

COVENANT PRESBYTERIAN CHURCH

2020



Giving is Growing:
Bloom Where We Are Planted

*Every person shall give as they are able,
according to the blessing of the Lord your God,
which God has given you.
Deuteronomy 16:17*

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AGENDA
THE 178th ANNUAL MEETING OF THE CONGREGATION
Sunday, January 31, 2021

*We welcome all to these annual Congregation and Corporation Meetings,
but note that the Book of Order allows only Active Members* the privilege to vote.*

Constituting Prayer

Announcement of a Quorum

Review of the Agenda/Preview of the Meeting

- I. Approval of the Minutes
 - January 26, 2020 – 177th Annual Meeting of the Congregation: **ACTION ITEM**
 - January 26, 2020 – 177th Annual Meeting of the Corporation: **ACTION ITEM**
- II. Report of Co-Pastors: **ACTION ITEM**
 - Sarah Walker Cleaveland and Jennifer Gleichauf, Co-Pastors
- III. Reports of Church Life: **ACTION ITEM**
 - A. Adult Spiritual Growth
 - B. Caring for Creation
 - C. Christian Formation
 - D. Communications
 - E. Deacons
 - F. Facilities
 - G. Fellowship & Hospitality
 - H. Foundation Board
 - I. Mission Outreach
 - J. Personnel
 - K. Session: Clerk Report/Membership Report
 - L. Stephen Ministry
 - M. Stewardship
 - N. Worship & Music
- IV. Report of the Nominating Committee
 - A. Elder Nominations
 - B. Deacon Nominations
 - C. Nominating Committee Nominations
 - D. Foundation Board Nominations
 - E. Nominations from the Floor
 - F. Election of Officers by Class: **ACTION ITEM**

Adjourn and Reconvene as the Annual Meeting of the Corporation: **ACTION ITEM**

**From the Book of Order: The Constitution of the Presbyterian Church (U.S.A.)*

Part II 2017/2019

G-1.0402 Active Member

An active member is a person who has made a profession of faith in Christ, has been baptized, has been received into membership of the church, has voluntarily submitted to the government of this church, and participates in the church's work and worship. In addition, active members participate in the governance of the church and may be elected to ordered ministry (see G-2.0102). Active members shall regularly, after prayerful consideration, recommit themselves to the disciplines and responsibilities of membership outlined in G-1.0304. The Session shall have responsibility for preparing those who would become active members of the congregation.

APPROVAL OF THE MINUTES

MINUTES

THE 177th ANNUAL MEETING OF THE CONGREGATION

Sunday, January 26, 2020

Call to Order: The moderator, The Reverend Jennifer Gleichauf, called the meeting to order at 11:07 a.m.

Constituting Prayer: The Reverend Sarah Walker Cleaveland gave the constituting prayer.

Announcement of a Quorum: Claudia Grace, Clerk of Session, announced a quorum (*A quorum for Congregational and/or Corporation meetings shall consist of the moderator, secretary and 10% of the eligible voters*) with approximately 66 members in attendance (28 required of the 284 church members).

Review of the Agenda/Preview of the Meeting: No additions or corrections noted.

- I) Approval of the Minutes: **ACTION ITEM** With no additions or corrections, the minutes for the meetings listed below were unanimously approved.

A motion from John Dunham, seconded by Ahn Peterson:
January 27, 2019 – 176th Annual Meeting of the Congregation

A motion from Dawn Van Ess, seconded by Frank Risler:
January 27, 2019 – 176th Annual Meeting of the Corporation

- II) Reports of Staff: **ACTION ITEM** Reports accepted unanimously on a motion by Vicki Hanchon, seconded by Will Archer.

Jennifer Gleichauf and Sarah Walker Cleaveland, Co-Pastors
Joe Dominic, Music Director

- III) Reports of Church Life: **ACTION ITEM** Reports received and unanimously accepted; motion by David Steege, seconded by Connie Eberly. Frank Risler asked for clarification regarding the amount tithed for mission. Tithing was between 10 and 12 percent. Chris Potter asked how the amount was calculated: from pledged giving or operating income. Linda Webster will respond to this.

- A. Adult Spiritual Growth
- B. Caring for Creation
- C. Christian Formation
- D. Deacon Report
- E. Facilities
- F. Fellowship, Communication, and Hospitality
- G. Foundation Board
- H. Memorials and Honoraria
- I. Mission Outreach
- J. Personnel
- K. Session: Clerk Report/Membership Report

- L. Stephen Ministry
 - M. Stewardship
 - N. Worship and Music
- IV) The Fellowship, Communication, and Hospitality Committee revealed the new logo, and gave an update on the new website. Cake was served following the meeting, and stickers were made available with the new logo.
- V) Report of the Nominating Committee: Chairman Michael Clickner began his report with thanks for those who are leaving offices: Connie Eberly, Sam Stills, Steve Wolf, Barb Albee, John Foreman, Phyllis Darge, Mike Mucha, and Keith Hatch. He then presented the slate of nominees for the following officer positions (* indicates second term):

