



Grace Covenant Presbyterian Church
Session Agenda
February 22, 2022
6:00 pm, ZOOM

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

6:05 Scripture and Spiritual Practice

6:30 Moderator's Report

6:35 Staff Reports

6:40 Council Reports

- Finance
- Formation
- Personnel
- Property
- Serve
- Worship

6:50 Budget Discussion

7:30 Adjourn

Session Council/Committee/Assignments 2022

Anna Hamel	Finance Chair; Guatemala
Bill Neeriemer	Personnel Chair; Nominating
Jessica Graham	Personnel; Nominating
Keaton Hill	Finance
Christi Mobley	Serve, Co-Chair
Martha Seddon	Serve Co-Chair, Guatemala
Keith Prince	Worship
Tim Moe	Worship, Chair
Anne Raustol	Property, Co-Chair
John Legerton	Property Co-Chair; Long-Range Bldg. Vision
Libby Kyles	Formation, Chair
Melissa Shook	Personnel
Rob Everett	Property
Denise Lockett	Serve
Russell Kominski	Finance
Susan Curtis	Worship
William Hamel	Worship, Youth Committee, PYC

SESSION MEETINGS

(all meetings begin at 6:00 pm)

Tuesday, March 22

Tuesday, April 26

Tuesday, May 24

Tuesday, June 28

***July meeting off**

Tuesday, August 23

OTHER MEETINGS

Tues. March 1 | 5:30pm | Guatemala

Tues. March 1 | 5:30pm | Worship

Tues. March 8 | 6:00pm | Property

Thurs. March 10 | 6:00pm | PART

Tues. March 15 | 5:30pm | Finance

Tues. March 15 | 6:30pm | Serve

Thurs. March 17 | 7:00pm | Earth Team

Sun. March 20 | 12:30pm | Deacons

Sun. March 20 | 12:30pm | Long Range Bldg.

Consent Agenda – February 22nd, 2022

For approval -

Births:

Baptisms:

Marriages:

Admissions to the Active Roll:

To Inactive:

Transfers:

Restored from Inactive to Active Roll:

Deaths: Jonathan Crook – 1/22/2022 (not listed as Active Member)

Removed:

Session Approval by Email:

There was a vote to sign a petition on behalf of GCPC in regards to the ordinance considered by Asheville City Council to either to ban or heavily regulate sharing food with people in public spaces. It was passed unanimously.

+ + + + + + + + + + +

| Date of Session: 2/22/22 | As of 1/25/22 | As of 2/22/22 |
|--|---------------|---------------|
| Members on the roll of Active Members: | 740 | 740 |
| Members on the roll of Inactive Members: | 178 | 178 |

alm

**GRACE COVENANT PRESBYTERIAN CHURCH
MINUTES, STATED SESSION MEETING
25 JANUARY 2022**

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

EXCUSED ABSENCE: Keith Prince, Bill Neeriemer

CLERK: Kelley Griffith

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

GUESTS: Mary Berg, Erin Gerber

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.

***Roger moved and John seconded that the minutes for the 14 December stated session meeting be approved. Passed**

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

ENGAGING SCRIPTURE AND SPIRITUAL PRACTICE

Marcia asked members of the session and staff to say a few words to celebrate and thank the session members who have completed their 3-year term as ruling elders: Roger Meade, Melissa Hicks, Sheryl Aikman, Mary Elizabeth Shoop, and Margaret Tierney. Leading up to these comments, she showed a video of Desmond Tutu sharing his wisdom about qualities of leadership.

MODERATOR'S REPORT

Marcia said that her nine days of vacation were "a gift," were "beautiful, wonderful." She is presently in Louisville, KY, where her mother has entered hospice care. She looks forward to her up-coming sabbatical and will present a proposal for it in a month. She announced that the Bills and Overtures Committee of PWNC voted to move our Overture forward to the Presbytery for its approval. The Overture recommends that the PCUSA remove the bar to dual ordination in the PCUSA. John Legerton, who attended the meeting, said that it was "not a slam-dunk." The Overture will be voted on during the PWNC quarterly meeting this Saturday. Margaret Tierney and John Legerton will also attend the meeting.

STAFF REPORTS

*Richard praised the excellent adult Sunday School series on Amy-Jill Levine's book, *The Difficult Words of Jesus*. We have had high interest and high attendance.

He mentioned the need for volunteers to help with Code Purple, the situation in Asheville when outside conditions are life threatening. Our church, among others, is helping Trinity Methodist shelter houseless people. Also needing volunteers, he said, is Circle of Welcome, the organization that's working with a family from Afghanistan.

He concluded with a request for prayers for his own family, especially for his two children, both of whom have COVID.

