



Grace Covenant Presbyterian Church
Session Agenda
December 13, 2022
6:00 pm | Fellowship Hall

- 6:00 Opening Prayer and Dinner
- 6:10 Quorum, Welcome Visitors, Approve Minutes, Consent Agenda, Correspondence
- 6:15 Connecting around the table
- 6:25 Check in from Carol Hovis
- 6:30 Council, Committee, Team Reports
- Finance
 - Formation
 - Property
 - Serve
 - Worship
 - Nominating Committee
 - Winter Shelter Team
- 7:00 Executive Session: Head of Staff Review
- 8:00 Adjourn

Session Council/Committee/Assignments 2022

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

PLEASE SAVE THESE

UPCOMING IMPORTANT DATES

Session/Diaconate Retreat – Saturday, January 21

Ordination/Installation of Elders & Deacons –

Sunday, January 22

Annual Meeting – Sunday, January 29

SESSION MEETINGS

(all meetings begin at 6:00 pm)

Tuesday, February 28

Tuesday, March 28

Tuesday, April 25

Tuesday, May 23

Tuesday, June 27

OTHER MEETINGS

Sun. December 18 | 6:00pm | Deacons

Wed. December 21 | 6:00pm | Just Funding

Tues. January 3 | 5:30pm | Worship

Tues. January 10 | 5:30pm | Guatemala

Tues. January 10 | 6:00pm | Property

Thurs. January 12 | 6:00pm | PART

Sun. January 15 | 7:00pm | Deacons

Tues. January 17 | 5:30pm | Finance

Tues. January 17 | 6:30pm | Serve

Wed. January 18 | 6:00pm | Just Funding

Thurs. January 19 | 6:00pm | Long Range

Visioning Team

Consent Agenda – December 13th, 2022

For approval -

Births:

Baptisms:

Marriages:

Admissions to the Active Roll on 12/04/22:

- Dana Cozad – Transfer of Membership (Central Presbyterian Church - Atlanta, GA)
- Chip Lambert – Transfer of Membership (Sewickley Presbyterian Church – Sewickley, PA)
- Kate Lambert – Profession of Faith
- Kathy and John Singleton – Transfer of Membership (First Presbyterian - Kingsport, TN)
- Jennifer and Dale Aldrich – Reaffirmation of Faith

To Inactive: Wende Ballew by request – 11/16/22

Transfers: Tammy Bradley to First Presbyterian - Asheville, NC on November 13, 2022

Restored from Inactive to Active Roll:

Deaths: Roslyn Carney – 11/16/2022

Removed:

Session Approval by Email:

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Date of Session: 12/13/22	As of 11/15/22	As of 12/13/22
Members on the roll of Active Members:	732	737
Members on the roll of Inactive Members:	177	178

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**GRACE COVENANT PRESBYTERIAN CHURCH
MINUTES, STATED SESSION MEETING
15 NOVEMBER 2022**

PRESENT: Anna Hamel, Bill Neeriemer, Jessica Graham, Keaton Hill, Christi Mobley, Martha Seddon, Keith Prince, Tim Moe, John Legerton, Melissa Shook, Denise Lockett, Russell Kominski, Susan Curtis

EXCUSED ABSENCE: Anne Raustol, Libby Kyles, Rob Everett, William Hamel

CLERK: Kelley Griffith and Melissa Shook

STAFF: Richard Coble, Amy Kim Kyremes-Parks, Marcia Mount Shoop (moderator)

GUESTS: Mary Berg

The meeting took place via Zoom, an online platform the session has been using during the COVID pandemic. Melissa Shook served as clerk while Kelley's internet service was being restored. Melissa declared a quorum at 6:05, and Marcia opened the meeting with prayer.

***Keaton moved and Bill seconded that the minutes for the stated session meeting on 25 October and the called congregational meeting on 6 November be approved. Passed unanimously.** Russell proposed an editorial change to the session meeting minutes. In the Finance Council report, the motion to approve the financial statements should be for September rather than June and July.

