



Grace Covenant Presbyterian Church
Session Agenda
October 27th, 2020
6:00 pm, ZOOM

6:00 Opening Prayer, Quorum, Welcome Visitors, Approve Minutes and Consent Agenda

6:05 Engaging Scripture and Spiritual Practice

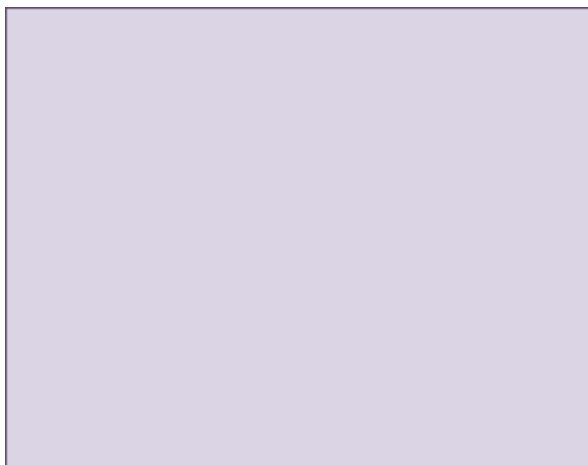
6:25 Moderator's Report

6:35 Staff Reports

6:45 Matt Wiedle, Ordination Process

7:00 Council, Committee, Team Reports

- Finance
- Personnel
- Property
- Serve
- Worship
- Stewardship
- Nominating
- Other Committees, Teams



7:20 Additional Business

7:30 Adjourn

Session Council/Committee/Assignments 2020

| | |
|------------------|-----------------------------------|
| Ken Fisher | Finance |
| Laurie Stradley | Finance, Chair; Stewardship |
| Anna Hamel | Finance; Guatemala |
| Paul Rogers | Personnel |
| Jessica Graham | Personnel; Nominating |
| Sheryl Aikman | Personnel, Chair |
| Melissa Hicks | Serve, Chair |
| Christi Mobley | Serve |
| John Clark | Property, Co-Chair |
| John Legerton | Property; Long-Range Bldg. Vision |
| Roger Meade | Property, Co-Chair; Mem. Garden |
| Keith Prince | Worship; Stewardship |
| Debby Vance | Guatemala; Nominating |
| Carley Stein | Worship; Youth/Children |
| Margaret Tierney | Worship, Chair; Nominating, Chair |
| Annie Cole | Youth Elder; Youth Committee |

Consent Agenda – October 27th

For approval -

Births: 9/21/20 - Luna Jolynne Webb Parents: Caroline Wyrosdick-Webb & Kenneth Webb

Baptisms: 10/17/20 – Auden Olivia Coble Parents: Richard Randolph Coble & Lindsey Jo Williford
10/24/20 – Autumn Virginia Burkhalter Parents: Josie Edith Moe & Jeffrey Michael Burkhalter

Marriages:

Admissions to the Active Roll:

To Inactive:

Transfers:

Restored from Inactive to Active Roll:

Deaths:

Removed:

Session Approval by Email:

The Financials for August 2020: **Approved**

Two requests for baptisms: **Approved**

Auden Olivia Coble

Parents:

Richard Randolph Coble

Lindsey Jo Williford

Date of Birth:

June 13, 2020

City of Birth:

Asheville, NC

Baptism location:

Grace Covenant Presbyterian Church narthex

Elder Assisting:

John Clark

Baptism dates:

Saturday, 10/17 baptism

Sunday, 10/18 baptism video a part of worship

Autumn Virginia Burkhalter

Parents:

Jeffrey Michael Burkhalter

Josephine Edith Moe

Date of Birth:

August 1, 2020

City of Birth:

Asheville, NC

Baptism location:

263 Inman Branch Road

Waynesville, NC

outdoors

Elder Assisting:

Christy Mobley

Baptism dates:

Saturday, 10/24 baptism

Sunday, 10/25 baptism video a part of worship

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Date of Session: 10/27/20

As of 09/22/20

As of 10/27/20

Members on the roll of Active Members:

738

738

Members on the roll of Inactive Members:

179

179

slm

GRACE COVENANT PRESBYTERIAN CHURCH

**MINUTES, STATED SESSION MEETING
22 SEPTEMBER 2020**

PRESENT: Ken Fisher, Laurie Stradley, Anna Hamel, Paul Rogers, Jessica Graham, Sheryl Aikman, Melissa Hicks, Christi Mobley, John Legerton, Roger Meade, Keith Prince, Carley Stein, Margaret Tierney, Annie Cole

EXCUSED: John Clark, Debby Vance

CLERK: Kelley Griffith

STAFF: Marcia Mount Shoop (Moderator), Jeff Jones, Samantha Gonzalez-Block, Richard Coble

GUESTS: No guests

The meeting began at 6:03 pm via Zoom, an on-line meeting platform that Session is using during the COVID-19 global pandemic. Kelley Griffith, Clerk, declared a quorum. Marcia opened the meeting with prayer.

***John Legerton moved and Jessica seconded that the minutes for the 25 August stated Session meeting be approved. Passed.**

***Anna moved and Roger seconded that the consent agenda be approved. Passed.**

ENGAGING SCRIPTURE AND SPIRITUAL PRACTICE

In response to what Marcia sees as increased anxiety within our community, especially as we move closer to the November election, she invited members to ponder this verse from Hebrews 1:1 "Now faith is the assurance of things hoped for, the conviction of things not seen." In relation to this verse, she charged each of our break-out groups to create three prayerful sentences about these words: "acknowledge," "assurance," and "aspire." As each group shared its responses to form a collective prayer.

MODERATOR'S REPORT

--Marcia announced that a new Director of Children's and Family Ministries, Amy Kim Kyremes-Parks, will be hired at the end of this week and announced in worship on Sunday. She shared Amy Kim's resume, after which members who have met with Amy Kim were full of praise. She is full of laughter and evidences a "genuine love of children and ministry" (Sheryl). "You will adore her" (Samantha). Marcia said Amy Kim will begin her new job on Friday, October 16 in and will join our October Session meeting. --Marcia is working on details for Luke Johnson to join our staff as " Director of Technology and Media Ministries" (a title under consideration). This is a part-time position. He has a seminary degree and, as Jeff said, has "a great heart for ministry." Marcia and staff are working together on some retooling and moving around of duties as Sherrie retires and Luke comes on.

--We should be thinking about how we will use the building when the threat of Covid diminishes. Property Council is beginning a conversation around a plan and welcomes suggestions from the Session. She said that the level of support from the congregation for what we are doing now (virtual meetings and services) is very strong. Our present situation is like that of the early church, where there was no single "building." We are "blessed to be able to be the church in our present situation."

***The Session agreed by consensus to allow the League of Women Voters to use the outside of our building on one or more weekends to conduct voter registration between now and the election.**

STAFF REPORTS

Richard

Richard said that the deacon "drop off" went very well, with much appreciation expressed by recipients for the individual attention given by the deacons.

Palooza was a "big success."

Richard also shared about all the Adult Education offerings going on this fall at GCPC.

Samantha

She said that the youth kick-off weekend was “wonderful.” We have a “wonderful group of kids.” Volunteers are lined up for the younger children’s ministry until Amy Kim begins her appointment.

Jeff

Jeff announced a “challenge” to the congregation—including the Session---to record themselves singing “Glory to God” together for us in our Sunday services. Anyone can contact Jeff for instructions.

COUNCIL AND COMMITTEE REPORTS

Finance Council

The Session will vote on financial via email because they were inadvertently not included in the emailed packet.

Serve Council

No action proposed.

Property Council

No action.

Personnel Council

See Amy Kim’s appointment for Children’s Ministry (described above).

Worship Council

Margaret reported continuation of the Baptism Birthday card tradition, sent to children as a celebration of the day on which they were baptized.

Session talked for a few more minutes about building use and worship as we continue to navigate Covid. There was agreement that face to face worship does not feel like worship if we had to take reservations. We are blessed to be a part of a community who is embracing our online worship.

***At 7:35 pm Roger moved and Melissa seconded that the meeting be adjourned. Passed.**

The Session ended the meeting with a prayer created by each Elder sharing a blessing with the rest of the Session.

