

Grace Covenant Presbyterian Church Session Agenda October 26, 2021 6:00 pm, ZOOM

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

6:05 Scripture and Spiritual Practice

6:25 Moderator's Report

6:35 Staff Reports

6:50 Council Reports

- Finance
- Personnel
- Property
- Serve
- Worship

7:00 Rev. Tami Forte-Logan and WNC Presbytery

7:15 Executive Session

8:00 Adjourn

Session Council/Committee/Assignments 2021

Anna Hamel Finance Chair; Guatemala

Blake Martin Finance
Bill Neeriemer Personnel

Jessica Graham Personnel Chair; Nominating

Sheryl Aikman Personnel
Melissa Hicks Serve
Christi Mobley Serve, Chair
Martha Seddon Serve, Guatemala

Anne Raustol Property

John Legerton Property Co-Chair; Long-Range Bldg. Vision

Roger Meade Property, Co-Chair; Mem. Garden

Keith Prince Worship; Stewardship

Tim Moe Worship

Margaret Tierney Worship; Nominating Mary Elizabeth Shoop Youth Committee; Serve

SESSION MEETINGS

(all meetings begin at 6:00 pm)

Tuesday, November 16*
Tuesday, December 14*

OTHER MEETINGS

Tue. November 2 | 5:30pm| Guatemala

Tue. November 2 | 5:30pm | Worship

Tue. November 2 | 6:30pm | Nominating

Wed. November 3 | 7:00pm | Garden

Tue. November 9 | 6:00pm | Property

Tue. November 9 | 6:30pm | Serve

Thur. November 11 | 6:00pm | PART

Nov. and Dec. Finance TBD

Thur. November 18 | 7:00pm | Earth Team

Sun. November 21 | 12:30pm | Deacons

Consent Agenda - October 26th, 2021

For approval -
Births:
Baptisms:
Marriages: Keith Prince and Rick Pollard – 10/23/21
 Admissions to the Active Roll on 10/10/21: Kaola Smallwood - Reaffirmation of Faith Eleanor and Bob Lane - Transfer of Membership (UUC of Asheville) Gene and Chris Callaway - Transfer of Membership (Clairmont Presbyterian, Atlanta, GA) Erin Gerber and Wende Ballew - Transfer of Membership (Central Presbyterian, Atlanta, GA)
To Inactive:
Transfers:
Restored from Inactive to Active Roll:
Deaths:
Removed:
Session Approval by Email:
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Date of Session: 10/26/21 As of 9/28/21 As of 10/26/21
Members on the roll of Active Members: 739 746

178

178

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Members on the roll of Inactive Members:

GRACE COVENANT PRESBYTERIAN CHURCH MINUTES, STATED SESSION MEETING 28 SEPTEMBER 2021

PRESENT: Anna Hamel, Bill Neeriemer, Jessica Graham, Sheryl Aikman, Melissa Hicks, Anne Raustol, John Legerton, Keith Prince, Tim Moe, Margaret Tierney, Mary Elizabeth Shoop **EXCUSED ABSENCES:** Blake Martin, Christi Mobley, Martha Seddon, Roger Meade

CLERK: Kelley Griffith

STAFF: Marcia Mount Shoop (Moderator), Richard Coble, Amy Kim Kyremes-Parks, Jeff Jones

GUESTS: Mary Berg, Libby Kyles

The meeting began at 6:00 pm via Zoom, an on-line meeting platform that the church is using during the COVID-19 global pandemic. Kelley Griffith, clerk, declared a quorum. Marcia opened the meeting with prayer.

*Bill moved and Jessica seconded that the minutes for the stated Session meeting of 24 August be approved. Passed unanimously.

*Tim moved and Anne seconded that the consent agenda be approved. Passed unanimously.

ENGAGING SCRIPTURE AND SPIRITUAL PRACTICE

Marcia led participants in a procedure for relating to one another called "Appreciative Inquiry." This process emphasizes assets and strengths. Its purpose is to build community and help make change possible. Several of the beliefs underlining this process are that positive words can create change, stories are transformative, and positive questions lead to positive change. Inquiries—questions—that begin a conversation should be open ended, should spark lively conversation, and should celebrate people's assets. She asked breakout groups to share about a time they had experienced at GCPC when they felt engaged, excited, challenged, or transformed.

