



**Grace Covenant Presbyterian Church**  
**Session Agenda**  
**April 26, 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

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, May 24**

**Tuesday, June 28**

**\*July meeting off**

**Tuesday, August 23**

**Tuesday, September 27**

**Tuesday, October 25**

**OTHER MEETINGS**

**Tues. May 3 | 5:30pm | Guatemala**

**Tues. May 3 | 5:30pm | Worship**

**Tues. May 10 | 6:00pm | Property**

**Thurs. May 12 | 6:00pm | PART**

**Sun. May 15 | 12:30pm | Deacons**

**Sun. May 15 | 12:30pm | Long Range Bldg.**

**Tues. May 17 | 5:30pm | Finance**

**Tues. May 17 | 6:30pm | Serve**

**For approval -**

Births:

**Baptisms:** 4/29/22 - Luna Jolynne Webb (daughter of Caroline Wyrosdick-Webb & Kenneth Webb)

Marriages:

Admissions to the Active Roll:

To Inactive:

**Transfers:** 1/30/22 - Lon Bechtel to Our Redeemer's Lutheran in Helena, MT

Restored from Inactive to Active Roll:

**Deaths:** 3/14/22 - Landon Lee Hedges

Removed:

**Session Approval by Email:**

+ + + + + + + + + + +

| Date of Session: 4/26/22                 | As of 3/22/22 | As of 4/26/22 |
|--|---------------|---------------|
| Members on the roll of Active Members:   | 740           | 739           |
| Members on the roll of Inactive Members: | 177           | 177           |

alm

## MINUTES, STATED SESSION MEETING 21 MARCH 2022

PRESENT: Anna Hamel, Bill Neeriemer, Keaton Hill, Keith Prince, Tim Moe, John Legerton, Libby Kyles, Melissa Shook, Rob Everett, Denise Lockett, Russell Kominski, Susan Curtis, William Hamel  
EXCUSED ABSENCE: Jessica Graham, Christy Mobley, Martha Seddon, Anne Raustol  
CLERK: Kelley Griffith  
STAFF: Marcia Mount Shoop (Moderator), Amy Kim Kyremes-Parks, Richard Coble, and Jeff Jones  
GUESTS: Mary Berg, Tamara Puffer

The meeting began at 6:04 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.

**\*Russell moved and Anna seconded that the minutes for the 22 February 2022 stated session meeting be approved. Passed unanimously.**

**\*Bill moved and John seconded that the Consent Agenda be approved. Passed unanimously.**

### ENGAGING SCRIPTURE AND SPIRITUAL PRACTICE

Marcia showed Denise Levertov's poem "Beginners" and asked attenders to note words and phrases that were important to them. She then divided break-out groups according to Council membership and asked them to answer three questions:

1. Where are the growing edges, the healing opportunities, of our work of healing from whiteness showing up in your council?
2. Where do you feel energized, where do you feel a sense of belonging to this work?
3. What are you longing for?

### MODERATOR'S REPORT

Marcia had several things to report.

First, she said that we are pursuing with the Presbytery the question Amy Kim's journey toward becoming a minister of word and sacrament. Amy Kim and Marcia met last week with the Presbytery's Committee on Preparation for Ministry, which fully endorsed pursuing this process with us. Next, the Personnel Council will present a proposal at the next meeting of the session. Amy Kim will then come under the care of the session. She will start as an Inquirer and then move to Candidacy. The session will work as a de facto search committee. Marcia asked the session to be in prayer about this process.

Second, she is excited about her sabbatical, which will begin in June. She asked the session to be prayerful about ways to support Tami Forte Logan, who will preach seven times during Marcia's leave.

Third, our church is "in bud" and starting to bloom, in its new iteration of in-person and on-line worship. We need people to take on old roles and make them new, such as ushering, serving communion, being liturgists, and even counting the offering. In general, she asked elders to think about how they can support this new emerging form of church.

Fourth, Holy Week will feature a series of services: The Maundy Thursday, Tenebrae on Friday, meditation stations on Saturday, two identical services on Easter Sunday morning.

Fifth, the May session meeting will be an official stated meeting but will also be a celebration and will include a meal. The meeting part will be online as well as in person. She asked everyone to mark their calendar in hopes that we can have everyone at the church for the meal.