ENGAGING SCRIPTURE AND SPIRITUAL PRACTICE

Marcia said that GCPC is processing a lot of grief right now. She asked that those present assume a posture of prayer in response to the sadness and grief in the Carney family, in the Hill family, the death of Madge Francis, and the unexpected death of John Mount Shoop's mother. She read Psalm 121, as rewritten by Nan Merrill in her book *Psalms for Praying*. She asked those present to state phrases in the psalm that spoke to them about bereavement, loss, confusion, and deep sorrow.

MODERATOR'S REPORT

Marcia said that the church plays a central part in the lives of people who are suffering loss and that GCPC is a caring community. A lot is going on at this time of year for the staff and for all of us. She is, for one thing, in the middle of staff reviews. The nominating committee will be processing nominations for elders and deacons. The search for a music director is in process. The APNC is up and running. She is finishing up the ten-week class she has taught on Revelation. We're in the middle of the stewardship campaign. We're working on a new budget for next year. She urged everyone to work together to accomplish these tasks.

***She said that the staff is thinking of withdrawing GCPC's account from Twitter because the new owner, Elon Musk, is making compromising changes to it. She asked the session's guidance for the staff to make one last Tweet explaining why we are withdrawing. By consensus, the session approved.**

STAFF REPORTS

AMY KIM

Amy Kim said that she, the staff, and people who work with youth and children are working to figure out how to do things while we are short staffed. They are having to accept that they can't do everything. Later this spring the youth will make a trip to Montgomery to visit the lynching museum. The staff will do "heavy prep" with them prior to and even during the trip. They will ask the question, "How do we look at this as faithful disciples."

RICHARD

Richard said that the Cancer Survivors group had a wonderful dinner and guest speaker a week and a half ago. About twenty-five people were present. The fall adult formation program will end on Sunday. This program, focusing on "boundaries," has been very interesting and successful. Finally, during COVID we stopped doing home communion, but we will start back up with it on the second Sunday of Advent.

COUNCIL AND COMMITTEE REPORTS

PROPERTY

On behalf of the Property Council, John Legerton gave a presentation. The Property Council is prepared to make the following motion, but the Session focused on conversation and discernment during tonight's meeting and will consider the following motion next month:

- (1) The Property Council requests that the Session prayerfully consider whether to replace the existing pews in the main sanctuary seating area with new individual wooden chairs with cushioned seats and new VCT flooring in the same main sanctuary seating area.
- (2) Should the Session decide to replace the existing pews and flooring in the Sanctuary, the Property Council recommends purchasing Plylok chairs with cushioned seats and solid wooden backs from Sauder Worship Seating for the main sanctuary and choir seating areas only (not in the balcony) and new VCT flooring in main sanctuary seating area for the current estimated price of \$89,913.

He showed slides that included the following:

- A "rationale" for making the changes, including photos of our sanctuary and that of the Marquand Chapel at Yale Divinity School, which had changed to "flexible seating."
- A suggestion for steps in moving forward
- A consideration of concerns about flexible seating made last year by some members of the congregation
- Info about choices of chairs and flooring
- Info about selling our pews to a company that specializes in buying used pews and church furniture.
- Possible total costs of replacing our existing flooring and seating.

Marcia led a followup discussion asking each member to respond to two questions: What questions do you have? Are you ready to vote?

After much discussion, the consensus was that members needed more time to think about the Property Council motion before voting. Marcia said that we would formally consider the motion at the December meeting.

FINANCE

No report

FORMATION

No report

PERSONNEL

No report

SERVE

No report or action

WORSHIP

***Motion to make worship on Christmas Day (12/25) online only. Recommendation approved unanimously.**

NOMINATING COMMITTEE

No report

WINTER SHELTER TEAM UPDATE

Richard gave a brief report on the status of our winter shelter to provide overnight housing for needy people during Asheville's "Code Purple" (wintertime) program. He said that the program is stalled for the moment because the groups working on this initiative have not received enough funding to pay staff to manage the program, especially to be present through the nights. The same is true of our Safe Parking project. There are enough funds for December, and the group is continuing to pursue funding for the rest of the winter.