ACTION ITEM

- A. Elder Nominations: After no nominations were received from the floor, the ballot of Eddy Huffman*, Lori Jensen*, Maureen Potter*, Janelle Rogers, Linda Webster*, Carlton Wininger (2022), Scott McDonald (2021), was unanimously approved as the final ballot on a motion by Vicki Hanchon, seconded by Naison Nyamatutu. The ballot was then unanimously approved on a motion by Leon Potter, seconded by Dawn Wolf.
- B. Deacon Nominations: After no nominations were received from the floor, the ballot of Will Archer*, Mary Bohn, Bob Bower, Kathie Eastman, Chris Smith*, Tim Strand*(2022), Dawn Wolf (2021) was unanimously approved on a motion by John Foreman, seconded by Phyllis Darge. The ballot was then unanimously approved on a motion by Connie Eberly, seconded by John Foreman.
- C. Nominating Committee Nominations: After no nominations were received from the floor, the ballot of Leo Bloomfield*, Bob Holroyd, Pam Lewis*, and Michelle Neubauer* (2021) was unanimously approved on a motion by Leon Potter, seconded by David Steege. The ballot was then unanimously approved on a motion by Carlton Wininger, seconded by Scott McDonald.
- D. Foundation Board Nominations: After no nominations were received from the floor, the ballot of Jim Parrish (2024) was unanimously approved on a motion by Dawn Van Ess, seconded by Chris Potter. The ballot was then unanimously approved on a motion by Maureen Potter, seconded by Linda Webster.
- E. Memorials & Honoraria Committee Appointments were announced as Pam Lewis, Bill Palmer*, Frank Risler * (2022), and Leo Bloomfield (2021). No vote is required, as these are approved by the Session.

Adjourn and Reconvene as the Annual Meeting of the Corporation: **ACTION ITEM** Unanimously approved on a motion by Maureen Potter, seconded by Mary Risler at 11:27 a.m.

Respectfully submitted,

Claudia Grace
Clerk of Session

MINUTES
THE ANNUAL MEETING OF THE CORPORATION
Sunday, January 26, 2020

Sam Stills and Linda Webster, co-presidents of the Board of Trustees, convened the meeting of the Corporation at 11:28 a.m.

- I) Report of the Trustees: Sam Stills extended the thanks of the Trustees to Steve Wolf, Eddy Huffman, and Kathy Bower, Treasurer. The year was a good one for the Church, with gifts over and above the operating budget.

- II) Financial Reports: **ACTION ITEM** Linda Webster shared that we are presently using an external accounting firm. The 2019 year ended strongly, with strong stewardship and a favorable balance. The Trustees were able to present a balanced budget, with an affirmative response to committee requests for the 2020 year. Leo Bloomfield asked about the Evangelism Committee budget line having no funds. This committee has been folded into other committees, but the line item has not been changed. The reports and budget were received by a motion from Larry Van Ess, seconded by Mary Lou Short.
 - A. Year-end Financial Reports
 - B. 2020 Church Budget (adopted by Session)

- III) Other Business: Nominating Report - Election of Trustees: **ACTION ITEM** Nominating Committee Chairman Michael Clickner presented a slate of nominees for the Trustee positions (* indicates second term). After no nominations were received from the floor, the ballot of Maureen Potter, Linda Webster* (2022), and Carlton Wininger (2021) was unanimously approved as the final ballot on a motion by Steve Wolf, seconded by Tim Risler. The ballot was then unanimously approved on a motion by John Dunham, seconded by Frank Risler.

- IV) Adjourn: **ACTION ITEM** Unanimously approved on a motion by Judy Huffman, seconded by Marv Dickel at 11:42 a.m.

- V) The Reverend Jennifer Gleichauf led the assembled members in a Closing Prayer.

- VI) Cake was served following the meeting by the Fellowship, Communication, and Hospitality Committee.

Respectfully submitted,

Claudia Grace
Clerk of Session

REPORT OF THE CO-PASTORS

The Rev. Jennifer Gleichauf and The Rev. Sarah Walker Cleaveland

Dear Covenant Members and Friends,

It continues to be such a pleasure and a privilege to be your pastors! 2020 was not the year any of us had in mind, but we are so pleased with the ministry and work Covenant has continued to do during this strange pandemic time.

In the middle of March, in accordance with state stay-at-home orders, we transitioned quickly to being church via Zoom, and you all gamely came along for the ride! We all learned new technology and got to practice patience and tolerance as we encountered technological bumps along the way. Incredibly, you have made worship feel much the same as it does when we are in person—greeting one another by name as people come into the worship space, chatting with one another, caring for one another, looking out for one another. While other churches we know are struggling to stay connected, to keep numbers in worship up, or to help their members understand the need for virtual gatherings, we have watched you take to this new way of being like fish to water.

Which is not to say that this year has not had its ups and down or that we have not all grieved the losses we have experienced, both personally and as a community. Having to do online funerals for beloved members was no one's first choice and remains pale in comparison to the comfort that we can offer one another when we are able to gather safely together. Frustrations around technology not working the way it should and thus preventing us from engaging in worship fully are real and not to be minimized, as is screen fatigue and the fact that waving on Zoom is no substitute for a hand held or a hug given.

And yet, despite the griefs and worry we have carried, we have continued to be about God's work. Each week we gather to hear the Word proclaimed and to worship with one another. Amazingly, most weeks our virtual attendance has been as high (and often higher) than it was when we were in person. While we have not been able to welcome new members in any meaningful way, it has been a pleasure to see former members who have moved, members who were not previously able to attend worship, as well as family and friends, attend worship with us.