## STAFF REPORTS

Jeff

Jeff reported that he is working on “rebuilding” the choir as we move toward recovering from COVID. He is talking with members who haven’t come back, including some who feel they have “aged out.” The choir’s immediate task is to prepare music for Holy Week. For recent services, the choir’s anthems have been recorded, but beginning with Palm Sunday, the choir will present anthems in person. The Easter service will feature the choir and a brass quintette. He said that on 8 May, Mother’s Day, he will present a program of music that represents things he has learned on his sabbatical.

Amy Kim

Amy Kim said that the ministry team has been working on future programs, including her work with Richard, Melva, and Libby on the new Formation Council, which will have its first meeting next week. We had a great confirmation class retreat this past weekend with eleven of the fifteen confirmation kids. Paul and Margaret Tierney were “wonderful” to host the retreat. Child care is now being offered on Sundays. We’re planning a Family Faith Time in July, something like Vacation Bible School. She thanked the staff and session for helping her with the ordination process and for supporting her during this time of her mother’s illness.

Richard

Richard said that we are near the end of the winter adult education season. The class focusing on poetry of Lent and Easter, started by Kelley Griffith, has been “wonderful.” Jeff led last week’s class and Marcia will be the moderator for the one coming up this Sunday. The hybrid format for the class, the first we have done, has worked well. We will have one more class after Easter, Presbyterianism 102, which is a follow up to Presbyterianism 101 and will dive deeper into Presbyterian beliefs and practice. There will be no Sunday School this summer but there will be a Racial Justice Book Series during May and August. The list of books will be in the newsletter. Pastoral care has benefitted from meeting in person with people in their homes, in long-range care facilities, and the hospital. Richard has been working with a new GCPC member Ann Turnage about creating a Cancer Support Ministry at Grace Covenant. She has had “wonderful success” creating cancer support programs at other churches, including a very successful one, Cam Care in Houston, which has become world famous. Richard encouraged people to check out its website. Here at GCPC we will create supportive program in which cancer survivors and people recently diagnosed with cancer can be in community with one another.

## FINANCE COUNCIL

Anna said that the financial statements for January and February show that we are above budget in revenues so far and in a strong financial position.

**\*On behalf of the Finance Council, she moved that the financial statements for January and February be approved. Since this report came from the Council, no second was necessary. Passed unanimously.**

Anna then talked about options for dealing with the budget surplus we had at the end of 2021. The Council proposes leaving the budget as is in terms of how the surplus is accounted for so that it impacts the “Unrestricted Net Assets.” This line item is carried over year to year as a marker of overall financial health of the congregation. For the last few years, it has been in the negative because of expenses incurred in the year when we had to replace the HVAC system and a great deal of deferred maintenance because of the Capacity Campaign.

**\*Anna moved that we leave the surplus as is in the 2021 financials in order to positively impact the “Unrestricted Net Assets” line item. John seconded the motion. Passed unanimously.**

## FORMATION

Libby reported that she has met with Amy Kim and Richard and looks forward to “all the great things that are going to happen.”

#### PERSONNEL COUNCIL

No report.

#### PROPERTY COUNCIL

John said that at its meeting two weeks ago the Council chose to hire Steward Acoustical Consultants (SAC) from Raleigh at a cost of \$9,400 to do a study that would assess the acoustical effects that any changes we make to the sanctuary would have, such as replacing the pews with chairs and changing the flooring. He said that SAC has done similar work for eighteen Presbyterian churches in North Carolina and has done excellent work for John’s architecture firm on community non-profit projects. SAC could start the work soon.

**\*John moved that we hire SAC to do this study at the cost of \$9,400 and that payment for this amount would come from the building projects fund. Tim seconded the motion. Passed unanimously.**

#### WORSHIP COUNCIL

Tim reported that the Council is excited about the upcoming Easter services.

#### SERVE COUNCIL

Denise reported that Serve is exploring ways to strengthen our relationship with our Covenant partners.

#### COVID

Marcia said that the church is loosening up some of its COVID restriction by, for example, removing social distancing barriers in the sanctuary. We continue to require wearing masks in the building, except for the two-year old group in the Children’s Center. She invited members to share feelings about our procedures now. Everyone was positive about them.

#### ADJOURNMENT

**\*Tim moved and Melissa seconded that the meeting be adjourned.**

At 7:53 pm Marcia closed the meeting with prayer and invited everyone to unmute and share Christ’s peace, which, she said, would be our affirmative vote to adjourn.

Respectfully submitted,



Kelley Griffith  
Clerk of Session



Marcia Mount Shoop  
Moderator

**Present:** Bill Neeriemer, Mike Fleenor, Jessica Graham, Jaclynn Kiger, Al Root, Melissa Shook **Staff:** Marcia Mount Shoop

Meeting called to order at 5:33 pm with prayer.

