! Ringers**
 - ♪ Charter Ringers*
 - ♪ Dixieland Band*

- ♪ Clarinet Quartet*
 - ♪ Intergenerational ensembles:
 - ♪ Chancel Brass (8th grade - adults)*
 - ♪ Symphony Orchestra or GCPC Wind Ensemble (8th grade - adults)*
- *Paused due to the pandemic*
- **Rehearsed in small groups, and prerecorded offerings for online church services*
- ***Met virtually via Zoom or Facebook, either live or prerecorded, and prerecorded offerings for online church services*

Outreach Activities & Music Events in 2020:

- ♪ Music Appreciation Sunday - February
- ♪ Youth Sunday - March
- ♪ Daily music and devotion emailed to the congregation served to uplift and connect during the pandemic
- ♪ *grace + family = a virtual concert of hope* - An evening event via Facebook Live and Zoom featuring song, visual arts, instrumental, and spoken word by a variety of members - Sunday, August 23
- ♪ Joy! & Celebration! Singers, Exaltation!, Chancel Ensemble, Chancel Singers I, II, III, vocal & instrumental soloists shared songs in our two online Christmas Eve services: 5pm & 8pm.

 Submitted by Music Team 2020 

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

Education and Nurture

Children's Ministry Team

In what turned out to be a year of staying apart, Children's Team continued to work together to keep our children feeling connected.

- Sunday School continues with the Growing in Grace and Gratitude curriculum. When things came to a halt in March, our Sunday School teachers continued to be in touch with their students, often mailing or sharing lessons via e-mail or Facebook. Beginning in the fall, a more structured program was set up. Lisa Cox prepares and posts videos for our 2- and 3-year-olds in a Facebook group. Kristy Shaw video tapes Awakening to Worship lessons for 4-year-olds through first graders and Emily Hussey creates music lesson videos for them. Our second through fifth graders have been meeting for Sunday School on Zoom. The lessons have been provided by Jenny Stromberg, Jerel Williams, and Aimee Fleeman. Pam Kelly has been leading music for this age group, also on Sunday morning Zoom sessions. Michala Walker also contributes with a mission focused lesson about once a month. We appreciate everyone's flexibility!
- Our faithful and dependable teachers and leaders from the 2019-2020 school year included Lisa Cox, Jane Knoche, Megan Minaschek, Caroline Becher, Mary Ann Weyforth, Jean Nelson, Melanie Townsend, Mikki Walker, Lauren Bond, Matt McBride, Jenny Stromberg, Jerel Williams
- Prior to COVID-19, Children's team was planning to shift to a Workshop Rotation model for Sunday School for Kindergarten through fifth grade. There was general excitement about it in the church congregation as well. This shift is temporarily on hold until we can be together again.
- Kristy Shaw continues as the coordinator of the Awakening to Worship program. After the church building closed, Kristy posted Awakening to Worship materials for families to access on Facebook. As mentioned above, Kristy started filming Awakening to Worship stories in the fall and has been providing these as Sunday School lessons for our 4-year-olds through first graders. We thank her story telling volunteers (Christy Soule, Melanie Townsend, Diane Schmit, Katie Hearn, Emily Hussey, and a few special appearances from Stewart 😊) as well as her video volunteer, Sophie Shaw.

- SMASH was held in person in January of this year and lead by Emily Hussey. SMASH moved to a virtual format in April and May with Sue leading. In June, Emily Hussey and Christy Soule provided a scavenger hunt at the church for the kids. There were water SMASH events in July and August led by Diane Schmit and the children have been meeting safely in person since then for SMASH 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 virtually. May thanks to all the volunteers that helped us make this happen! Our theme was “Workshop of Wonders”. Worship on the Sunday following VBS was the same theme.
- Several events had to be canceled or postponed due to the pandemic. Our Easter Egg Hunt was cancelled. We have had to postpone communion training and presentation of Bibles to third graders.
- We did manage to get some events in, either before the pandemic started or in creative, socially distant, or virtual ways. We were able to host the Shrove Tuesday Pancake supper before things shut down. This was the first year our own people made and served pancakes and it was an overwhelming success. We also managed to host a socially distant Trunk or Treat event for families in our church this year as well as an Advent Fair on Zoom!
- On a sad note, Session did vote to end the KDO program in August. Kathy Connor was recognized in worship and we will miss her involvement at Grace Covenant very much.