ADJOURNMENT

***At 8:10 pm Russell moved and Christi seconded that the meeting be adjourned. Marcia said that the "amens" to her prayer would serve as votes to adjourn. Passed unanimously.**

Respectfully submitted,



Kelley Griffith
Clerk of Session



Marcia Mount Shoop
Moderator

**Grace Covenant Presbyterian Church
Called Session Meeting to Receive New Members
December 4, 2022, 9:00am**

Attendance: Libby Kyles (zoom), Keaton Hill (zoom), Russell Kominski (zoom), Denise Lockett, Anna Hamel, Anne Raustol, John Legerton, Susan Curtis, Christi Mobley

Staff: Marcia Mount Shoop

New Members: John and Kathy Singleton, Chip and Kate Lambert, Dana Cozad, Jennifer and Dale Aldrich

The Meeting Opened with Prayer by Marcia Mount Shoop

Meeting Notes

- Elders and new members introduced themselves
- **Susan Curtis** made a **motion to accept new members**. **Anna Hamel** seconded the motion. The vote is unanimous.
- **Marcia** asked two questions of the new members.

- **New Members Received:**
 - **John and Kathy Singleton** by Letter of Transfer from First Presbyterian Church, Kingsport, TN
 - **Chip Lambert** by Letter of Transfer from Sewickley Presbyterian Church, Sewickley, PA
 - **Kate Lambert** by Profession of Faith
 - **Dana Cozad** by Letter of Transfer from Central Presbyterian, Atlanta, GA
 - **Jennifer and Dale Aldrich** by Reaffirmation of Faith

- **John** made a **motion to adjourn**. **Susan** seconded the motion.

Marcia closed with prayer.

Respectfully Submitted,

Christi Mobley

Grace Covenant Presbyterian Church
Property Council Minutes
December 6, 2022

Attendance: Rob Everette, Ed Gerber, Leslie Huntley, John Legerton, Roger Meade, and Anne Raustol

Staff: Marcia Mount Shoop and Cliff Schlegelmilch The

Meeting Opened with Prayer: Roger Meade

Meeting Notes:

The major items discussed at this meeting are as follows:

1. Sound system & AV systems: Plans for a new AV/sound booth at the rear of the balcony are still in progress.
2. Status of planning for more flexibility in the Sanctuary: Updated costs for new wood chairs with cushioned seats from Sauder Worship Seating, costs for new VCT or new ceramic tile flooring in the main level of the Sanctuary, and possibility for donating or selling our existing pews through UsedPews.org was reviewed and discussed (see attachments). The Property Council revised our previous motion and approved the following two part motion to be presented to the GCPC Session on Tuesday, December 13th.
 - (1) The Session is requested to discuss and decide whether to replace the existing pews in the main sanctuary seating area with new individual wooden chairs with cushioned seats and new flooring in the same main sanctuary seating area.
 - (2) Should the Session decide to proceed to replace the existing pews and flooring in the Sanctuary, the Property Council recommends purchasing Plylok chairs with cushioned seats and solid wooden backs from Sauder Worship Seating for the main sanctuary and choir seating areas only (not in the balcony) and installing new Porcelain Tile flooring in main sanctuary seating area for the current estimated cost of \$112,446. The Porcelain Tile flooring is recommended for lower maintenance costs, a longer life expectancy (estimated 60 years), and for overall lower environmental impact advantages.
(Note: If this total amount is more than the Session would want to approve, a second option lower cost option would be to install VCT flooring in lieu of the Porcelain Tile for a current estimated cost of \$89,913).
3. New Interior Storm Windows at the Administration Building: Cliff Schlegelmilch has completed installing new interior storm window inserts on most of the windows in Administration. Initial reports are that the offices are able to maintain more comfortable temperatures in colder weather.
4. Memorial Garden: The garden has been cleaned up after the fall leaves, the repaired wind chimes are due to be reinstalled soon, and plans are being discussed for the location additional name plaques and other minor garden improvements.
5. Educational Building: New artwork has been installed in the second floor hallway of the Educational Building. Thanks to Amy Kim Kyremes-Parks, Cliff Schlegelmilch, and Leslie Huntley for their work on this project.
6. Children's Center: Discussions and negotiations are ongoing with Children's Center concerning a possible written lease for their space and the proposed terms of that agreement.
7. Long Range Visioning Team: The Long Range Visioning Team will continue to meet this coming winter and spring with meetings now scheduled for the next 5 months.