MODERATOR'S REPORT

- --Marcia invited participants to join the newly formed prayer groups, called "Prayer Shifts." These are just for the fall, will consist of about 6 to 8 people, and each group can organize itself as the members wish.
- --The stewardship campaign—this year called "Steward Shift"—begins this coming Sunday, 3 October. In each of the next five weeks a story will be told about one aspect of the church. On Sunday, we will watch a video that tells the story of our staff—who they are and what they do. Each video will conclude with an "ask," with an Elder who encourages people to pledge. She urged Session members to make their pledges as soon as possible, hopefully no later than next week, so we can tell the congregation that 100% of the Session has pledged.
- --The new Task Force to advise staff about coping with COVID is up and running. It has already helped make important decisions, such as about this weekend's Wisdom in the Woods gathering. Members are Roger Meade and Anne Raustol (Property Council), Melissa Hicks (Serve Council and a medical doctor), Margaret Tierney (Worship Council), and Bill Neeriemer (Personnel Council). Serving as consultants are Libby Kyles (a parent, educator, and part of YTL), Lisa Reed (a medical doctor and parent of young children), Paul Rogers (a medical doctor), and Laurie Stradley (trained in public health, parent of small children).
- --Budget season is upon us. She urged Councils to begin thinking about their budget numbers.
- --Palooza will be this Sunday. It will be "a happy community event." The service will be outdoors. There will be three food trucks (all paid for by GCPC), a magician/comedian, a balloon artist/twister, and guided tours of the building.

STAFF REPORTS

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Jeff expressed gratitude for his three-month sabbatical. He rested, reflected on his past six years at GCPC, and thought about "where we're going next." He visited a number of churches and played interesting organs.

Richard

Richard emphasized the importance of the Realm app for Session members. He said he still needs volunteers for Palooza. The adult Sunday School class's in-depth study of Isabel Wilkerson's *Caste* will begin 10 October. The new-member Session meeting will occur on that day. The Deacons' care package drop off will probably take place in October. He's hoping that church members will fill out the "skills and interests" form.

Amy Kim

As the newly appointed Director of Formation for Children, Youth, and Their Families, she has been very busy. She is thankful for the addition of Melva to the staff. The first youth in-person gathering at Lake Tomahawk "went really well." Confirmation classes will begin soon. For the small children, she has had innovative visits in their homes.

COUNCIL REPORTS

Finance Council

*On behalf of the Finance Council, Anna moved acceptance of the August finance reports. Since the motion came from the Council, no second was needed. Passed unanimously.

Personnel

The Session discussed Personnel's proposed revisions of what was formerly GCPC's Child and Protection policy. The new title is "Child, Youth, and Vulnerable Adult Protection Policy."

There are two prominent changes to the document. The first is the protection of "vulnerable adults." The definition of "vulnerable adults" (p. 29) comes from the North Carolina General Statutes: "The words 'vulnerable adult' shall mean any person 18 years of age or over or any lawfully emancipated minor who is present in the State of North Carolina and who is physically or mentally incapacitated due to an intellectual disability, cerebral palsy, epilepsy or autism; organic brain damage caused by advanced age or other physical degeneration in connection therewith; or due to conditions incurred at any age which are the result of accident, organic brain damage, mental or physical illness, or continued consumption or absorption of substances."

The second prominent change is rules for online programming (Section Three: Procedures and Code of Conduct, #3, p. 6). "All online programming and interactions with children, youth, and vulnerable adults will abide by the two-adult rule. Zoom breakout rooms should be treated like a room in the church. There should be two adults present when a youth is present. Pastoral counseling with a youth online should be done with an adult nearby and with two adults present. If it is not possible for two adults to be present in the counseling session, GCPC staff must discuss safety protocols with parents and make arrangements for another adult to be nearby. GCPC staff must keep at least one other staff member up to date on any counseling relationship with a child, youth, or vulnerable adult." Also, rules remain in place for governing "telephonic or electronic communications," such as "cell phone, email, text-messaging, chatting, etc." (Section Three, C, p. 8).

*On behalf of the Personnel Council, Jessica moved that the Session approve the new and changed parts of the Protection Policy. Passed unanimously.