Our committees have also continued to be about the work of the church. Our Facilities Committee has done incredible improvements around the building and grounds including swapping out our light fixtures to more economical and green lighting, replacing the floor in the basement, adding a railing to our balcony and more! Our Adult Spiritual Growth Committee has offered book or class studies monthly that have been well-attended and offered new ways to engage our faith in conversation with popular media and the events unfolding in the world around us. Our Christian Formation Committee has gone to incredible lengths to make sure our children know how much they are loved and cared for by having members send postcards and monthly gifts to all our children, as well as by providing blessing boxes for Back to School, Advent, and (soon) Lent. Our Deacons have increased their phone calls and card sending, as well as taking flowers and plants to those who are unable to get out or are facing challenges in this time. Our Mission Outreach Committee has made sure we are reaching out by continuing to give

grants (and doing so earlier in the year in some cases so that organizations had the support they needed to survive the first few months of the pandemic), organizing Brown Bag Breakfasts for the Hospitality Center, and continuing our commitments to Monday Night Meals for the Hospitality Center and Sunday Dinners for the Vets. And we could go on. The list of ways in which all of you have ministered both to one another and to the community and world feels endless.

As your pastors, we get to see all the work that goes on behind the scenes, and so we have been particularly grateful for the work of Kathy Miller in helping us all to stay connected and keep track of what needs to happen. She makes our lives so much better and makes our ministry possible! And we are grateful to Kitty Friend and Joe Dominic for the ways in which they contributed to our music ministry in this unusual year. While we did not renew our contract with Joe this past summer (and are currently without a music person on staff), we are grateful for the gifts Joe gave while he was with us, and for Kitty's continued willingness and ability to record music and support us as she is able. We are also incredibly grateful for the number of Covenant members who have stepped up and recorded music for us to use in worship! Likewise, we are thankful for Linda Greeley and the work she did in our Nursery prior to the pandemic. While Linda has chosen to leave the staff because we are closed, we are hopeful that she might return when we return to the building.

Finally, we are grateful for the leaders you have elected to session. They have met more frequently and for longer periods this year as we discerned together how best to be the church in this unprecedented and challenging year. We are grateful for their time and their willingness to engage the hard questions and do the tough work of making difficult decisions. It is a privilege to moderate their meetings, and we are in awe of the incredible work that they do both on the session and as chairs of their respective committees.

Thank you for all the ways in which you have ministered to us this year and for all the ways in which you have allowed us to minister with and to you. We never cease being grateful that we serve such a generous, appreciative, and encouraging congregation.

In Christ,
Jenny & Sarah

REPORTS OF SESSION COMMITTEES AND DEACONS

Report of the Adult Spiritual Growth Committee

This committee strives to provide resources and discussions to answer the many questions that arise during our Covenant members' and friends' spiritual journeys. Not only do we hope to answer the questions that exist, but it is our fervent hope that new questions arise in our journeys to which we can seek the answers together in fellowship and love.

In 2020, we had to move our classes and gatherings to virtual settings.

The weekly Wednesday morning Bible study continued (on Zoom) hosted by Pastors Jenny and Sarah on a rotating schedule. For the most part we kept to the Lectionary for the upcoming Sunday which enriched our experience of the sermon.

Much of our focus remained on the issues of racial inequality and systemic racism. We held a seven-week series of discussions on the book *Dialogues on Race* (again, on Zoom) hosted by both pastors. There was also a Zoom discussion of the film *Just Mercy*, based on the book of the same name, that many of our members had read for a previous year's offering. Lori Jensen hosted a book discussion on Zoom for the book *Such a Fun Age* by Kylie Ford, that also addressed racial issues. In addition, Connie Eberly and Sue Gabbey lead a two-week study of the Rob Bell film, *An Introduction to Joy*.

Pastors Sarah and Jenny provided a Wednesday evening Advent series on the four Wednesdays of Advent to help bring new perspectives to the start of the church year and the arrival of the Christ into our world.

Finally, our committee, to make Advent and Lenten devotionals more easily available during our building closure, has installed a free little library just to the south of the church entrance. Seasonal devotionals will be available there to be picked up at your convenience. We also hope to have books available there for our members and friends to pick up, read, and return at their leisure. Sue Gabbey did an excellent job spearheading this project. Bob Dean built the little library. Bob and Chuck Albee set the post. Thanks to all involved.

Adult Spiritual Growth is eager to welcome new members or to take suggestions for things to provide that may prove useful in our journeys.

Respectfully submitted, Greg Hanchon, on behalf of the Adult Spiritual Growth Committee: Barb Albee, Connie Eberly, Sue Gabbey, Brian Gleichauf, Eddy Huffman, Nancy Iversen, Lori Jensen, Lisa Scholzen and Beth Zimmerman; with Rev. Sarah Walker Cleaveland.

Report of the Caring for Creation Committee

Our Mission is to inspire members and neighbors to respond to God's call to appreciate, respect, and responsibly care for God's gifts of the Earth and all living creatures. We believe we are making an impact by:

- Embracing & protecting God's creations
- Educating ourselves & others
- Sharing our knowledge & passion with our members & our community

We continue to have a very active committee and have enjoyed learning about the various ways we can continue our journey to better care for God's creations. After our initial in-person meeting on January 26th, we continued to meet bimonthly via Zoom and completed several projects worth noting:

- Early in the year, Maureen Potter led a First Day Hike and a Timber Wolf Presentation at Richard Bong State Recreation Area and invited the congregation to attend.
- Our 3-bin Compost System continues to have very strong participation from the congregation. A new, more attractive Compost Bucket Depot with 2 standard-sized buckets was built and installed at the North end of the parking lot near the large Trash and Recycle dumpsters.
- We took in an average of 25 gallons of waste each week which means we are diverting over 1200 gallons of waste each year from our landfill. We are also building nutrient-rich soil. We harvested several batches of finished compost which was used around our church property.
- Together with the Facilities Committee, an energy assessment was conducted leading to the majority of Covenant's interior and exterior lighting being upgraded to cost-saving and eco-friendly LED bulbs. The expected cost savings should provide a full payback on this investment in a few short years.
- We held Solar Information Sharing Sessions for the congregation in March. Feedback was positive and resulted in our committee making the recommendation to Session to pursue Solar installation with our committee providing the leadership for it. Due to the uncertainties with Covid, the solar project is temporarily on hold. Meanwhile, we obtained a second bid for Solar installation from Eagle Point Solar.
- We expanded the Bioswale to the north by approximately 7 feet. The expansion will continue to improve drainage in that area as well as add to the beauty of our grounds. Several members of the committee weeded and spruced up the Bioswale in the spring and summer. It was a great way to share some socially distanced fellowship. A signpost for the Monarch Waystation sign was created by Sue Gabbey and awaits installation in the spring.
- We approved an additional Bioswale in the SE corner of the property near the fence bordering our Ohio Street neighbor. Several committee members joined Leon at Northwind Perennial Gardens to talk to the landscape experts there and to walk the grounds for ideas. We approved plans for a 925 sq. ft. triangular area to be prepared and planted in the spring/summer of 2021.
- The courtyard garden continued to be well cared for particularly by Mary Jones and Leon Potter.
- Maureen Potter led a couple of invasive species removal days. In the spring, several members of the committee removed garlic mustard and dame's rocket along the north

and south lot lines and in the NW corner. In the fall, we removed buckthorn and honeysuckle. Due to the special treatment used to prevent regrowth, we are making significant progress in eradicating these invasive species. With mowed paths and a bench, the NW corner is a wonderful area to explore on our church property.

Respectfully submitted, Linda Webster, on behalf of the Caring for Creation Committee: Will Archer, Barb Albee, Chuck Albee, Jan Cramer, Bob Dean, Sue Gabbey, Brian Gleichauf, Claudia Grace, Greg Hanchon, Emily Hart, Eddy Huffman, Nancy Iversen, Mary Jones, Leon Potter, Maureen Potter, Anne Risler, Tim Risler, Sandy Veit, Dawn Wolf and Steve Wolf; with Rev. Jennifer Gleichauf.

Report of the Christian Formation Committee

The Christian Formation committee oversees our children's Christian education program. This covers Sunday School, Confirmation, Middle and High School Youth Groups, Vacation Bible school, Summer Kids' Club, the Advent workshop, the Christmas play, nursery care during worship and other youth centered programs. Christian Formation also funds the background checks that are done in our ongoing effort to keep Covenant a safe place for children.

2020 was a unique and challenging year for our committee. We are grateful to continue to have Pastor Jenny as our staff member and as the driving force for this committee. Although we spent most of 2020 virtual, we were still able to have meaningful programming for our youth.

We continued both our middle school and senior high youth groups and the Sunday school program offers a varied education through virtual classes, service projects, music, and intergenerational opportunities.

Unfortunately, Linda Greeley was not able to care for our youngest members and visitors in the nursery each Sunday. We hope she will be able to return when we are able to reopen the building.

From April through June, Pastor Jenny led a Sunday School class and a high school youth group meeting weekly on Zoom. In the summer this continued but less frequently. In September we started a middle school youth group as well. From September through December the high school group met on the first and third Sundays and the middle school group met on the second and fourth Sundays. Both groups met on Zoom at 4:00pm.

We celebrated our 2019/2020 group of confirmands during a Zoom church session and had gifts (lovely crosses) dropped off to them.

We surveyed Sunday School families to find out what worked best for them with Summer Sunday School, VBS and Fall Sunday School and received a good variety of answers. We decided not to offer VBS this year.

Kids' Club this summer was led virtually by a paid helper, Abby Neubauer (a Covenant college student home for the summer) with a curriculum from the Illustrated Children's Ministry and several adults/committees offering special days throughout the summer.

In September, in place of our traditional “blessing of the backpacks” children were given stickers. In addition, congregation members were given cards with the name of a child and asked to keep them in their prayers. We delivered Sunday School boxes to each of our K-7th graders which included information for their Sunday School classes, a Bible, and some treats and fun items.

Since September, Sunday School has been meeting three times a month after worship. On the first Sunday of the month, different groups in the church lead intergenerational activities. (Mission led the making of brown bag breakfasts; Caring for Creation led a conversation about caring for creation in the winter months; Fabric, Fiber and Fellowship led an advent craft activity). On the third and fourth Sundays, we have two classes for ages 1st-4th and 5th-7th grade with teachers who use curriculum from Illustrated Ministry and Sparkhouse.

Postcards were sent to church members with instructions for sending them with a short note to our youth as another reminder to the children that although we are not together in person that the church and God love them and care about them.

The Advent celebration this year involved boxes with age-appropriate treats and crafts and devotionals being delivered to K-12th graders. This was a committee effort involving shopping, assembling, decorating, and delivering.

To engage our youth, families and all members of the church, virtual games were offered including Family Feud, Scattergories and more.

Another youth engagement project involved members who leave special treats on the front steps of Sunday School kids’ homes once a month. These serve as a reminder that their church family cares for them.

Our virtual Christmas Play this year was run by Letty Nyamatutu and Pastor Jenny. Anne and Mary Risler oversaw costumes. They met the challenge of providing a virtual play and were very successful. The recorded pageant was shown at the early Christmas Eve service.