**Amy Kim Kyremes-Parks and the Committee on Preparation for Ministry**

Marcia explained that to begin the process for Amy Kim to pursue ordination that she needs to be under care of GCPC's Session. After discussion the Personnel Council approved the following **motion for Session approval:**

The Personnel Council moves that the Grace Covenant Session receive Amy Kim Kyremes-Parks as an Inquirer for the Ministry of Word and Sacrament.

**Personnel Council Support for staff during Marcia's sabbatical**

Discussed some ways that the Personnel Council can be supportive to the GCPC Staff, particularly Richard Coble, who will be acting Head of Staff while Marcia is gone. An informal meeting over lunch with staff and Personnel Council members will be planned to occur prior to the beginning of Marcia's sabbatical. A meeting with Richard and Marcia will also be held before her sabbatical begins.

**Review of Council documents**

The Personnel Charter and Personnel Policy were reviewed. One addition to Personnel Policy was approved by the Council for **approval by the Session:**

Personnel Council moves that the following wording be added to Personnel Policy under Section XVI: "When anyone other than the Chief of Staff or designated Chief of Staff requests access to an employee's personnel file, a log will be kept recording who was given access, which files were viewed and the date, time and a brief statement of the purpose of the review." The log will be kept with the employee personnel files.

Being no other business, the meeting was adjourned at 5:59 pm with prayer.

Respectfully submitted, Bill Neeriemer

**Grace Covenant Presbyterian Church  
Worship Council Minutes  
April 5, 2022**

**Attendance:** Tim Moe, Matt Wiedle, Will Hamel, Larry Stern, Marcy Onieal, Susan Curtis

**Staff:** Marcia Mount Shoop, Jeff Jones

**Tim Moe** opened with Prayer and Jesuit Poem

**Meeting Notes:**

- Gratitude of Mary's service and welcome to Larry in joining the worship council.
- Brief reflection on the Ash Wednesday Service and Lent Services. There are about an equal number of folks joining in person and online.
- Review and Discussion of Holy Week -Marcia, Jeff and all the staff are busy practicing for the many things planned for Holy Week

Palm Sunday – There will be a procession of children and palms and choir. Palms will be passed out to all in the narthex upon arrival. **Susan** volunteered to acquire two palm trees for the sanctuary. Sally Booher will add these to her plant care duties. Communion will be served seated. We will be using the shroud. Staff is practicing.

Maundy Thursday will be interactive and outside, journeying to stations and ending at the garden (Gethsemane). For the Tenebrae service, **Tim** will help set up and **Marcy** will be responsible for the 7 candles, acquiring snuffers and the crown of thorns.

Holy Saturday will offer meditation stations from 10am to noon.

Easter will offer 2 identical services at 9:00 and 10:45. In preparation for Easter **Tim, Susan and Matt** will help staff create the fabric/pvc pipe sunburst installation on Saturday. Two floral arrangements have been ordered from Clements. The Alleluia banners will be hung on the sanctuary doors.

- Communion Update – Discussed moving forward with an intinction option. All attending are comfortable with this as long as the prepacks are available and we are in line with the Covid recommendations and guidelines.
- Parament Update – Marcy caught us up with her in-depth research and efforts. Due to the availability of the recommended parament artist, it was decided there is a need to entertain other options/ a combination of options. Marcy requested if we new personally any good sewers, we should let her know. Stock designs, painted fabrics, staggering the purchases, working with local non professionals were all mention. Green paraments are the priority.
- Regular Sanctuary Needs – As the church attendance is increasing (Yay!) the needs for Sunday morning worship are also growing. The council discussed needing a person(s) to make sure the font is clean, there is a picture of water at the font and check the pews for literature and other supplies. Marcy suggested that the sign up for this position could be done monthly. It was also suggested that seasoned helpers could help orient the new folks wanting to be a part. **Tim** is working on a potential list of persons. **Marcy** is drafting a marketing/recruiting blurb for Anna Louise. There was a strong emphasis for the need for communication/accountability from the person performing these duties to Marcia and other staff as needed.

#### Staff Reports

- Jeff is researching choir robe ideas

Marcia closed the meeting closed in prayer.