Property Council

John reported that the Property Council continues to do more research on replacing pews with chairs in the sanctuary and options for flooring.

Serve No report

Worship

*On behalf of the Worship Council, Keith moved that communion be held on the first Sunday of the month through May, plus on Christmas Eve. Passed unanimously.

*Melissa moved and Jessica seconded that communion may be served at Keith and Rick's upcoming wedding. Passed unanimously.

ADJOURNMENT

*John moved and Anne seconded that the meeting be adjourned. Passed unanimously. At 7:36 pm Marcia closed the meeting with prayer and invited everyone to watch the video about the staff that will be shown this Sunday. After the showing she said, "Everything this staff does is ministry."

Respectfully submitted

Kelley Corifith

Kelley Griffith Clerk of Session Marcia Mount Shoop Moderator

Marua Montslugo

CALLED SESSION MEETING TO RECEIVE NEW MEMBERS GRACE COVENANT PRESBYTERIAN CHURCH 10 OCTOBER 2021

PRESENT: Bill Neeriemer, Melissa Hicks, Jessica Graham, Roger Meade, Martha Seddon, Anne

Raustol, Tim Moe, Margaret Tierney, Mary Elizabeth Shoop.

CLERK: Kelley Griffith

MODERATOR: Marcia Mount Shoop, senior pastor

GUESTS: See new member list below.

On Sunday, 10 October 2021, the Session held a called meeting via Zoom to receive new members. At 9:30 am Kelley declared a quorum, and Marcia opened the meeting with prayer.

Marcia stated that the purpose of the meeting was to welcome seven new members to our fellowship. Such ceremonies of welcome, she said, are one of our "joys, along with baptism." The new members are as follows:

Bob Lane, transfer of membership from Unitarian Universalist Congregation, Asheville NC Eleanor Lane, transfer of membership from Unitarian Universalist Congregation, Asheville NC Chris Callaway, transfer of membership from Clairmont Presbyterian Church, Decatur GA Gene Callaway, transfer of membership from Clairmont Presbyterian Church, Decatur GA Erin Gerber, transfer of membership from Central Presbyterian Church, Atlanta GA Wende Ballew, transfer of membership from Central Presbyterian Church, Atlanta GA Kaola Smallwood, reaffirmation of faith

Marcia asked several members of the session to state how this church has been meaningful to them. She then asked the candidates to explain why they were drawn to be members here.

*The Session voted to receive them as members by saying "hallelujah." The vote was unanimous.

Marcia then asked the candidates the two questions required by the Book of Order:

- 1. Is Jesus Christ your Lord and Savior?
- 2. Do you promise to give to our church in every way you can?

After they answered in the affirmative, Marcia and members of the session welcomed them as members of the church.

Martha's motion to adjourn, seconded by Roger, passed.

At 10:05 am, Marcia closed the meeting with prayer.

During the following church service the congregation watched videos about each of the new members.

Respectively submitted,

Kelley Corifith

Kelley Griffith, Clerk

Marcia Mount Shoop, Moderator

Marua Mont Slug

GRACE COVENANT PRESBYTERIAN CHURCH MINUTES, CALLED SESSION MEETING 11 OCTOBER 2021

PRESENT: Anna Hamel, Blake Martin, Bill Neeriemer, Jessica Graham, Sheryl Aikman, Melissa Hicks, Christi Mobley, Martha Seddon, Anne Raustol, John Legerton, Roger Meade, Keith Prince, Tim Moe, Margaret Tierney, Mary Elizabeth Shoop

CLERK: Kelley Griffith

STAFF: Marcia Mount Shoop (Moderator), Richard Coble, Amy Kim Kyremes-Parks, Jeff Jones

The meeting began at 7:30 pm via Zoom, an on-line meeting platform that the church is using during the COVID-19 global pandemic. Kelley Griffith, clerk, declared a quorum. Marcia opened the meeting with prayer.

Marcia announced that the purpose of the meeting was to deal with a confidential personnel matter.

*Anne moved and Roger seconded that the meeting move into executive session. Passed unanimously.

ADJOURNMENT

*At 9:10 pm, Anna moved and Roger seconded that the meeting be adjourned. Passed unanimously. Marcia closed the meeting with prayer and invited everyone to pass the peace.