Susan Weisbrod continues to make baptism cards for the Co-Pastors to send out on behalf of the congregation on the anniversary of each child’s baptism.

Respectfully submitted, Lori Jensen, on behalf of the Christian Formation Committee: Tina Kobriger, Letty Nyamatutu, Anne Risler, Brandy Smith, and Susan Weisbrod; with Rev. Jennifer Gleichauf.

Report of the Communications Committee

The Communications Committee worked hard on creating and launching Covenant's new website, which went "live" on November 17, 2020. With able help from Kathy Miller and Pastor Sarah, the site remains active and up to date.

The committee has also started working on signage for the interior of the church to help visitors. We are hoping to have new signs up by the time we re-open the church post COVID.

Respectfully submitted, Janelle Rogers, on behalf of the Communications Committee: Michael Clickner, Corey Fisher, Anne Risler, and Adam Walker Cleaveland; with Rev. Sarah Walker Cleaveland.

Report of the Board of Deacons

The deacon board consists of 12 church members, elected by the Covenant congregation, and ordained during worship by the laying on of hands. The Book of Order defines the deacon role as follows:

The ministry of the deacon as set forth in Scripture is one of compassion, witness, and service, sharing in the redeeming love of Jesus Christ for the poor, the hungry, the sick, the lost, the friendless, the oppressed, those burdened by unjust policies or structures, or anyone in distress. Persons of spiritual character, honest repute, exemplary lives, brotherly and sisterly love, sincere compassion, and sound judgement should be chosen for this ministry.

The deacon board at Covenant works tirelessly to fulfil this role by discerning the needs of congregation members and friends, and to address those needs in a caring manner.

This year has been particularly challenging because of the pandemic restrictions. These restrictions have meant that close contact with church members has been impossible. However, despite this, the deacons have taken extra steps to try to ensure that church members remain connected and that their support needs have been met. The deacons have come up with alternative approaches for interactions with members and have demonstrated great flexibility and commitment to caring for Covenant members and others.

The deacons have continued to provide support in many areas, including:

- Coordinating and providing rides for those in need
- Praying for church households throughout the year (One household per deacon per month working through the alphabet)
- Delivering flowers to many church families
- Delivering Christmas flowers and plants to members on our special concerns list
- Sending notes or making calls to church families
- Coordinating and providing meals when needed
- Connecting with members who are unable to attend church regularly.
- Providing support for Zoom connection to church services.

In addition to assignments accepted by each deacon, the deacon board continues to work diligently and faithfully to meet the many needs of their ministry in general, as they arise. Thank you to each one of you for your commitment to service, especially in this very difficult year.

I would also like to thank Kathy Miller for her hard work, diligence, and attention to detail when providing support to the deacons and helping to ensure that we can perform our duties.

Respectfully submitted, Will Archer, on behalf of the Board of Deacons: Will Archer, Mary Bohn, Bob Bower, Kathie Eastman, Mary Jones, Candy Lively, Naison Nyamatutu, Sue Lange Pruitt, Chris Smith, David Steege, Tim Strand, and Dawn Wolf; with Rev. Sarah Walker Cleaveland.

Report of the Facilities Committee

Mission Statement: The Facilities Committee shall function with the attitude that its members are overseers/servants caring for the assets of the Lord that have been loaned to the Covenant family for Christ's ministry.

During 2020, in addition to the many smaller projects, and normal repair and maintenance projects preformed, we completed the following special projects:

- Purchased four 8-foot white tables.
- Donated old office furniture to Habitat Restore.
- Updated first aid kits.
- Installed new batteries in building fire alarms.
- Conducted weekly walk-throughs during pandemic church closure.
- Spring 'Workday' debris pick-up
- Programed and installed 2 Roost water sensors.
- Flower planting/maintenance
- Tree and hedge trimming/maintenance
- Removed invasive plants.
- Weeded/cleaned debris under trees/bushes.
- Organization of sanctuary throughout the year
- Power washed sanctuary supports, walks, birdbath.
- Rebuilt top three stairs/handrail into balcony.
- Removed bushes east of sanctuary next to water hose.
- Ordered fence to replace removed bushes.
- Planted two red twig dogwoods and a lilac north of entrance.
- Added Leopold bench to wooded path.
- Installed little lending library.
- Installed new north and south gutters.
- Installed outlet in entryway.
- Repaired 4 toilets.
- Installed interior and exterior LED lighting.
- Installed automatic door.
- Installed lower-level flooring.
- Installed new lock on office money cabinet.

A special thank you to the members of the Facilities Committee, and to the many friends of the committee, for their time and effort in accomplishing all these projects.

Respectfully submitted, Maureen and Chris Potter, on behalf of the Facilities Committee: Chuck Albee, Dick Boudreau, Bob Dean, Marvin Dickel, Randy Eisel, Sue Gabbey, Greg Hanchon, Mary Jones, Bill Strobach, Dawn Wolf, and Steve Wolf; with Rev. Jennifer Gleichauf.

Report of the Fellowship & Hospitality Committee

The Fellowship and Hospitality Committee started the year off with lots of plans and ideas....and then, like the rest of the world, we went in a different direction.