Meeting closed with prayer: Marcia Mount Shoop

Respectfully Submitted,

John Legerton

Council Chair/Co-Chairs: John Legerton/Anne Raustol

Next Property Council Meeting: Tuesday, January 10, 2023 (Zoom meeting).

Grace Covenant Presbyterian Church
Serve Council Minutes
November 29, 2022

Attendance: Chris Callaway, Marta Alcalá, Martha Seddon, Denise Lockett, Dean Presson, Alexandra Lusak, John Huie, Mary Berg, Christi Mobley, Lynne Meacham, and Eleanor Lane

Staff: Rev. Marcia Mount Shoop

The meeting opened with prayer by Rev. Marcia Mount Shoop.

Budget Review 2022

Marcia reviewed our current total Serve budget for 2022. The Council particularly discussed the total amount for Serve Grants and Support: \$80,000. Other line items were clarified.

Budget Request for 2023

Dean Presson made a motion that our current Serve Budget for Grants and Support, which is \$80,000 in 2022, be increased by \$10,000 to total \$90,000 for our 2023 budget request. **Christi Mobley** seconded. Discussion followed including using an abundance model. The motion passed by common consent.

Collection Request for Colaborativa La Milpa

Lynne shared La Milpa's request for GCPC to provide presents for children by December 9. Lynne doesn't believe that we can accomplish this in a timely way. Others perceived that we don't have the time and person power to do this. La Milpa will be able to get our second fund distribution by next week, to total at least \$2,300 and there may be additional funds to support children's gifts. There was consensus for Lynne's perception that there isn't sufficient time to do a collection.

Collection Requests to GCPC Community

Topic for agenda at upcoming Serve Council meeting on January 17, 2023. Suggestion from Marcia that we consider for 2023 doing one or two collections and include: strategic timing, an interpreted message, asset-based language, and building relationships. This would not preclude putting an announcement in the newsletter (which reaches 1,000 people) opportunities to share resources with our partners. Question to consider: How do collections fit into our relationships and equity model?

Second Distribution of Funds to our Partners

Step 1: Martha will send out a detailed email with the fund amounts that each partner will receive, including Hood Huggers and JMProTV, which received some additional funds in the first distribution.

Step 2: We will reply to all with direct questions.

Step 3: Marcia will ask for a vote.

Step 4: We will reply to all with our vote.

Covenant Partner Gift Bags

Eleanor shared information re: our partners' gift bags: there is one for each partner; you can pick up the bags which will be stored in Anna Louise's office--Cliff can unlock the door if she is not there (NOTE: Anna Louise is working from home this week). Serve Council Members are requested to add a card and personal greeting, can also add additional items, and to email Eleanor at elane@northstarlane.com identifying which bag(s) each person will be picking up.

The meeting was closed with sharing prayer requests and gratitude.

Next scheduled meeting: January 17, 2023, at 6:30pm.

Respectfully Submitted,
Eleanor Lane
Martha Seddon, Serve Council Chair

Grace Covenant Presbyterian Church
Worship Council Minutes
December 6, 2022

Attendance: Tim Moe, Larry Stern, Will Hamel and Susan Curtis

Staff: Marcia

The Meeting Opened with Prayer : Tim led a devotional by William F Lloyd on the hymn “My Times are in Thy Hand”

The November 1, 2022 minutes were approved.