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; Carolyn Chaffin, Emily Hussey, Jenny Stromberg, Kristy Shaw, Andrew Frye, Session liaison; Sophie Shaw, Session liaison; Sue Trigger, staff liaison

Adult Ministry Team

Greetings from the Adult Ministries Team! 2020 was an *unusual* year in many respects and we have been grateful to offer Bible studies, discussion and plain old conversation most of the year via Zoom.

With the beginning of the new year, our country continued to be deeply divided over issues such as poverty, caring for the marginalized and saving the environment. But the Adult Ministries team was pleased that Revs. Mitch and Sue could lead a short series on how to

confront sticky topics as Christ would do, which included providing tools to assist people in talking through the many sides of tough issues and learning to disagree in love. Continuing this theme, we joined with KAIROS to honor Martin Luther King Day in January by showing a video narrated by J. Herbert Nelson, Stated Clerk of PC(USA), on the importance of cash bail alternatives. February followed on with Black History Month, which also provided opportunities to raise awareness of those who are often disregarded by society.

And then the pandemic hit. The year started strong with Epiphany Stars and a Lenten art study on the “The Gates of Paradise,” installed at the Nelson Gallery of Art. Then, in March, Adult Ministries and other teams were shut down, requiring GCPC to think creatively and figure out how to worship, build community and stoke friendships via blinking screens and electronic devices. After being dark most of Spring, our team was delighted to greet warmer weather with a class designed to help us cope with the virus, guided by intrepid leaders Cindy Schendel and Jean Hampton, who braved the world of Zoom to bring us, “Coping and Hoping: Life in the Time of COVID-19,” and a deeper look at the “Doors to Paradise,” with Jan Cummings

Next, “Holy Currencies, Blessings that Come With Giving,” led by Pastor Mitch (with lots of questions by Stuart Stewart), prepared us for Stewardship Sunday. Also this past fall, we were treated to a deeper discussion on the “Doors to Paradise” with Jan Cummings. Dave Pack guided a discussion group on “Christianity and American Politics,” which helped attendees think through the upcoming Presidential and General Election. We rounded out the year with a three-part study, “Together in Advent,” which exhorted us to “Be Present,” “Send Peace,” “Share Joy” and “Wrap in Love. Leaders included Pastor Sue, Maggie Blankers and Tom Stroud.

Thank you for the privilege of offering themes from the Bible, discussion and opportunities to be closer to God. The 2020 team included Maggie Blankers, Moderator; Sue Trigger, Pastor Liaison; Pat Collins, Christine Hutchins, Glenda Johnson.; Ellen Mohr, Scribe; and Dave Pack.

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 2020, the Youth Team worked to continue to focus on maintaining connections while still focusing on the safety of all.

An important reason our youth ministry program is successful is because we have many caring adults who are active along with 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.

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 engage in, including:

- Sunday School classes – were often presented virtually, and with masks outside or spread out in Heartland Hall this year.
- Confirmation classes – were often held virtually this year and were adapted for safety protocols.
- “Connect” Youth group Gatherings – were often held virtually, and with masks outside this year.
- Youth Band – offered when there are enough youth available to participate.
- Exaltation! singers and ringers – practices were adjusted to adhere to safety protocols.
- Emerald City lock-in – this event could not happen in 2020, but hopefully will come back in 2021.
- Hayride – 2021.
- Homeless for a Night event
- Car Wash – this event could not happen in 2020, but hopefully will come back in 2021.
- Mission and Music Trip – this event could not happen in 2020, but hopefully will come back in 2021.
- Presbytery wide retreats – these events could not happen in 2020, but hopefully will come back in 2021.
- Events including college age students such as a canoe trip – this event could not happen in 2020, but hopefully will come back in 2021.
- Progressive Dinner – this event was adapted to outdoor firepits for 2020 to maintain safety.
- Souper Bowl of Caring
- Massanetta Middle School Conference – this event could not happen in 2020, but hopefully will come back in 2021.
- Montreat High School Youth Conference/Triennium High School Youth Conference every 3 years – this event could not happen in 2020, but hopefully will come back in 2021.
- Heartland Presbytery camps – these were difficult in 2020, but hopefully will come back in 2021.
- Random Acts of Kindness and other outreach events were held regularly over the summer and also when possible to do so safely in the spring and fall.

Our youth program will continue to remind GCPC youth that they are God’s precious children, cherished since birth, blessed and loved beyond words.