**Next Meeting: Tuesday May 3,2022 at 5:30pm.**

Respectfully Submitted,  
Susan Curtis  
Council Chair – Tim Moe

**Grace Covenant Presbyterian Church  
Finance Council Minutes  
April 19, 2022**

**In attendance:** Anna Hamel, Chairperson, Keaton Hill, Russell Kominski, Amy Pike, Laurie Stradley, Joe Brumit, Treasurer, Sarah Van Gunten, Asst. Treasurer

**Staff:** Rev. Marcia Mount Shoop, Natalie Weaver

**Absent:** Tara Theodossis

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

Natalie reviewed the Statement of Activities for March, 2022. She noted that the Year - to - Date actual figures show the church in a strong financial position. She then reviewed the Statement of Financial Position for March, noting that all is normal with no outliers.

After a brief discussion, **a motion was made by Anna Hamel and seconded by Russell Kominski to approve the March, 2022 report and send it to Session for final approval. The motion passed unanimously.**

Anna closed with prayer at 5:50 PM.

Respectfully submitted,

Sarah Van Gunten

**Guatemala Committee  
NOTES FOR OUR MEETING WITH IJ ON 4/5/22  
By Kelley Griffith, 4-20-22**

The GCPC Guatemala Committee met together with representatives from Iglesia Jerusalem at 8 pm (6 pm Guatemala time) on Tuesday, 4/5/22. Present for the committee were Anna Hamel (chairperson), Bonnie Parker, Debby Vance, Paul Tierney, Richard Coble, and Kelley Griffith. Our interpreter was Lynne Meacham. Joining us from Iglesia Jerusalem were Alby López Hernández, Iris Velázquez, and Leslie Ríos.

Anna welcomed all attendees and introduced our interpreter. Richard opened the meeting with prayer.

We asked what day of the week is best for future meetings. They said that Sunday's are best, especially the third and fourth Sundays of the month (because the first and second Sundays they have meetings at church).

Since they have pastors who rotate from church to church in the Sur Occidente Presbytery, we asked who their pastor is now. They said that Hector Rabanales is their pastor, the same person who was pastor when Kelley visited with them in November, 2018.

We asked if they have prayer requests. Albi asked us to pray for the following people:  
--Sister Oti, who just completed chemo for breast cancer and has just begun radiation.  
--The widows in the church, who are elderly and find it hard to get to church services.  
--Alby's brother Julian Zapeta, who has lung problems from long COVID. He has been taking oxygen for four months and cannot work. His wife suffers from stress because of his condition.

They asked us if we had prayer requests.

Anna mentioned Michelle Chromey, who has cancer and two children.

Bonnie mentioned children who are transitioning from COVID restrictions to normal life.

Lynne mentioned university students who are trying to figure out their futures, many of whom suffer from depression.

Richard mentioned the family of Jane Lee Vondette, who died recently.

Kelley mentioned Afghan refugees in Asheville.

They said that they had received \$600 from our presbytery (PWNC), which seemed to be "extra." We agreed that they could use it to help for COVID relief, including for Alby's brother, Julian.

Lynne asked Alby if she was still going to seminary. She said no, because she has been working for their church's Comunidad de Amor (Community of Love) program, which sees to the needs of the church and the larger community.

We asked about their Sunday School. Iris is working with children three to six years old, who enjoying playing and art. Leslie works with ages seven to youth, who like to do crafts and art.

They said that they have begun building their church. They now have one wall up.

Several days after the meeting, they sent us Face Book videos of the children singing in church. Visible also is the space where they meet for worship services. These can be accessed on their Face Book page "Iglesias Hermanas: Grace Covenant and Iglesia Jerusalem." Another Facebook Page of interest is Comunidad de Amor.

Alby closed the meeting with prayer.

**Winter Shelter Team**  
**April 22, 2022**

Attendance: Lynn Noble, Pat Cheffins, Robin Gaiser, Alexandra Lusak, Vann Vogel, Mike MacCammon, Tish Anderson, Beth Philipsen

Staff: Richard Coble

Richard opened meeting in prayer and lead a round of mutual invitation: "What is one thing that you have learned through the partnership with Trinity UMC over the past Winter?"

Appreciation was voiced for the GCPC and wider community for saying 'yes' with short notice in partnering and serving with Trinity UMC and our neighbors who are unhoused.

**Reports from various teams:**

Donations: idea start ahead of time with preestablished lists and weekly teams, perhaps partnering with deacons and deacon groups to ensure steady rotation next year.

Emergency Response Team: Concern voiced with finding what hotels will work with us, and also how do we get supplies to people for food; need to work closer with Trinity for determining needs, and also need to set limits in teams are able to provide.