Respectfully submitted

Kelley Corifith

Kelley Griffith Clerk of Session Marcia Mount Shoop Moderator

Marua Montslugo

Grace Covenant Presbyterian Church Property Council Minutes September 12, 2021

Attendance: Anne Raustol, Roger Meade

Staff Present: Cliff Schlegelmilch, Allison Kiehl

The meeting was opened by prayer by Roger Meade.

Agenda items:

- 1: Status of Worship Committee closet for storing paraments. Cliff indicated completed.
- 2: Discussion of issues when worship in Sanctuary resumes: Everything is up and working, may be need for another TV screen in balcony to assist leadership with timing and co-ordination of service.
- 3: Discussion of flexibility in the sanctuary:

A: No real answers at this time; but feelings we will have to find a way to move and service pews.

- 4: Report on Buildings (Cliff)
 - A: Some of our large windows are "fogging up"; not sure how to fix
 - B: No response from installers on issues with floor in Administrative Building.
 - C: Outdoor service went well in courtyard
 - D: More requests by small groups to use building, involving Task Force on plans
- 5: Memorial Garden Report
 - A: windchimes and stand are up
 - B: we will begin working on English ivy and Poison Ivy next week.
- 6: Security/Safety Committee

Cliff reported they have installed a "garage-type" at front door so the door can be unlocked without getting up from desk. Camera is installed

- 7: Kitchen: no report
- 8: Community Garden Report: Garden manager presented three concerns that she felt church support.
 - A: need to add rows on north side of garden to replace areas losing to shade
 - B: need to plant pollinating garden on each corner of garden
 - C: need to add significant compost now and next year.

Since there was not a quorum at the meeting, Roger will get an email vote on the Community Garden requests prior to Session.

No other issues were presented, and the meeting was closed in prayer by Roger Meade.

Minutes prepared by Roger J Meade, September 12, 2021

Grace Covenant Presbyterian Church Worship Council Minutes October 5, 2021

Attendance (via Zoom): Keith Prince, Heather Hudson, Earl Fowler, William Hamel, Matt Weidle, Tim Moe, Mary Berg

Staff: Marcia Mount Shoop, Jeff Jones

The Meeting Opened with Prayer

Reflection on Palooza Sunday, October 3, 2021. It was a wonderful outdoor service followed by activities for all ages, in celebration of our GCPC community.

The bulk of the meeting consisted of making plans for what needs to be in place when in-person worship in the sanctuary resumes. There is no date yet. It is hopeful that covid vaccines for ages 5-11yo will be available in November.

We reviewed a list of things to consider:

- 1) Cleaning the Font
- 2) Making sure water is at the Font
- 3) Preparing Communion
- 4) Securing Ushers
- 5) Securing Greeters
- 6) Welcome Desk
- 7) Replenishing things in the sanctuary after Sundays
- 8) Name tag caddy

1) Cleaning Font & 2) Water at Font:

Discussed protocols for cleaning and filling Font. Discussed using Realm to schedule serving teams for these items as well as for ushers, greeters, etc. Also discussed whether or not to separate choosing/setting up paraments from Font duties. Jeff noted that he could provide a list of people who are knowledgeable about paraments.

3) Communion: Discussed how the congregants will come forward to receive the elements, likely using the individually packaged elements.

Cleaning Protocol and other safety issues were discussed:

Do we need to change the ways we collect offering and serve elements? We came up with questions that Marcia will ask the Covid Task Force: What needs sanitizing & how? (font, hymnals/Bibles, collection plate, pews, doorknobs, BR?) Hope to achieve 80% vaccination rate by the time of resuming sanctuary worship (via volunteer poll? or anecdotal?). Masks will be required. Will there be limited seating?

Other business:

Parament closets: These are installed and look wonderful! There is a hidden key. Thank you to Cliff who hung up all the paraments.

Quilts: The quilts (made from the quilt squares created by various congregants during Covid) were also hung up by Cliff. They are in the Atrium and look beautiful! There are already requests to make more.

Jeff reviewed the process for choir practices and performances this Fall.

Budget: Prior to next meeting, Keith, Margaret & Tim will gather & produce a Worship Council budget to present to Session for 2022.