Amy Kim

Amy Kim said that she continues to work with the confirmation class, which has sixteen “amazing” young people. She is recruiting mentors for these people.

She is helping Melva get “on board.” Melva’s ninety-day review took place recently.

She is working with the Child Care workers, who have help with Zoom Adventure, an online program our church creates for children. She was pleased that more children are joining Zoom Adventure.

She is thankful that on occasion she can share the pulpit with Marcia and Richard.

Jeff

Jess said that the music program is “in flux.” The choir now meets online and is eager to get back to in-person rehearsals. He had a long conversation with Susie Churchfield, a choir member, who is grateful for all the support church members have given her.

FINANCE COUNCIL

***On behalf of the Finance Council, Anna moved that the November 2021 finance reports be approved. Since this report comes from the Council, no second is necessary. Passed unanimously.**

PERSONNEL COUNCIL

No report.

PROPERTY COUNCIL

Roger reported that Cliff has a to-do list for outdoor and indoor work. As for changes to the sanctuary, we are waiting for an acoustics expert to evaluate how any changes could affect the sound and seating in the sanctuary.

SERVE COUNCIL

Christy reported that new members will join Serve this year. They are Chris Callaway, Eleanor Lane, Dean Presson, and Karen Punta.

WORSHIP COUNCIL

***On behalf of the Worship Council, Tim moved that communion take place every Sunday during Lent as well as on Ordination Sunday, 13 February. Since this motion comes from the Council, no second was needed. Passed unanimously.**

NOMINATING COMMITTEE

***On behalf of the Nominating Committee, Marcia moved that Al Root become an at-large member of the Personnel Council for a three-year term. She reminded us that Personnel has six members, three from the session and three at large. No second was needed. Passed unanimously.**

ERIN GERBER

Erin Gerber has already begun the process of becoming an ordained pastor by attending seminary. She is now in her second year. She asks the session to receive her as an Inquirer, which is the PCUSA’s first official step toward ordination. Anne Raustol, Erin’s session liaison, asked her to share information about her faith journey. Erin said that for many years she had “distanced” herself from the church but after doing much rethinking now feels called to become a pastor. She asked us to

pray for her and offered to help the church in whatever ways she can. She now lives in Atlanta with her spouse Wende.

***The session voted unanimously to accept her to come under our care as an Inquirer**

MORE ANNOUNCEMENTS

Code Purple

Richard said that our church has worked successfully with Trinity United Methodist Church during periods of Code Purple, Asheville's declaration that outdoor conditions are too extreme for human survival. During such times, Trinity offers houseless people shelter. Recently, when there was an overflow of people at Trinity (more than the limit of forty) our church found hotel rooms for three families and made sure that all their basic needs were met.

We will continue to discuss with Trinity how best to help. Our next meeting with Trinity will be Friday.

COVID

COVID, she said, still grips us. We are not seeing the rates of cases go down in Buncombe County. Mission Hospital is overwhelmed. The death rates are high. The GCPC staff is taking our response to the virus week by week. Our service on 1 February will be all remote.

She posed a question: Should we change our approach to vaccinations? Our current approach is to strongly recommend but not require vaccinations of people in our community

***By consensus, the session agreed that we should continue with that policy.**

ADJOURNMENT

***Roger moved and Sheryl seconded that the meeting be adjourned. Passed unanimously.**

At 8:01 pm Amy Kim closed the meeting with prayer.

Respectfully submitted,



Kelley Griffith
Clerk of Session



Marcia Mount Shoop
Moderator

**GRACE COVENANT PRESBYTERIAN CHURCH
ANNUAL CONGREGATIONAL MEETING
SUNDAY, 30 JANUARY 2022**

The annual congregational meeting began at 10:45 am via Zoom and YouTube, on-line platforms the church is using during the COVID-19 global pandemic. In Marcia Mount Shoop's absence, Richard Coble, associate pastor, moderated the meeting. As with last year, the meeting interwove elements of our regular Sunday service with the information and business aspects of our usual annual congregational meeting. At 10:45 Kelley Griffith, clerk of session, declared a quorum. Richard opened the combined service/meeting with prayer.

Throughout, members from councils and committees participated in the service while at the same time conveyed information about the activities of those groups via slides, videos, and speakers.

The business part of the meeting began right after the sermon. The first order of business was to seek congregational approval of nominees presented by the Nominating Committee. Jessica Graham, chair of the Personnel Council, offered the following nominees for officers:

* Two at-large members to serve a two-year term on the Nominating Committee: Cathy Clevenger, and Kathy Jacobs.