Is it possible to arrange a RITI-style overflow space in partnership with area churches next year instead of hotels? GCPC would be one of several places on a rotating basis. There is still need for paid staff to ensure safety and consistency. Trinity UMC is in talks with city now about staffing.

Laundry: Need a wider team next year. Need people who can lift heavy laundry. Question of what church is able to do financially in the future. Richard and Beth will follow up with staff.

A proposal from the Jubilee! community about a transitional housing model for women was circulated. We will discuss at next meeting.

Next meeting May 20 at 11a via zoom.

Respectfully submitted,  
Richard Coble

**Grace Covenant Presbyterian Church  
Serve Council Minutes  
April 19, 2022**

**Attendance:** Denise Lockett, Mary Berg, Chris Callaway, Marta Alcala-Williams, Lynne Meacham, Eleanor Lane, John Huie, Alexandra Lusak

**Staff:** Rev. Dr. Marcia Mount Shoop

**The Meeting Opened with Prayer by Chris Callaway, co-facilitator.**

**Marta Alcala-Williams, co-facilitator, presented a video meditation, "Wonder", by Valerie Kaur.**

## **Follow Up Items from March Meeting:**

Revisions/additions to Charter:

- 1) On page 2, "Distribute funds to Covenant Partners based on Serve Council vote **after session approves the annual budget.**"
- 2) On page 3, consolidate Working Groups to 1)Events and Engagement and 2(Sharing Cycle
- 3) On page 5, "The Serve Council meetings will utilize the following agreements based on Layla F. Saad's **Me and White Supremacy.**"
- 4) There was some discussion around the topic of grant funding focused on equity, whether or not each partner should get equal funding. Marcia pointed out that a change this year is the earmarking of \$5000 each for YTL and Just Funding/Reparations.

Newsletter articles:

See "Serve members/Covenant Partner Buddies" Google sheet.

Next article is for Bountiful Cities. Suggested to contact Garden Steering Team, Amy Weisner.

Habitat for Humanity donation:

There was extensive discussion about this issue, centering around whether or not making a donation to Habitat, which is already a heavily resourced organization, is in alignment with Serve values and mission of grant funding focused on equity and supporting BIPOC -led organizations. Marcia encouraged us to name the dynamic of feeling discomfort around the possibility of hurting someone's feelings and the need to learn how to say 'no' when appropriate. The discussion concluded with the agreement not to donate funds at this time.

Covenant Partners:

"Record of Contacts". A reminder of the availability of this Word document.

## **New Items:**

Covenant Partners review:

1) Asheville Writers in the Schools and Community

Founded about 10 years ago to equip underserved community members with artistic tools to express themselves. Through various programs it "ignites social change through the power of the arts, culture, and restorative self-expression."

2) BeLoved Asheville

Most recent focus is on the Tiny Houses Village to promote affordable housing and the Raise a Home Auction event. See Denise's recent article for GCPC newsletter. Beloved has many other programs such as the street pantries & vaccine events, street medics, Asheville in Black that centers stories of Black leadership and the work of local Blacks.

3) Bountiful Cities

Supports low wealth communities in growing food. Works with schools to involve kids in gardening; involved with reparations around garden reclamation. Have Allison Kiehl, GCPC gardens manager, speak to us?

4) Center for Participatory Change

Multiracial organization that builds collective power and creates equity. Uses a collective educational process with training programs to build community awareness and strengthen ability to create change.

5) CoThinkk

BIPOC -led; provides grant programs to encourage grassroots leadership and entrepreneurial opportunities for positive social change in BIPOC communities.

6) Faith 4 Justice

Black led faith formation composed of multiracial clergy and laity, promoting racial justice. GCPC is a fiscal sponsor. Meets monthly to discuss a current topic and support each other in this work . Some Serve members are involved in fundraising.

7) YTL (Youth Transformed for Life)

BIPOC -led. After school and summer camp program. Enriching activities. Work with GCPC community garden and use GCPC building. There are volunteer opportunities.

Rough timetable for funds disbursement in 2022- Budget approved:

Some discussion around our degree of investment in the current Covenant Partners. It was suggested that we research the funds that each partner is getting from other sources.

Facilitators and minutes for May meeting:

Facilitators will be Alexandra and John. Minutes by Denise.

**The Meeting Closed with Prayer**

**Next scheduled meeting time: May 17, 2022**

Respectfully Submitted,

Mary Berg

Council Chair: Martha Seddon