In January, we were proud to reveal the new Covenant logo at the Annual Meeting. The logo was created by the members of the Communication team, which became a separate committee in February. February brought us Souper Bowl Sunday, a potluck with an afternoon of games and fun organized with the leadership of Beth Zimmerman. This was also a soup collection for the food Pantry. We found games for all, and everyone was certainly a winner! And then, things changed. Despite the boundaries created by the pandemic we have continued to have a lively fellowship.

The Fellowship, Fiber, and Fabric group has continued to meet twice a month. We have shared our projects from our home bases, and found that we can still chat, craft, and problem-solve with each other from a distance. Our partnership with Sue Hanchon and the Random Act of Kindness (RAOK) project has continued, and we were able to share a big bag of bears with the Kenosha Human Services Foster Care program. Advent has been a favorite time for all of us, as we have partnered with Christian Formation to hold the Advent Potluck. Instead, we worked to coordinate an intergenerational craft project. The parts of the project were coordinated at various homes, collected, and delivered to the homes of the families. We all enjoyed the planning and the doing, and time with the children to complete the little trees.

The Men's and Women's Breakfasts have continued as Zoom events. We miss the French toast, bacon, oatmeal, and coffee, but have found that what we really enjoy is the time together. The conversations are lively as we start those mornings with one another. Friday Zoom Coffees have been added to our list, too. These give us another chance to gather in a small group, share our end-of-the-week joys and concerns, and tell our own stories.

Pastor Jenny organized and led monthly game nights that have brought together multiple generations, individuals, and families, and brought out the competitive streak in some of our members (in the best of ways!). These evenings have included Scattergories, Trivia, Name that Tune, Family Feud and more.

What did we miss? We missed the potlucks, the Maundy Thursday soup supper, the Church picnic, the time together in the kitchen, the Second Sunday coffees. Nobody really complained about missing committee meetings, but we did complain about missing our time together. I am so grateful to all the Covenant members who gather by Zoom, care for one another, and are willing to host meetings. Staying in touch can be challenging, and we have learned that to carve out the time to be with one another, to listen, to laugh, sympathize, and maybe even give some

occasional advice. We have looked for new ways to act in Fellowship, and the year provided us with an opportunity to test our creativity.

If you have not joined us in one of these fellowship opportunities, please do so soon. Or let us know if there is something you would like us to start in 2021!

Respectfully submitted, Claudia Grace, on behalf of the Fellowship & Hospitality Committee: Leo Bloomfield, Mary Bohn, Kathie Eastman, Karen Fretschel, Vicki Hanchon, Paula Hatch, Jane Holroyd, Lori Jensen, Nancy Justus, Candy Lively, Brandy Smith, Chris Smith, and Dawn Wolf; with Rev. Sarah Walker Cleaveland.

Report of the Covenant Foundation Board

The Covenant Foundation Board has completed its twentieth full year as an organization.

The purposes of the Foundation are to *encourage and promote a continuing program of gifts and bequests by members and friends of the church to provide financial support for special projects, special missions, and ministries; to provide for capital improvements which are beyond the normal operating budget of the church; and to administer and accumulate such contributions over time in a manner that is financially responsible, stable, and consistent with the Church's call.*

In October of 2020, the Foundation approved a request for \$10,000 to support a LED lighting upgrade at Covenant that will ultimately result in lower energy and maintenance costs for the church. While approved, the withdrawal for these funds was not made in 2020 due to the project's timing.

The Foundation's monies are invested in three funds managed by New Covenant Funds. Per New Covenant Funds' website:

"It is possible to do well while doing good. This is the premise behind Socially Responsible Investing – a distinctive feature of New Covenant Funds. In addition to the specific investment objective of each of the funds, New Covenant Funds makes investment decisions consistent with the social-witness principles adopted by the General Assembly of the Presbyterian Church (U.S.A.). These policies flow from our faith and stewardship of God's resources entrusted to the Church. They factor into our choices of where to invest (and where not to). And they guide the way we engage with the companies whose shares we hold."

For the years 2019 and 2020, the balances in New Covenant Funds are as follows:

Name of Fund	December 31, 2019	December 31, 2020
New Covenant Balanced Income Fund	\$47,605.49	\$53,152.55
New Covenant Balanced Growth Fund	\$48,205.89	\$55,641.33
New Covenant Growth Fund	\$39,478.27	\$47,456.64
Total	\$135,289.65	\$156,250.52

The total balance of all funds at the end of 2019 was \$135,289.65. The total of all funds at the end of 2020 was \$156,250.52, which is a net increase of \$20,960.87, or 15.5%.

In the past, on the Stewardship Pledge Card, members could indicate their desire to give to the Foundation through wills or direct gifts. We are gratified that several members of the congregation have indicated a desire to remember the church in this way.

Respectfully submitted, Chris Potter, on behalf of the Covenant Foundation Board: Karen Fretschel, Greg Hanchon, Barbara Houser, Naison Nyamatutu, and Jennifer Von Eiff; with Rev. Jennifer Gleichauf.

Report of the Mission Outreach Committee

The Mission Outreach Committee is a committee that reaches out to our community by providing charitable grants and volunteer opportunities.

Our Mission is to reach out to others by being a faithful community; growing together in awareness, compassion, and love for God's people by following Jesus' example in helping the poor, outcasts and the least of these, with small acts of kindness.

One of the most important responsibilities of Mission Outreach is deciding the charities we will give grant money to each year. Much time is spent determining these deserving charitable organizations. In addition, this was an unusual year in that we decided to provide some charities that provide shelter, meals, and the most basic needs with a grant early in the year.