Ruling Elders:

* 6 nominees to serve a 3-year term as Elders:

Libby Kyles

Susan Curtis

Denise Lockett

Rob Everett

Russell Kominski

Melissa Shook

* Two-year unexpired term: Keaton Hill

*Youth elder serving a one-year term: William Hamel

Slate of deacons to serve a 3-year term:

Emma Maney

Justin Kyremes-Parks

Pat Cheffins

Kimo Hyatt

Skip Stansell
Paul Tierney
Debbie Welch

The congregation voted via email and YouTube "Chat." As there were no nominations from the floor, the congregation approved all these nominees unanimously.

The second order of business was to seek congregational approval of recommended changes in terms of call for the two ordained members of staff, Marcia Mount Shoop and Richard Coble. At this point Richard left the meeting. (Marcia was already away.) Elder Anna Hammel moderated the meeting while Richard was absent.

Jessica Graham, chair of the Personnel Council, presented the salaries proposed by the Council and approved by the Session:

Richard Coble

2021 Terms of Call:

\$55,642.10 salary & housing

\$4,609.23 SECA

Total 2021 pay: \$60,251.33

2022 Terms of Call:

\$60,380.86 salary & housing

\$4,619.14 SECA

Total 2022 pay: \$65,000.00

*This represents a 7.88% increase from 2021

A cost-of-living raise is 3% of current income. Richard's raise is a 7.88% raise. Marcia, our Head of Staff, feels that this bigger jump for Richard is in order because of some added duties upon Samantha's departure.

Marcia Mount Shoop:

2021 Terms of Call:

\$1118,525.67 salary & housing

\$9,818.32 SECA

Total 2021 pay: \$128,343.99

2022 Terms of Call:

\$122,800.18 salary & housing

\$9,394.21 SECA

Total 2022 pay: \$132,194.39

*This represents a 3% increase from 2021

Once again, the congregation voted via email and YouTube Chat. The vote for Richard was 84 yes, and 1 abstain. The vote for Marcia was 85 yes and 0 no.

After the vote Richard returned to the meeting and continued the service.

Following the Prayers of the People, closing hymn, and benediction, Margaret moved and Sheryl seconded that the meeting be adjourned.

At about 12:30 pm, Richard closed the meeting with a combined benediction and prayer. The congregation's unanimous "Amen" signaled approval of the motion to adjourn.

Respectfully submitted,



Kelley Griffith
Clerk of Session

Richard Coble
Moderator, Associate Pastor

**Grace Covenant Presbyterian Church
Finance Council Minutes
February 15, 2022**

Attendance: Anna Hamel, Chairperson, Keaton Hill, Russell Kominski, Amy Pike, Laurie Stradley, Tara Theodossis, Joe Brumit, Treasurer, Sarah Van Gunten, Asst. Treasurer

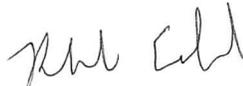
Staff: Marcia Mount Shoop, Natalie Weaver

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

Natalie reviewed the December, 2021 Statement of Activities. She noted that overall, we closed strong for the year. The stewardship (pledge) income was over the budgeted figure, and most expense categories came in under budget. The Serve Committee processed the remainder of their grants for the year in full. Natalie then reviewed the December, 2021 Statement of Financial Position, which reflects a very positive year-end financial position.

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

Due to time constraints, a final look at the proposed 2022 budget and a recommendation for how to allocate "excess" funds from the 2021 budget process were postponed to a second meeting. That meeting will be held on Thursday, February 17 at 5:45, and further recommendations will be forthcoming.



Joe closed with prayer at 6:30 PM.

Please see addendum below.

Email action taken on February 17, 2022

The final look at the 2022 budget by the Finance Council was accomplished on February 17, 2022. Marcia held two question and answer sessions with Finance Council members, reviewing possible avenues to take in order to present to Session a balanced budget.

The consensus of Finance Council members is to include a notation next to “Revenues - Stewardship Income - Pledged Offerings” indicating that the income level shown has every potential to increase as the year progresses.

Following a vote by email, the Finance Council voted to recommend the proposed budget to Session for its February 22, 2022 meeting.

Respectfully submitted,

Sarah Van Gunten

**Grace Covenant Presbyterian Church
Worship Council
February 1, 2022**

Attendance: Tim Moe, William Hamel, Matt Wiedle, Mary Berg

Staff: Jeff Jones

Visitor: Winn Legerton

Welcome/Introductions

The Meeting Opened with Prayer

Review of January Minutes

Old Business

Session approved communion for ‘Ordination Sunday’ 2/13

New Paraments: The plan is to have them made by a friend of Amy Kim’s. Marcy to coordinate, possibly assisted by Marcia.