Next Meeting: We will have Anna Louise come to explain the Realm sign-up procedure. We will also review #4-8 above, and review the Worship Council Charter.

Prior to next meeting we will practice a dry run of the Font and Pitcher procedure. (Marcia & Anna Louise will set up a sign-up in Realm and invite Worship Council members).

The Meeting Closed with Prayer.

Next scheduled meeting time: 11/2/2021.

Respectfully Submitted, Mary Berg

Council Chair: Keith Prince

Grace Covenant Presbyterian Church Personnel Council Minutes October 13, 2021

Attendance: Jessica Graham (Chair), Sheryl Aikman, Jackie Kiger, Bill Neeriemer, Mike Fleenor **Staff:** Marcia Mount Shoop

The Meeting Opened with Prayer Marcia Mount Shoop led the opening prayer

Personnel's main agenda for this meeting was to discuss the staff salaries for the coming year, in order to determine our budget. Recommended raises were discussed and approved. These numbers were then sent to Natalie Weaver. She will calculate resulting changes in the cost of Board of Pensions benefits for covered staff members and then Personnel will send the budget number to Finance council.

Personnel Council's recommended raises for ordained staff will be presented to Session for approval at the December meeting at Marcia's review. And the congregation will vote on those raises at the annual meeting in January 2022.

Respectfully submitted,

Jessica Graham Chair

Grace Covenant Presbyterian Church Serve Council Minutes

Tuesday, October 19, 2021, 6:30 pm

Attendance: Marta Alcala Williams, John Huie, Lynne Meacham, Alexandra Lusak, Christi Mobley

In lieu of a traditional council meeting, the Serve Council attended a virtual seminar:

Resonant Listening

A practice. Grown out of RelationalUprising.org as a part of their relational storytelling methodology, resonant listening invites listeners to pay attention to somatic points of connection with persons sharing deeply and to reflect those points of connection back to the sharer. In so doing the sharer is given the affirmation of knowing they are heard and invited to be as present/absent as they want to be before negotiating feedback.

Oct. 19 6:30-8 pm ET

Our conversation partner for the evening, Melvin Bray, uses resonant listening in his work supporting communities to UnLearn InEquity.

Melvin Bray

is an equity designer and facilitator with Collabyrinthconsulting.com. He works with organizations and teams to correct outcome inequalities and to repair damage done by those inequalities being allowed to persist.



Register: SupportiveAccountability.net/Bray \$40 for White participants \$10 for BIPOC participants

The next Serve Council meeting will be Tuesday, Nov. 9 at 6:30 pm (We usually meet on the 3rd Tuesday of the month, but Council Chair Christi Mobley will be unavailable on Nov. 16th)

Minutes submitted by Christi Mobley

Grace Covenant Presbyterian Church Finance Council Minutes October 19, 2021

In attendance: Staff: Amy Kim Kyremes-Parks
Natalie Weaver

Anna Hamel, Chairperson Joe Brumit Blake Martin Laurie Stradley Sarah Van Gunten

Amy Pike and Tara Theodossis, unable to attend

The meeting was called to order at 5:30 PM. Amy Kim opened with prayer.

Natalie reviewed the September, 2021 Statement of Activities. She commented that we are over the projected budget for pledge offerings, which is typical after the summer months. The Property line item reflects some one-time expenditures - an awning over the playground and refurbishment of an office for our community partner organizations. The overall year-to-date picture of \$206,474.76 is very positive.

Natalie then reviewed the September, 2021 Statement of Financial Position, which reflects no significant changes.

After a brief discussion, a motion was made by Anna Hamel and seconded by Laurie Stradley to approve the September 2021 report and send it to Session for final approval. The motion passed unanimously.

A discussion regarding GCPC's annual contribution to the Presbytery was held. The presbytery has asked all churches to consider an increase in their donations. We currently give \$20,000 to the work of the Presbytery annually. The consensus was that our own budget planning process will determine whether or not we can increase our pledge for 2022.

Natalie briefly reviewed the status of your current stewardship campaign. We have reached 32% of our pledge goal after two weeks.

After a unanimous vote to close the meeting, Anna closed with prayer at 6:15 PM.