2020 Grant Recipients

Change 4 Children	\$145
Equal Justice Initiative	\$500
Family Services of Racine	\$500
HALO	\$2000
Health Care Network	\$1000
Hospitality Center	\$2000
Kenosha Human Development Center	\$500
LGBT Center of SE Wisconsin	\$1000
NAMI Racine County	\$500
Northside Food Pantry	\$2000
PCUSA Disaster Assistance	\$1000
Racine Vocational Ministry	\$1500
Racine/Kenosha Community Action Agency	\$2000
Racine Habitat for Humanity	\$500
RIP Medical Debt (through Presbytery)	\$1000
Veterans Outreach of SE Wisconsin	\$1000
Westridge Elementary School	\$231.97
Women's Resource Center	\$1145
Women of Worth	\$500
Total Given:	\$19021.97

We participate in many special projects throughout the year. One of them is the Hospitality Monday Night Meal program held at St. Luke's Episcopal Church where Covenant is involved six

times a year. Church members volunteer to serve or bring a casserole to help feed many of our homeless or near homeless neighbors in Racine. Due to the pandemic, serving the meal was provided by members who filled individual containers and packaged them for pick-up at the front door of the Hospitality Center.

Christmas gifts were purchased for three families from West Ridge Elementary School. A SignUpGenius was created, and church members selected the family member and provided the wrapped gifts to the church for delivery. In addition to the Christmas gifts \$300 grocery store gift cards were presented to each family.

There were six Sunday Evening Meals planned for Veterans living in the James A. Peterson Veteran Village. Several of our members prepared a wonderful meal and delivered it to the Village community center. Due to the pandemic, we were not allowed to do the serving. This connection has grown, and we will continue to provide this outreach to them in the coming year.

Our members graciously donated a total of 6,220 pounds of food in 2020 for the Northside Food Pantry. Included in that total is the month of December which represents Reverse Advent food collection in the amount of 1,111 pounds. With the pandemic, we developed a curbside no-contact pickup done by members of our church who took the food to the Food Pantry. The total for the curbside pickup was 4,144 pounds.

On the second Tuesday of each month, several members volunteer their time and effort to the Northside Food Pantry. This involves bagging the fresh dairy and vegetables, canned goods, and frozen meats for families in need. On average, 18 families on that day receive a grocery cart full of food.

Another Mission opportunity, the Brown Bag Breakfasts, was born this year. Over 900 of these breakfast bags made their way to the Hospitality Center. This has turned out to be one of our favorite opportunities to serve our community! Members once again stepped up and made these bags and people did a curbside pickup and delivered them to the Center.

Each year we collect change in support of the Alliance for Children Everywhere. The program helps to fight children's hunger in Zambia. This year our members gave \$2,381.02 and an additional grant of \$145 from Mission Outreach brought it to a total of \$2526.02 provided to Change for Children.

Our Christmas Eve Offering was donated to the Women's Resource Center. \$1,997 was given by the congregation and with the addition of a \$145 grant from Mission Outreach the total sent was \$2,142.

If you have a desire to join a group of people who are passionate about reaching out to our community and helping others, do not hesitate to ask any member listed above.

Respectfully submitted, Candy Lively, on behalf of the Mission Outreach Committee: Barb Albee, Bob Bower, Mary Catherine Cashion, Karen Fretschel, Sue Gabbey, Greg Hanchon, Nancy Iversen, Kelly Miller, Mary Lou Short, John Woodbury, and Kathleen Woodbury; with Rev. Jennifer Gleichauf.

Report of the Personnel Committee

Personnel is a standing committee of the Session. We are responsible for issues that affect our staff including Co-Pastors, Ministry Assistant, Music Director, worship musicians, and Nursery Supervisor.

Mission: We recommend to the Session sound personnel policies, procedures, and practices that strive to build a healthy work environment. We counsel and support our staff.

During 2020:

- We accomplished background checks for staff and volunteers who required them. We were unable to provide Prevention of Sexual Misconduct training due to our building closure during the pandemic.
- We gave Birthday Cards and small Christmas gifts to our staff. We are blessed with skilled and caring staff, including Pastor Jenny Gleichauf, Pastor Sarah Walker Cleaveland, and Ministry Assistant Kathy Miller. At the beginning of 2020, before we had to close our building, we also had Music Director Joe Dominic, worship musicians Kitty Friend and Sue Michels, and Nursery Supervisor Linda Greeley. In early spring we engaged Abby Neubauer for summer Kids' Club.
- We accomplished documents and certifications concerning staff work schedules, staff compensation recommendations, pastors' Stated Supply Contracts, and reports to the Board of Pensions. We conducted Co-Pastor and Music Director evaluations. We recommended Session authorize a new position, Worship Technology Assistant, and we hired Emily Hart.
- We maintained on-going contact with each staff member.

We encourage feedback from congregation members. Please contact any member of the Personnel Committee with your comments.

Respectfully submitted, Eddy Huffman, on behalf of the Personnel Committee: Chuck Albee, Connie Eberly, Maureen Potter, Mary Risler, and David Steege; with Rev. Sarah Walker Cleaveland.

Report of the Clerk of Session

What a 2020 we have all experienced! The year began with high hopes, and lots of plans. Little did we know that in a few short weeks many of our plans would be upended, and our path for the year would involve learning new skills, and creating new ways of Worship and working together, and charting our path through a pandemic.