Respectively submitted,



Kelley Griffith
Clerk of Session



Marcia Mount Shoop
Moderator

**Grace Covenant Presbyterian Church
GCPC Personnel Council
September 24, 2020**

Meeting held via Zoom teleconference

Attending: Sheryl Aikman (Chair), Janice Brumit, Steve Dykes, Jessica Graham, Jackie Kiger, Paul Rogers

Staff: Marcia Mount Shoop

Marcia shared that an **employment offer is in process for Amy Kim Kyremes-Parks** for the position of Director of Children's and Family Ministries at GCPC. Amy Kim has had multiple conversations with Marcia, the program staff, the full staff and a small group of Session members (Sheryl Aikman, John Clark, and Laurie Stradley).

GCPC offers employee benefits through The Board of Pensions of the Presbyterian Church (USA). In order to provide fully for Amy Kim and her family in terms of benefits and to provide appropriate benefit offerings for future staff, **GCPC needs to change the health insurance benefit offered to "Group 1" employees.**

As background:

- Benefits offered to ordained staff are determined by PCUSA.
 - GCPC determines benefit offerings to other staff. GCPC's classifications are:
 - Group 1 - non-ordained program staff - staff member eligible for health insurance; GCPC pays 100% of premium
 - Group 2 - administrative staff - eligible for health insurance, 100% of premium paid by GCPC; if family coverage is elected, employee pays additional premium
- To date, Group 1 employees have only been eligible for health insurance for themselves. No staff member has needed family coverage, so there's been no negative impact of this restriction. The cost increase for this coverage change is modest. Joe Brumit (Treasurer) is aware of this pending change.

After discussion, the **Council was in consensus agreement that GCPC should make this change**. Going forward, Group 1 employees will be eligible for employer paid individual, individual+spouse, or individual+family coverage. Sheryl will also look at costs for offering GCPC-paid family coverage to ALL employees.

Marcia Mount Shoop also updated the committee on the following:

- **Addition of Luke Johnson to the staff** as Director of Technology and Media Ministries
- **Reorganization of staff responsibilities** in recognition of Sherrie Meehan's retirement

Marcia Mount Shoop closed the meeting with prayer.

Respectfully Submitted,
Sheryl Aikman
Chair

**GRACE COVENANT PRESBYTERIAN CHURCH
FINANCE COUNCIL MEETING
MINUTES, OCTOBER 20, 2020**

Attendance: Laurie Stradley (Chair), Anna Hamel, Joe Brumit (Treasurer), Leonard Hollifield (Asst. Treasurer), Tara Theodossis, John Kramer, Sarah Van Gunten (Asst. Treasurer), Ken Fisher

Staff: Marcia Mount Shoop, Natalie Weaver, Cliff Schlegelmilch

Guest: Sheryl Aikman

Chairperson Laurie Stradley called the meeting to order at 6:00 PM. Marcia opened with prayer.

Natalie reviewed the financial statements for September, 2020. She discussed the Statement of Activities-Detail and the Statement of Financial Position. She noted that pledge income has been steadily going back up even as it is slightly down as compared to budget numbers, as is usual this time of year. Generally, pledge income will rise as the end of year approaches.

After discussion, a motion was made by Ken Fisher and seconded by Anna Hamel to recommend acceptance of the financial report to Session. The motion passed unanimously.

Sheryl Aikman discussed the practice of planned giving, a basic means of donating long-term to the church through estate planning. She explained that planned giving is a gift involving a step beyond a simple transfer of cash - often involving a financial advisor and generally some extra documents to process like a stock transfer, frequently a statement in a will.

Organizations that want to encourage such planned giving make a concerted effort to publicize such opportunities among their members as those members consider long-term financial and legacy planning.

The purpose of tonight's discussion is to begin to consider a more systemic approach to making these opportunities available to church members. Ken Fisher emphasized that most such programs start people thinking about what they want to give, which means they have to know the opportunities and possibilities and how to make the donations happen as they consider their long-term financial planning.

Further discussion focused on keeping the message steady and posted on a dedicated space on the website, newsletter, etc. so that people know where to access the information when they are ready to use it. This discussion will continue as further concrete plans are made to incorporate planned giving into our financial program.