Respectfully submitted,

Sarah Van Gunten

Guatemala Committee meeting October 5, 2021

Attendees: Anna Hamel, Bonnie Parker, Richard Coble

In response to an email from Lynne (in which she refers to a Facebook message from Iris at Iglesia Jerusalem asking for a Zoom meeting as soon as possible), Anna will look at the calendar and put out some dates to the committee for a Zoom meeting with our partner. October 24 was mentioned as a strong possibility.

Anna will check with Natalie about the April email confirming that we sent the additional money to IJ in case this is the reason for the Zoom meeting request.

Anna will forward an email she received on Sunday from WNC presbytery (Guatemala Partnerships) to our committee which talks about emergency needs and October 30th Guatemala Committee gatherings. (WNC committees with their Guatemala presbyteries) The email outlines a sense of urgency regarding the impact of COVID on Guatemala and Malawi and the call for both prayers and for emergency financial support.

Next meeting is Nov 2nd at 5:30

Welcome to Richard Coble as our staff representative!

Grace Covenant Presbyterian Church Garden Steering Team Minutes September 1

Attendance: Judy Major, Paul Stroebel, Barbara Toth, Liz Huesemann, Terri March, Marty

Edwards, and Betsy Wilson

Staff: Amy Kim Kyremes-Parks and Alison Kiehl

- Garden manager Allison Kiehl updated us on the garden. Kale and cabbage transplants have been planted. Allison seeded turnips on Tuesday. Team 1 was unable to work today due to rain but will work tomorrow. A company has set traps for rats. The rats are eating tomatoes and peppers pretty badly. Winter squash plants have powdery mildew. Red kuri squash are ready to harvest soon. Fifty-five people have directed their compost to us through Compost Now. Allison will be on vacation September 9 to 18.
- Ideas about a garden celebration were discussed. Likely dates are September 24 or 25 or October 1 or 2 for a catered meal if approved by Marcia.
- Liz provided a distribution update. While Mark Rosenstein said they couldn't have made it without us, Southside has a new chef who is focusing on a particular produce item and sometimes couldn't use our produce. The partner for team 1 is now Loving Food Resources. Other partners include Western Carolina Rescue Mission (Use Jessica May's name), Beloved Asheville, and YMCA. The distribution subgroup will talk with our partners about next year. We plan to thank our partners and introduce them to Allison, possible by inviting them to the end of year celebration.
- Planning for next year will occur in early January. Amy Kim suggested we give our distribution partners a list of items grown in our garden and ask them to prioritize their top 6. It was suggested that Jerry Bleckley is willing to provide seeds. We agreed to consult with Anthony. Paul and Judy are willing to help with seed selection. Batteries for the lawn mower are stored in the Communion kitchen. Access to the kitchen can usually be provided by Cliff. Next meeting we'll talk about soil improvement.
- The distribution on each of the four teams of our garden members was discussed. It was noted that Pam Baker's team 2 is small. A recent new gardener, Margie Allison, is now on Pam's team. A possible help for team 2 could be asking some of Barb's team to work both Saturdays.
- There was discussion about our meeting time. Moving the start time to 7 pm was preferred.
- Next meeting is October 6.

Respectfully Submitted,

Betsy Wilson

Steering Committee Meeting 10/6/2021

Attending: Marcia, Amy Kim, Barbara T., Liz, Allison, Paul, Terri, Cliff

Check in: we reflected on the garden's 1st year with a garden manager

Agenda:

- 1. Garden celebration: details regarding set-up location, seating, access to bathroom, mask mandate for building reviewed. ~ 30 people have RSVP'ed.
- 2. Garden updates from Allison
 - a. Installation of new shed delayed due to Covid
 - b. Garden has produced 4934 lbs. of food so far. Lots of tomatoes, winter squash, and cabbage to come
 - c. Transition to fall/winter: as summer crops are over, plant material removed and cover crops plants
 - d. May get free compost from city of Weaverville would love to find a large truck
 - e. Work teams to continue until harvest completed and other tasks done
- 3. Donations Marcia. Garden is now in operating budget of church but annual costs really not known; the pledges of church members covers the garden but need to revive a way of capturing donations from volunteers not in the church
- 4. Meeting ended with filming of a message for stewardship on value of the garden manager

Submitted by Barbara Toth