Kaki Conti – moderator, Pat Kowalczewski – secretary, Jody Mason, Susan Sutherland, Danielle Dalton, , Julie Passett, Julie Webb, Miles McDonald, Jenna Soule

Congregational Care

Connections & Care Team

The Connections and Care Team did not meet after February 2020 due to the pandemic. Scheduled Fellowship Events were cancelled to keep church members and visitors safe.

- ***Hospital and Home Visits*** - Two team members assisted the Co-Pastors with hospital and home visits, as needed. (Pastoral Care & Member Care)

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

Outreach

Mission Team

- In 2020, Mission team continued the practice of directing the monthly Communion Offering to a partner agency. Funds were directed to: the PCUSA Cash Bail Project, Rosehill, our Mission Co-workers, One Great Hour of Sharing, PCUSA Pentecost Offering, Catholic Charities, IHN, 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, Rosehill (February and July), Crosslines, Safehome, Catholic Charities, JCCB, Duchesne Clinic, Red Bag Project, and Argentine Baby Closet. In-kind donations were not collected in April or May due to the closure of the church building; we resumed collection of in-kind donations in June, pivoting to monthly outdoor collection events. The August collection event was combined with an extremely successful collection of shoes for Soles for Souls. Some of the monthly collection events were combined with socially distant fellowship opportunities, where GCPC members could gather outdoors for conversation and a picnic meal or frosty treat.

- We had been planning to hold our 2nd Workshop Sunday event in April; however, those plans had to be cancelled due to the pandemic and closure of the church building. We reworked our plans and held the event in September in a COVID-safe manner, beginning with an outdoor worship service and then conducting 4 service projects: making tied fleece blankets for Safehome, doing yard work at group homes operated by Friends of JCDS, cleaning up a stream for the city of Olathe, and sorting donated food at the Hope Distribution Center for Catholic Charities. More than 80 members participated in the service projects. We also wrote letters for Bread for the World and tried to have a picnic lunch and fellowship time at church after completion of the service projects, although heavy rain interfered.
- We continued sending food to KCK Hot Lunch and UpLift on a monthly basis. Meredith Watson continues to be instrumental in coordinating the Hot Lunch program, and pivoted GCPC's volunteers to preparing bagged lunches dropped off monthly in April. More than 1,800 sack lunches were prepared by GCPC members during 2019. Kevin Johnson was welcomed as the new coordinator of the Uplift meal preparation and has been very successful in that role.
- Food donations to Catholic Charities have been suspended for several months due to the closure of the church building; we are considering how best to reinstate the opportunity to donate food until the building reopens.
- We renewed GCPC's participation as a Hunger Action Congregation; activities we already participate in, such as the Souper Bowl of Caring, fulfill the requirements. The renewal was led by Dave Pack.
- Twelve GCPC members participated in the CROP Walk and raised \$3,410. Three GCPC members participated in the MS Walk and raised \$4,317.60.
- Jane Knoche has settled in as the new coordinator for IHN. IHN operations changed greatly during the pandemic, with IHN guests being housed in motels in the last months of 2020. Jane's leadership through these changes is greatly appreciated!

- Early in the year we wrote cards for prison inmates; this event was coordinated by our late team member Shirley Sampson. Originally planned to be open to all members, this event was completed by Dave and Karen Pack and Shirley after the closure of the church building interfered with the original plan.
- During Advent, we sold Alternative Gift Cards to raise funds for Rosehill School, the Children’s Nutrition Program in Haiti, Project Peanut Butter, Maya Quiche, Water for South Sudan, Heart to Heart International, the Mission team general fund, and Heifer International. Sales totaled just over \$2800, nearly twice 2019’s total.
- We provided a \$500 scholarship to Reggie Lorimer to participate in the trip to Maya Quiche in Guatemala.

Welcoming/Marketing Team

In January 2020 the Welcoming and Marketing Team was poised to make visitors feel welcomed and included in a congregation that is very open, inviting, loving and dedicated in serving God. We discussed 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. We had just started plans for Lent and talking about a Spring “This is Grace” class for non-members, then COVID.