Cliff Schlegelmilch discussed the condition of the roof over the childcare center. He has obtained one estimate for \$21,000 and will work to obtain at least 3 other estimates. He noted that the gutters and fascia also need to be replaced, but that could wait if needed. He has an estimate of \$3,800 to replace the gutters and \$3,500 to replace the fascia. Joe Brumit suggested that the work include the roof, gutters, and fascia, completing the entire project at the same time.

At this point the Property Council is working on the details of this decision on this project. Laurie Stradley will share with Property Council about the support of Finance Council for completion of this project.

A brief discussion was held on our annual pledge of support to Presbytery. As Presbytery formulates their budget at this time, they are requesting an increase in our support. There was consensus to hold our contribution at the current level - we are still in the process of planning our own budget and this question can be revisited at a later time, should Session desire to do so.

Marcia closed the meeting with prayer at 7:00 pm.

Respectfully submitted,

Sarah Van Gunten

Grace Covenant Presbyterian Church
Property Council Minutes
October 13, 2020

Present: Marcia Mount Shoop, Roger Meade, John Curry, Denise Snodgrass, John Legerton, Leslie Roos, Cliff Schlegelmilch

Visitor: Tony Hauser

6:00PM. Opening and Prayer: Roger Meade opened with prayer

First item on Agenda:

Tony Hauser presented possible storm drainage issues related to property that Mr. Hauser would like to improve on adjoining property to church. Cliff helped lead discussion with Mr. Hauser and a drawing was presented. Two areas of changes in storm drainage were identified and the possibility of a retaining wall was discussed. The committee was in favor of the basic intent Mr. Hauser presented and would wait for a more formal and complete presentation. John Legerton added historical information of how this had been handled previously with other adjacent property. Marcia expressed concern on day care center traffic in the same area as construction equipment would use asphalt roadway to site. It appears there is space per Cliff and John; Tony indicated they would work with timing of equipment not to impact Day Care Center; and the overall committee was comfortable with allowing the proposal to move forward. Tony was thanked for completeness and opens of presentation; Cliff will monitor with John's help.

Second item on Agenda: Head of Staff Report

A: Marcia discussed some issues with Day Care Center in relation to Covid with two children in center. It appears the situation is being handled appropriately related to Buncombe County Health Department Guidance.

B: Section "A" led to a discussion of legal liability that John Curry has been investigating. Many issues were discussed and the committee agreed with John and Marcia for more review of our relationship to the Day Care Center. Several names were discussed for a committee and John will follow up with review of legal issues. The cost of the legal issues does have a maximum commitment in dollars and John will monitor.

C: Marcia indicated we are heading into November and we will need to look for new members and possible Session nomination that could be property members.

D: Marcia and Cliff presented issues with the Wi-Fi system and the weakness in our system to work with the educational needs of the YTL program. Luke and Dan have reviewed needs and presented a three part system improvement that will cost around \$1700 one-time charge and a monthly increase of internet cost of approximately \$150.00. The committee was unanimous in supporting this improvement especially since it would support our works long-term plan to continue streaming of services. Money is available in budget and the committee supported moving forward. John moved and Denise seconded the proposal as presented with all three components. 1: replace basic system; 2: add booster; 3: upgrade internet.

E: Marcia discussed the success of the garden this year and as the season ends; looking toward maintaining strong relationships with the non-profits that benefited from the products.

Third item on Agenda; MRT REPORT (Cliff)

A: Replacing educational building roof was the first topic. Finance committee has recommended proceeding with getting proposals for replacement. Cliff has gotten one returned for \$21,000 with a lifetime guarantee for shingles that would match other buildings. He also received bids on replacing gutters and fascia of \$3800 for gutters and \$3500 for fascia. Cliff indicated a problem with fascia was the width and presently this is no longer produced commercially. It appears it would require using ripped plywood and both Cliff and John expressed concerns. Roger will talk with Laurie Stradley on finance that property supports proceeding with roof and Cliff will try to get more proposals. John also mentioned a company that had bid before and would send information to Cliff. The gutters were discussed on need to replace and a decision was not made at this time.

B: Leslie and Chris discussed the idea of updating the bathrooms in the Administrative offices with improved fixtures, new paint or wallpaper, and new paint in the hallways. The committee supported concept and Leslie will try to get final numbers. The colors presented and wall paper choices were left with Leslie, Denise, and Marcia to finalize. The males present indicated no talent in this area. A discussion of the third BR/washroom was discussed thoroughly and it was decided to see if we could add a grab bar but there was not a lot that could be done to improve function. The cost was estimated to be between \$1000 and \$2000 which was acceptable to the committee. Unless estimate was off significantly, the committee wanted to proceed.