Review of Lent and Easter plans:

1)Ash Wednesday 3/2: No clear plans since full planning meeting on hold due to Marcia’s absence. Discussed past services and possibly having a drive through; would need volunteers.

All service plans hinge on covid; in person vs virtual decision to be made on week to week basis according to recommendations of Session/Covid Task force.

2) Session approved Communion for all Sundays in Lent.

3) Plans/Needs for Holy Week: (Palm Sunday 4/10, Maundy Thursday 4/14, Good Friday 4/15, Easter 4/17). Most discussion centered around Maundy Thursday, reviewing past years, (pre-covid) with a simple meal and communion; hearing about meaningful experiences at other churches.

4) Also Lenten devotionals have been distributed to congregants in past years. Some discussion of having an ecumenical component.

5) Easter Decorations: Jen Edwards is being asked.

Upcoming Sanctuary Needs: Font/Communion. Have sign up in Realm. Contact Anna Louise regarding navigating Realm.

Covid Task Force: Continues to advise staff regarding in-person and virtual worship on a weekly basis.

New Business

Music Department Needs/Concerns for Future:

1) Choir Member Recruitment: There is a need to recruit new members due to attrition because of covid.

2) Music/Service Thoughts: We explored incorporating more music in various services and in mission/outreach with other churches (ecumenical focus).

Jeff shared his experiences with concert programs in Charleston.

We discussed having hymn sings and grief/healing services, taking advantage of some new hymns we haven't sung.

3) Upcoming Need for New Robes: Our current robes are over 20 years old. There are new styles that may more appropriately embody GCPC values. There are some funds available. We will need Session input.

Other Business

Briefly discussed need to recruit new Worship Council members.

Winn Ledgerton presented her interest in small, more intimate gatherings in person for worship and study.

She proposes that GCPC provide the Sanctified Art Lenten Devotional or other resource material, to be used by small groups who choose to meet in person outside of the church property.

The Meeting Closed with Prayer.

Next Scheduled Meeting Time: 03/01/2022

Respectfully Submitted,

Mary Berg

Council Chair: Tim Moe

**Grace Covenant Presbyterian Church
Serve Council Minutes
February 15, 2022**

Attendance: Mary Berg, John Huie, Chris Calloway, Denise Lockett, Christi Mobley, Marta Alcala Williams, Eleanor Lane

Staff: Rev. Dr. Marcia Mount Shoop

The Meeting Opened with Prayer

Serve Chair

Christi out of town in coming months; Martha requesting 6 months before moving into chair position; Denise, 1st year Elder, usually has time to acclimate. Suggestion: Practice power sharing for next 5 months, consider Circle Way with convener and guardian.

Decision: Rotating Co-facilitators, one longer-serving member and one newer member; will work with Marcia. Can choose model. March: Lynn and Eleanor, co-facilitators. In 5 months, reassess return to chair or another model.

Review of Charter

Serve Charter purpose: Arm of Session and doing work of Session; elders on all councils. Serve Budget \$75,000 for partnership grants, not yet approved by Session.

Areas to explore:

- Serve had 3 working groups; with pandemic working groups on hold. Which groups are needed? Suggestion:
 - Everyone Justice and Vision
 - Once get task, e.g., event, working group take on
- Do we represent diversity of congregation?
- Recruiting youth
- Leadership-succession plan: co-facilitators or previous elder

Important: meetings open, publicize, anyone can attend

Tasks re: Charter

1. Review Charter and using Comment feature in working document in Google Docs, note changes.
https://docs.google.com/document/d/1PSUkeLg262oVO1NjZrxlmbdHmGreFx8i90Ns5_rIo/edit?usp=sharing
2. Take 15 minutes of each meeting to incrementally review and update Charter.

Relationships with Covenant Partners

1. Regular communication with Serve Partners
2. Pairing Council members (longer standing and newer) for partnership connections and communication
3. Reporting back from members from their partnership communications
4. News Articles on Covenant Partners (one partner featured each month) appearing by the last Thursday of the month. *Marta and John H. Asheville Writers in Schools for February*
5. Disbursement schedule
6. Members look at the list of partnerships and determine where they feel called.
https://docs.google.com/spreadsheets/d/1Pnr3YVNIAIUpcR_bCbxo4s7oAUJZKRAhliZfFNXIkp0/edit#gid=0
7. *Discussion next meeting*: What would deeper partnerships look like? What does really deepening look like?

The meeting closed with prayer.

**Next scheduled meeting time:
MARCH 15 AT 6:30pm**

Respectfully Submitted,

Eleanor Lane

Council Chair, Christi Mobley