Our shift went to Marketing exclusively in order to communicate upcoming plans for taking our worship and activities online through Facebook and Zoom. This required a lot of communication with office staff and teams (music, tech, etc.) to share information through our website and social media channels. A few of the ways this was executed was by:

- Producing street banners that gave our online worship time of 10am and website address gcpc.org/online
- Creating website page for each weekly online worship service with details of the service, and graphics around the theme of the service. Each website page also contained: PDF of the bulletin, announcements, children’s bulletins, Facebook and Zoom links, online giving portal, PDFs of special inserts, photos, etc.
 - After the worship service, a video link was posted to the website page, the sermon transcript (if provided) along with any other videos used in the service. Photos were also added if applicable.
 - Home page spotlights were also added to guide viewers to the online worship page on the website for each Sunday, and special services.
- Creating Facebook event pages for each online worship with details of the worship and links to the website page associated with it. Facebook posts were also shared at least twice a week advertising the services and giving link to the online worship details.

- Creating Instagram posts and stories, shared at least twice a week, advertising the services and giving link to the online worship details.
- Marketing mission and special events throughout March-December (on-going in 2021) to share information and details about activities of the church, and results of those activities.
- Promoting and online/website pages for VBS, Workshop Sunday sign-up, Generosity Team pledge sign-up, M&M registration and Regina Reynolds Scholarship registration forms, Faith + Family concert, Porch Portraits, etc.
- 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.
- Convey information and details about our church life through the monthly newsletter Grace Notes.
- Showing community and LIFE in the church by moderating online worship on Facebook by guiding viewers through worship with the comments section of the Facebook Live, 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 since we were away from each other. Communication was also helpful to the Tech Team at the church through this platform.

In the summer of 2020, the move was taken to split Welcoming from Marketing in order to concentrate efforts as a support position for the church. Kim Krueger assumed this role, with support from the church office. Welcoming Team has not met most of the year and will resume when church is open with role to greet and care for those who are non-members attending worship. A Moderator has not been named for the Welcoming Team.

Our website, gcpc.org, gave us a lot of tools to enhance our communications with one another and with our community. It was constantly evolving and we tried hard to keep a lot of who we are and what we do in the community to avoid having to “recreate content” when the church re-opened. The website continues to be maintained by Patrick Bell and Marketing Team/Kim Krueger – no outside costs except for the monthly hosting fee.

Social media followers: Facebook 1055; Instagram 141; YouTube subscribers 51; Twitter 76 (developing in 2021)

Welcoming/Marketing Team members (serving on the team and assisting in welcoming and marketing support in 2020) included: Co-Moderators Rosemary Gibson and Kim Krueger, Jean Hampton, Ginny Wirtz, Harold Frye, Jennifer Battaglioli, Megan Minaschek, Patrick Bell, Mitch Trigger, Sue Trigger and Jim Byrd.

Administration

Personnel Team

First, and most importantly, Personnel Team wants to commend our staff for their extraordinary efforts this pandemic year. Each of them has tackled enormous challenges in service of maintaining our church community. For example, basically overnight Mitch and Sue created meaningful online worship services, continually refining them, and Sue has helped Children's Team reimagine children's ministry. (And Charlie! Oh my goodness Charlie. Our worship life would be so much poorer without Stuart Stewart.) Rebecca, Linda, and Praise Team leadership have navigated public health protocols and created new performing ensembles to keep our ears and hearts full of wonderful music. Miles has gotten creative in identifying fellowship opportunities for our youths, and oh-by-the-way has built a technology team virtually from the ground up so that we can collectively experience online worship. Patrick has staffed the church building, taking on the roles of sanitizer, potential contract tracer, social distancing enforcer, and facilities maintenance performer. Tara has kept the finances running smoothly, doing multiple budget projections and answering every off-the-wall question thrown at her. And we cannot wait to get Carolyn and the nursery staff back in the building because we miss them, and because it will mean a building full of children once again.

Now, with the important business accomplished, what could be better to recap 2020 than ... a list!

- Long-time moderator Linda Bridges stepped down in February, replaced by Kevin Mason in April.
- Session (with the help of Finance Team) obtained a federal Payroll Protection Program loan which helped ease pandemic-related budgetary concerns.
- Denise Trawicki moved on from the Praise Team leader position in March and we thought we had a replacement hired, but in April we found out our replacement could not take the position. Fortunately, the pandemic lessened the need for an immediate, permanent replacement, and we have navigated 2020 with Donna Goeckler as the interim leader, supported by Carrie DeVries as the accompanist.
- In May we completed the 2019 staff review process and then immediately embarked on 2020 staff reviews, which we completed in August. Then we overhauled the staff review process, streamlining it and moving it from the end of the calendar year to coincide instead with the end of the program year.
- We reluctantly said goodbye to the Kids' Day Out program in July and recognized the long-serving KDO director Kathy Connor in worship.