C: Discussion of the opening plan for the church was initiated by Cliff and Marcia. Roger will be talking with different companies on how they will proceed and will share the information. Marcia felt we should spend a majority of our time at our next meeting developing questions and concerns for opening and what will need to be addressed to be successful and safe for all members.

Fourth item on Agenda: committee reports

There were no questions on committee reports at this time.

The meeting was ended with prayer at 7:38PM

Respectively submitted:

Roger J Meade; co-chair property

Grace Covenant Presbyterian Church
Board of Deacons
October 18, 2020,
Minutes

PRESENT: Ann Brown, John Curry, Jeff Curtis, Earl Fowler, Cathy Froehlich, Gordon Gaiser, Martha Ensign Johnson, Nancy Kramer, Mike McCauley, Lynne Meacham, Lynn Milner, Marcy Onieal, Beth Robrecht, Louise Root, Bill Ryan, Jeane Smith, Richard Coble (M. Onieal moderating)

ABSENT: Mary Berg, Nancy Gaskin, Betsy Rhodes, Amber White, Peter Rosal

1. **Call to Order** – Marcy Onieal opened the meeting with a brief reflection on the poem by the Rev. Ted Loder, entitled “Waken in Me a Sense of Joy”. Ted Loder is a retired UMC minister, known for dynamic worship and social justice ministry, who some years ago visited GCPC for our annual lecture series.
2. **Me & White Supremacy** - The Deacon Board shared experience, thoughts, reflections on their participation in the fall study groups. The all-congregation reflection and wrap-up is scheduled for **Sun, Nov 15 at 7:00 PM**
3. **Keeping the Faith-2021 Stewardship Campaign** – Stew Crew Member Lynn Meacham explained the 2021 campaign theme, goal and progress to date, encouraging 100% participation by all deacons, several of whom have already pledged. Richard demonstrated how easy it is to pledge on-line and encouraged anyone with questions to call Natalie. It was suggested that the team make extra effort to contact personally (by mail or phone) those who do not respond electronically to the 2021 campaign. It was noted that refinancing/pay-off of capital debt had helped to keep the goal same as last year. Susan Curtis and Amber White were commended for their excellent stewardship videos included in worship the last two weeks.
4. **Fall Kick-Off Deliveries by Deacons** – There was 100% participation by deacons in making deliveries and the bags and personal contact seemed to be much appreciated by all. Marcy thanked the organizing/assembly committee, consisting of Cathy Froehlich, Nancy Kramer, Marcy Onieal, Beth Robrecht, Jeanne Smith and Richard Coble, for their hard work. She noted that a number of folks had requested extra GCPC facemasks and that there would be some available at the Oct 31 congregational drive-through.
5. **Staff Update** - Richard Coble
 - All Saints Drive-Through, **October 31, 3-4 PM** to meet new staff, receive candy, All Saints communion elements, additional face masks. Come decorated/in costume.
 - 2020 Deacon Class will likely rotate off sometime after the first of the year; be thinking of those individuals (especially within your own care groups) who might be ideal and willing to be nominated as deacon candidates for the class of 2023.
6. **Congregational Concerns** - Deacons updated each other and Richard about individual needs within the congregation. All those GCPC members who have died since All Saints last year will be specially remembered in worship on Nov 1.

7. **Other Business** – John Curry suggested that the GCPC database be expanded to include emergency contact information for GCPC members, who may experience medical or other emergencies/urgent needs, especially to assist deacons/pastors in contacting someone for those GCPC members who have no family/close contacts nearby.

Announcements and Closing -

Next Deacon Meeting: **Sunday, November 15, 2020 at 12:30 PM, via Zoom**

Jeff Curtis volunteered to close the meeting in prayer.

Grace Covenant Presbyterian Church
Worship Council Minutes
October 6, 2020

Attendance: Margaret Tierney, Earl Fowler, Paul Rogers, Mary Berg

Staff present: Marcia Mount Shoop, Jeff Jones

Earl opened in prayer.