Change in the Council – Earl Fowler sent a letter requesting that he formally be removed from the Worship Council. The council received this letter with heavy hearts and gratitude for Earl’s contributions to the council and worship.

Meeting Notes

New Sunday Schedule Check In: The council took a few moments to reflect/evaluate how we think the new worship schedule is going. General comments were that the earlier worship time is going well and that the earlier time was not “felt” as much as some thought it would be. This included Larry’s representation of the choir. A comment was made about the length of the service being a challenge. Marcia mentioned she did “feel” the earlier time and also the challenge in the timing of the service. If there will be a change in the schedule, it will most likely take place around Lent. Attendance in in-person worship continues to grow, online attendance has remained at the same level.

Advent Sanctuary/Communion Prep Schedule

12/11- Tricia Hynes and Marcy Onieal

12/18- Matt Wiedle and Mary Berg (Tim is confirming with Matt, Susan is available)

12/21 The Longest Night service - Tim and Susan

12/24 Christmas Eve 7:00 service – Tim is prepping

Marcia will find communion servers for Christmas Eve

Action: The council needs approval for having Communion at the Winter Solstice service on December 21.

Continued Advent/Christmas Decoration – Marcy continues to lead in this and the council is very grateful! She is in charge of the Adventing up of paraments and candles. She is prepared to change out the paraments and wreath bows for Christmas Eve, also to tend to the candles and little lights between the 4:00 and 7:00 services. She has also volunteered to take care of the greening of the planters in front. Susan (with Marcy’s recommendations) will take on finding/purchasing the Poinsettias.

Christmas Decoration Day: Due to The Longest Night Service on December 21, the council has moved the new decoration day from December 19 to December 21 after the Longest Night service.

Parament Update: Due to a communication issue with our parament order, our order had not yet been placed. Production could be started immediately should we still want to place the order. The new order would remain within the \$5,000 budget. The council decided to move ahead as originally planned.

Laminate Sheet for the Communion Kitchen: Still in progress

Staff Report – Marcia called to attention that the change of leadership will take place in February with the new slate of elders.

Next Meeting : January 24 5:30 on zoom PLEASE NOTE NOT THE REGULAR TUESDAY!

Marcia closed the meeting in prayer.

Respectfully Submitted,
Susan Curtis

Tim Moe - Chair

**Nominating Committee Meeting
December 1, 2022**

The nominating committee met to identify a slate of nominees for the next class of ruling elders including one youth elder, deacon board, personnel council member at large, and three new members on the nominating committee. All positions are replacing members of those groups whose terms will end in January 2023. Assignments were made to contact those selected. The slate will be presented to the congregation on December 18.

The meeting was opened with prayer at 5:02 pm and closed with an amen at 6:32.

Respectfully submitted by
Bill Neeriemer, chair

**Personnel Committee Meeting
December 8, 2022**

Meeting opened with prayer at 5:30pm.

Council approved **three changes to the Personnel Policy concerning** calculating paid time off **and the** addition of **two paid** holidays were approved.

Marcia Mount Shoop, **Head** of Staff, summarized and high-lighted her annual reviews of staff members. She also reviewed the report on her own **summary** which she will submit to Session next week.

The Council approved pay increases **for all staff members** and year end bonus amounts for **support staff members**.

The Council brings the following recommendation to Session for approval **for changes to the terms of call for Marcia and Richard, our two ordained pastors**. Marcia Mount Shoop will receive a lump sum **raise** which will amount to five percent of her present total pay. The same dollar amount will also be presented as a lump sum **raise** to Richard Coble. The dollar amount increase is what will be reported to the congregation for approval if approved by Session.

Marcia requested and the Personnel Council **agreed to take time** next year, beginning with a meeting to be called in February to develop a long range plan for ordained staff annual pay increases **that facilitate** decreasing the pay gap between pastor/**Head of Staff** and associate pastor positions.