- In September the team refined the position description for the Technical Director for Worship position, which Miles has been staffing all year (and even before, though the importance of the position has been pronounced beginning with the onset of the pandemic). The team also made grammatical/consistency revisions to all currently staffed position descriptions.
- With the approval of session, and with minimal budgetary effects, in October we provided new long- and short-term disability benefits to full-time non-pastoral staff under a new program offered by the Board of Pensions.
- Mary Sue Thomas bid farewell to the team in December after more than five years of service.

Stay safe out there.

The Personnel Team

Kevin Mason (moderator)

Chris Krug, Mary Sue Thomas

Diane Schmidt, Susan Sutherland, Nelson Townsend (elder representatives)

Mitch Trigger, Sue Trigger (staff representatives)

Facilities Team

Despite Covid-19, the Facilities Team had a productive 2020 with many team members continuing to manage and maintain the building and grounds. Notable projects include replaced Peace Pole; constructed hand sanitizing stands for the building; replaced parking lot lights with energy efficient LED; added new LED light fixture/pole to light west parking lot and west wing entrance; added several walkway LED light bollards; replaced fixtures that illuminate east wing exterior walls and entrances; added protective rocks around new bollards and fixtures; replaced fixtures that illuminate College & Neiman sign; helped with College & Neiman sign landscape/wall replacement project; repainted Kitchen and hallway; repaired many faucets and flush valves; replaced paper towel dispensers throughout the building; mulched all landscape beds; repaired stucco and exterior walls; repainted Porte-cochere ceiling, repainted several exterior walls and door frames; constructed 2 rock slab benches in Grace Garden; cleaned gutters; picked up leaves; repaired/maintained lawn sprinkler system. We look forward to continuing and finishing projects in 2021 as things improve – Sanctuary lighting replacement, HVAC equipment replacements and maybe window replacements.

Finance Team

Like every other team at Grace Covenant, 2020 provided a number of challenges. After developing a budget for 2020, our financial picture changed during the course of the pandemic. Some of the more noticeable impacts were:

- Non-pledged (or “plate”) offerings were substantially down. These offerings are those that usually come from the offering plates. Special worship services such as Easter, Pentecost, and Christmas are often times when visitor & guests are present. With no in-person worship services, GCPC did not have the opportunity to receive these gifts. This resulted in actual non-pledge offerings being a little over \$43 thousand less than budgeted.
- We were blessed to receive a CARES Act PPP loan for the amount of \$89,200.00. This was a “forgivable” loan which, since we met the requirements, does not have to be repaid.
- With Pioneer Preschool being closed part of the year and having a smaller enrollment after re-opening, we received approximate \$11 thousand less in income from their use of our building.
- For a number of reasons related to our building closure, our actual expenses for the year were almost \$143 thousand less than budgeted for 2020.

The combination of factors resulted in our income being much closer to expenses than we had originally budgeted for the year. The Finance team, with the invaluable assistance of our Finance Administrator Tara Hyder, continues to closely monitor the financial health of the congregation.

We would like to express our thanks to Matt McBride, who went off the team after years of service, including his time as moderator. His leadership has been important during his time on the Team and he has been a blessing to the entire congregation.

(report information provided by Rev. Mitch Trigger)

Deacons Report

The January Deacon Retreat and February meeting were the only two in-person meetings of the year. Starting with the April meeting, the rest of the year's meetings were on Zoom.

We reviewed the Sit Together Sunday/Annual Meeting and Potluck and came up with ideas to make it an even better experience, such as using the name "Sit Together Sunday" to cover the whole day of events. Covenant Groups sit together in worship, the annual meeting and the potluck lunch.

We heard many positive comments about Workship Sunday, one of the few in-person events of the year. Kim Krueger planned to give us a tour of the GCPC website and how Deacons could use it with our groups, but that was postponed indefinitely, as well as the re-opening plans.

As the COVID-19 pandemic spread, it was April when the changes multiplied and chronic uncertainty was spreading too throughout all parts of life, not just at GCPC. During our Zoom meetings we continued to check in to share concerns, prayer requests and joys about our covenant group members as well as our own families. Cheryl Johnson's email of prayer requests was a helpful resource to read through, checking for names of our group members.