Drive Through October 31st event discussed

Need volunteers. Paul, Mary, Earl, Heather have volunteered to help. Event will have areas for drive by cars to pick up candy, check out a hymnal (Margaret to make a spreadsheet and number 50 hymnals in prep of this event), communion elements, and self-care goodies. Participants will get to meet Amy Kim. All encouraged to dress in costume. Volunteers come at 2:15. Event will be held in the parking lot from 3-4.

Baptism- Baptism was discussed and giving families options for how to conduct baptism by recording ahead of time and sharing as a faith family during the Sunday live service prerecorded. Options include off campus and using water there or right outside the church, such as in the memorial garden, and moving the font to that location.

Advent/Christmas

Council discussed the idea of creating an in-house advent calendar. Margaret asked Robin Gaiser if she was interested in heading that up and she declined. The back-up plan is to order advent calendars. Another drive through event is scheduled for Saturday November 21st.

Council also discussed decorating the sanctuary for Advent so that the sanctuary is ready for November 29th with simple decorations. Also, that would be taken down and replaced by Christmas Eve decorations for the Christmas Eve service. Also, we discussed having a live Christmas Day church zoom or some sort of short service.

Paul closed in prayer

Next scheduled meeting time: November 3rd at 5:30

Respectfully Submitted,

Name of Person Who Took Minutes: Margaret Tierney

Council Chair: Margaret Tierney

Grace Covenant Presbyterian Church
PART Minutes
October 8, 2020

Attendees: Carol Hovis, John Huie, Mary Berg, Pamela Culp, Buzz Durham, John Curry, Lynn Meacham, Tamara Puffer, Winn Legerton, Liz Huesemann, Marcia Mount Shoop, Richard Coble.

Announcements: Creating Sanctuary Team (CTS) and PART are collaborating on a Sunday Education Class. "Stories Beyond Borders" and "Suppressed the Right to Vote" are the two films being shown and the class will go for 4 Sundays in November. Richard asked if someone would help facilitate the class with Kathy Meacham and himself. People recommended Alexandra Lusak be asked. Since our PART meeting Alexandra said she would assist.

Thank you Buzz for the moving meditation to begin our meeting.

Discussion about Mission Agency of PCUSA:

Marcia had forwarded a consultant report on how white supremacy and privilege show in patterns of decision-making and discourse in the Mission Agency of our denomination. (By the way there are 6 agencies in PCUSA: Office of GA, Presbyterian Publishing Corp, Board of Pensions, Invest and Loan, Presbyterian Foundation, and Presbyterian Mission Agency). The consultant report found: Conversations about anti-racism and diversity fell on the shoulders of people identified as BIPOC, ableism, white people checked out, closed meeting was off limits to consultant and this is about power and where major decisions are made, emotional decisions went to women and procedural decisions to men, saying my staff instead of team, liberal progressive white women offering tips instead of allowing the consultant to do her work, white fragility and resistance, white people moving freely around space like they are guarding it, when conversation transitioned to racial justice more white people staying in their seat and BIPOC moved around like they felt at home. It was stated that the Office of the General Assembly has some of the same norms.

White Supremacy Norm: Systemic Gaslighting:

Gaslighting is a manipulation tactic to create doubt in the minds of others. **It is an abuse of power.** Occurs in domestic violence when an abuser asserts something with such intensity of conviction that the other person begins to doubt their perspective. Shaming and guilt are connected to this behavior.

Structure to use when looking at systemic gaslighting:

Gaslighter-abuser

Gaslightee-abused person

Objective of manipulation

Consequences for gaslightee

White America has been gaslighting Black America since the country was founded. Examples are when people say things like: "When will you stop playing the race card. All lives matter. Black Lives Matter is a racist statement."

It was stated that we are living in a time when systemic gaslighting is occurring regularly. The President saying he has done more than any President for Black people is gaslighting. White Supremacy is propped up in the Breonna Taylor case. The laws themselves are the gaslighter. The laws say Black lives are dangerous and threaten us. So, state sanctioned violence is therefore used as self-defense. The BIPOC are disempowered and they experience internalized terror.

Someone brought up critical race theory. It was described as a theoretical framework where white supremacy is maintained and racism is engraved in the system of power structures. Power structures are based on white privilege and white supremacy, which perpetuate the marginalization of BIPOC.