Meeting was adjourned with prayer at 7:45pm.

Respectfully submitted, Bill Neeriemer, Chair

DEACON BOARD MINUTES
November 20, 2022
Grace Covenant Presbyterian Church

Present: John Curry, Martha Ensign Johnson, Cathy Froehlich, Beth Robrecht, Bill Ryan, Jeane Smith, Pam Baker, Jerry Bleckley, Cathy Byers, Bill McNeff, Karen Rohls, Leslie Sharpe, Ellen Sizemore, Pat Cheffins, Debbie Welch

Absent: Jeff Curtis, Kimo Hyatt, Justin Kyremes-Parks, Emma Maney, Paul Tierney

Staff: Richard Coble

The meeting was held via Zoom and was Jerry Bleckley opened us in prayer.

Ellen Sizemore lit a candle and invited us to share the heaviness we might be feeling and what we might be holding close. She then read a blessing. We are not alone, our congregation is not alone, we have a strong community.

Advent is a good time to reach out and send cards or notes to our congregants.

Home Communion

Advent begins Sunday, November 20. GCPC staff would like to start home communion on December 4. The following deacons volunteered to participate – Jeane Smith, Beth Robrecht, Martha Ensign Johnson, Debbie Welch, John Curry, Bill McNeff, Jerry Bleckley, Pam Baker, Pat Cheffins and Cathy Froehlich. A deacon will be paired up with another individual, often an elder.

It was suggested that the flowers in the Sanctuary on Sundays be provided to those giving home communion to take to the person receiving home communion.

Food Packages

Ten food packages were delivered to the Piedmont Correctional Institute. Many of those receiving the packages asked for the church address to send thank you notes. Please reach out to Micah if you have any questions.

December 18 Meeting

It was suggested that the deacons gather for a meal. Pat Cheffins will send out an email to determine what date would be best for the meal and if we want potluck or a catered meal.

Miscellaneous Business

The new deacon training will be in January or February.

How do we determine if those on our deacon congregant list are attending GCPC? Please contact staff or a fellow deacon for help with this.

Leslie Sharpe will be sending out a sign-up sheet for parking lot duty on Christmas Eve, 4:00 and 7:00. Jerry Bleckley volunteered to park cars for the 4:00 service.

The Deacon meeting date for December is to be determined.

Karen Rohls closed our meeting in prayer.

Respectfully submitted,
Cathy Froehlich
Deacon Board Co-Chairperson

Ellen Sizemore/Cathy Froehlich, Co-Chairpersons

Guatemala Committee Meeting 12.06.22

Attendance: Anna Hamel, Martha Seddon, Paul Tierney, Jamie Beasley
Staff: Richard Coble

The meeting opened with prayer.

Paul updated the group that Kelley had communicated with Iris about submitting something for the advent devotions for the church. She said she would send a video about their traditions. Paul also said that if something went wrong, he has a backup.

Paul said he had spoken friend Alvis Dunne who is a professor at UNCA with a specialty Guatemala speak to the church about Guatemala. He is open to something in person or on zoom.

We decided we want to host a meal for the congregation as a learning opportunity. We also want to use this time to raise awareness with the congregation about the partnership and the history of it.

We decided **April 16** at lunch/brunch time would be our first choice. Richard suggested this could be in place of formation that week, but we will discuss it with Marcia before proceeding. Anna will email Marcia, Anna Louise and cc Richard about this request.

Our initial outline for the flow of the presentation is:

15-20 minute presentation by Guatemala committee

- History of partnership
- Overview of what the committee does (ie pray for IJ, talk with IJ, plan for other ways to strengthen relationship and support)
- Slide show of pictures
- Emphasizing the relationships we are building and striving to strengthen

20-30 min Presentation by Alvis with focus TBD (current events, history, politics, etc)

The next couple of meetings we will focus on planning the lunch

The meeting closed in prayer.

Next Meeting: 01/10/2023 @ 5:30 on Zoom

Respectfully submitted, Anna Hamel