Social media, phone calls and cards were most commonly used to connect with our groups. (Deacons have a box of a variety of cards to use and contribute to in the office). Since members are more comfortable with different ways to be in touch, a common theme from the Deacons was to continue reaching out, even when not getting a response so the member was reminded that they were being thought of, and that we are available.

Two Deacons attended Nominating Committee meetings. Five new deacons were nominated and elected in December. We decided to add a Vice-Moderator position next year to ease the Moderator transition. And, with the start of a new year and a new schedule, it was suggested that Covenant Group members not be shuffled into brand new groups so that they can continue to get to know their present group members better.

Respectfully submitted,
Jennifer Battaglioli, Moderator 2020

Session Motion Regarding 2021 Terms of Call

Rationale:

Grace Covenant's Bylaws (Section II-1) require the congregation to "review the adequacy of the compensation of the pastor or pastors" at the annual meeting, which must be held in January.

The year 2020 was a strange one in a multitude of ways, but in particular the pandemic's effect on our economic and social lives has created uncertainty in 2021 budget projections. In October, at the recommendation of Personnel Team, session approved 3% cost of living adjustments for staff salaries if the pledges and budget for 2021 would support it. At the moment, the 2021 budget is not clear enough to determine if the 3% COLA can be supported. Session continues to monitor pledges and the budget more generally, and believes there may be an opportunity to revise the budget later in 2021 to include a cost of living increase for staff, but not in time for the January annual meeting.

So, in an effort to be appropriately cautious, and to meet the timelines set out in the Bylaws, session and Personnel Team believe the appropriate course for the congregation is twofold. First, approve terms of call for 2021 which are identical to the terms of call for 2020. Second, grant session the power to increase the terms of call without coming back to the congregation if session believes the 2021 budget can be amended to give staff the 3% cost of living adjustment aspirationally approved in October.

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

Motion:

That the members of Grace Covenant Presbyterian Church:

1. Approve the following terms of call, retroactive to January 1, 2021;

Mitchell W. Trigger

A. COMPENSATION

1. Salary	\$40,000
2. Housing	\$20,000
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 \$60,000

B. PENSION / MEDICAL

Full medical, pension, death and disability with BOP
at 37% of Effective Salary (Pastoral Plan) \$23,589

C. VOUCHERED PROFESSIONAL EXPENSES

1. Travel / Auto (IRS Rate)	miles traveled
2. Continuing Education/ Prof. Development	\$4,500
3. Books	n/a
4. SECA Supplement (up to 50%)	\$4,590
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

TOTAL SALARY AND BENEFITS \$92,679

Susan Kae Trigger

A. COMPENSATION

1. Salary	\$40,000
2. Housing	\$20,000
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 \$60,000

B. PENSION / MEDICAL

Full medical, pension, death and disability with BOP
at 37% of Effective Salary (Pastoral Plan) \$23,589

C. VOUCHERED PROFESSIONAL EXPENSES

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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

TOTAL SALARY AND BENEFITS \$92,679

AND

2. Grant session the power to increase the terms of call, as and when session determines that 2021 pledges and the budget allow a general 3% cost of living adjustment for staff, by approving the following.

[3% COLA terms of call on next page]

Mitchell W. Trigger

A. COMPENSATION

1. Salary	\$41,200
2. Housing	\$20,600
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 \$61,800

B. PENSION / MEDICAL

Full medical, pension, death and disability with BOP
at 37% of Effective Salary (Pastoral Plan) \$24,278

C. VOUCHERED PROFESSIONAL EXPENSES

1. Travel / Auto (IRS Rate)	miles traveled
2. Continuing Education/ Prof. Development	\$4,500
3. Books	n/a
4. SECA Supplement (up to 50%)	\$4,728
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

TOTAL SALARY AND BENEFITS \$95,306

Susan Kae Trigger

A. COMPENSATION

1. Salary	\$41,200
2. Housing	\$20,600
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 \$61,800

B. PENSION / MEDICAL

Full medical, pension, death and disability with BOP
at 37% of Effective Salary (Pastoral Plan) \$24,278

C. VOUCHERED PROFESSIONAL EXPENSES

1. Travel / Auto (IRS Rate)	miles traveled
2. Continuing Education/ Prof. Development	\$4,500
3. Books	n/a
4. SECA Supplement (up to 50%)	\$4,728
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

TOTAL SALARY AND BENEFITS \$95,306