We went back to look at the incident that happened at the General Assembly when it denied to have the report on black girls and women to be heard on the floor. Gaslighting occurred when white people said it was not important enough to over-ride structures, and saying this is the rule and we have to abide by it.

We briefly touched on the myth of objectivity, one-right way, and disembodiment. Some white attendees to the General Assembly, indicated through their words and behavior that polity is the only right way, instead of suspending the rules and thus having humility. As someone stated, have a wash pan of love that flows over our BIPOC brothers and sisters. Marcia stated that her Black colleagues are creating opportunities to hear their stories and the fact that it is an out-pouring of love. But because of objectivity we do not listen and BIPOC are told not to question. We intellectualize things and disengage with our bodies.

What can we do: Deeply listen to each other. Acknowledge white aversive behaviors and feel the uncomfortableness and explore it in a non-defensive way.

PART deeply explored the issues of gaslighting and expressed these feelings: Painful, felt the complexity, deep-rooted, anger, irritated, listen to the truth, give authority to their experience, and gratitude for PART.

Thank you Mary Berg for the perfect closing.

Next meeting: November 12th at 6pm

Notes submitted by Liz Huesemann

**Grace Covenant Presbyterian Church
Garden Steering Team Minutes
September 27, 2020**

Attendance: Pam Baker, Jan Brunk, Judy Major, Rick Philipsen, Paul Stroebel, Barbara Toth, and Betsy Wilson

Staff: Samantha Gonzales-Block, Marcia Mount Shoop, and Cliff Schlegelmilch

Marcia opened the meeting by inviting us to name what keeps us grounded.

- Judy provided an update on plans for the garden celebration scheduled for October 3.
- Marcia provided an update on the garden manager position. She has gotten feedback from Anthony, Buzz, and others on the position description.
- Offering tours of the garden for YTL students was discussed. Cliff will assist with this and gardeners willing to help include Judy, Barb, and Betsy.
- The group considered how to honor former gardeners. Suggestions included a named tool sharing program, a plaque in the garden area, stepping stones between rows or around trees, and planting trees with plaques.
- Break out groups report back:
 - Planning, Planting, and Harvesting:
Several beds have been cleared. There are turnip greens and mustard greens to plant.
 - Membership/Communication:
Revision of garden info on church website is in process.
Pam will work on safe protocols/incident review following injury that occurred in the garden. The review can be used to plan best practices for next year. Paul suggested using only 5-foot stakes for tomatoes next year. Judy will get a first aid kit for the shed if Paul doesn't find one there.
 - Distribution:
Jan and Sam talked about Western Carolina Rescue Mission as a distribution partner. Extra cabbage and potatoes will be distributed to YTL and staff of the Children's Center.
- Marcia closed our meeting, blessing us on our way.

Next scheduled meeting time is October 11, at 1:00 pm.

Respectfully Submitted,

Betsy Wilson

Grace Covenant Presbyterian Church

**Garden Steering Team Minutes
October 11, 2020**

Attendance: Pam Baker, Jan Brunk, Liz Huesemann, Judy Major, Terri March, Rick Philipsen, Paul Stroebel, Barbara Toth, and Betsy Wilson

Staff: Samantha Gonzales-Block and Cliff Schlegelmilch

Samantha opened the meeting with a reading of *The Right Way*, a poem by Nikki Giovanni about how her grandmother cooked grits. We responded by naming foods that brought comfort to us.

- We broke out into groups right away.
- Break out groups report back:
 - Planning, Planting, and Harvesting:
There is a plan to plant garlic. Garden beds have greens and cover crops now. There are no more regularly scheduled harvests.
 - Distribution:
Things are in flux. We need to tell our partners that we are not regularly harvesting now. We can tell team members to harvest for themselves. Church members can be shown how to harvest. We'll revisit the schedule periodically. Cabbage may grow till November.
 - Membership/Communication:
Anthony will let Judy know about potato harvest. Pam led the group in thanking Judy for her leadership.
- Samantha closed our meeting, blessing us on our way.

Next scheduled meeting time is October 25, at 1:00 pm.

Respectfully Submitted,

Betsy Wilson