In February, we welcomed new elders Janelle Rogers, Carlton Winger and Scott McDonald. Our plans got underway, including separating the Fellowship, Communications, and Hospitality Committee into two committees. Communications focused on the development of the new website, while Fellowship & Hospitality worked on all-church and small group events. With

Caring for Creation, we began exploring the possible addition of solar panels and other energy saving programs.

As Lent began, we were suddenly confronted by the reality of the Coronavirus and closed the building for Worship and all other events. At that time, our hope was that this would be a short-term situation. We hoped to be 'back to normal' soon. Unfortunately, that has not been the case. As we begin a new year, we find ourselves continuing to Worship, hold Session and other committee meetings, Sunday School, fellowship, and other events online with Zoom.

So, 2020 is over, and we wonder where it went! While we missed many things, we have accomplished a great deal. Our wonderful new website is up and tells the Covenant story with timely news and with a fresh look. The building has been safely maintained. This time has permitted some upgrades, including an accessible door at the main entrance, new LED lighting, a replacement floor in the lower level, an enhanced composting station, and the placement of a Little Free Library near the entrance. Our Fellowship has continued with virtual Second Sunday coffees, game nights, zoom coffees and breakfasts, and fiber nights. We are still reading and learning together and sharing our Bible Study time.

Our focus on social justice was called into action as we faced the social challenges in our communities. The Session felt it was important to make our commitment known and changed our signage to read *Black Lives Matter to God and to us*. This remains today.

A high point for the Session was the opportunity at our June meeting to welcome the Confirmation Class into membership. Eden Jensen, Katelyn Peterson, Emilie Miller, Ty Johnson, Josie Johnson, Gavin Thordson, Naisbert Nyamatutu and Annelise McDonald are a joy to have among us. Confirmand Naisbert Nyamatutu will join the Session as a Youth Member in 2021!

The greatest learning of the 2020 year was our realization that the Church is not the building, but the body of the members. Our mission extends far beyond our walls, into each of your homes and into the community. We are so proud of the expanded outreach into the community, and the energy that has been shown in helping others who are in need.

On behalf of the Session, we express our gratitude to each one of you, who have reminded us that the work of the Church is the faithful following of the teaching of Christ, and that the Church is **us**, not a building. And, to our Pastors Jenny and Sarah and to Kathy Miller—we are so grateful for all that you do, and for reminding us of those things that are truly important.

Respectfully submitted, Claudia Grace, on behalf of the Session: Michael Clickner, Karen Fretschel, Greg Hanchon, Eddy Huffman, Lori Jensen, Scott McDonald, Maureen Potter, Tim Risler, Janelle Rogers, Linda Webster, and Carlton Wininger; with Rev. Jennifer Gleichauf and Rev. Sarah Walker Cleaveland.

**Report of the Membership
Claudia Grace, Clerk of Session**

<u>Active Membership Roll:</u>	<u>Women</u>	<u>Men</u>	<u>Total</u>
Members on roll January 1, 2020:	166	118	284
 <u>Additions for 2020:</u>			
Confirmation	5	3	8
 <u>Losses for 2020:</u>			
Action of Session	6	7	13
Transfers Out	1	2	3
Deaths	1	1	2
 <u>Members on Active Roll, December 31, 2020:</u>	 163	 111	 274

Report of the Stephen Ministry



Bear one another's burdens, and in that way you will fulfill the law of Christ.
Galatians chapter 6, verse 2

As we celebrate twenty years of service to our Covenant congregation, the Stephen Leaders and Ministers reach out with gratitude to all of those who have served in this ministry, and to those who have supported our work. Since 2001, many have served as Stephen Ministers and Leaders, bringing this lay ministry to life in our church and in the community.

Typically, a Stephen Minister care giver and a care receiver spend time in face-to-face discussion. This year provided a challenge to that practice, and we learned how to provide telecare or online care. Throughout the year, we have worked to refine our skills, and to build our caring practices in new ways. Our monthly meetings and training have been conducted on Zoom as we practiced the skills to enhance and expand our abilities. We have continued our on-going relationships with care receivers and have been able to establish new ones where needs were identified. In addition to our formal relationships, the ministers have also reached out to church members informally and will continue to do so during this time of social distancing. The books set *Journeying Through Grief* continues to be mailed to people who have lost family members.

Our monthly Supervisory Meetings are designed to provide support, encouragement, and caring for the Stephen Ministers so they can give the best possible care. We continue to learn not only about giving care but also to gain spiritual guidance which helps us grow on our faith journeys. Stephen Leaders provide the support for referrals and lead our training in partnership with the Pastors.

This is a ministry in which one person reaches out to another in times of grief, loneliness, illness, stress, emptiness, heartache, or other transitions – the road bumps of life. We are here to serve you, your family, friends, neighbors, and others who are dealing with the daily struggles of life. We share God's message of compassion and tenderness, and walk beside you, offering God's strength, love, hope, and the peace that passes all understanding.

Our thanks to Pastor Sarah Walker Cleaveland, Stephen Leader, and to Pastor Jenny Gleichauf, and to the congregation for supporting this ministry. We are grateful to the Stephen Ministers for their dedication. They are a blessing to their care-receivers and the congregation.

Respectfully submitted, Claudia Grace and Bobbie Williams Hogue, on behalf of the Stephen Ministers: Leo Bloomfield, Connie Eberly, Karen Fretschel, Greg Hanchon, Judy Huffman, Candy Lively, Barb Strobach, Linda Webster, and Steve Wolf; with Rev. Sarah Walker Cleaveland.

Report of the Stewardship Committee

The 2020 Stewardship theme was “Giving is Growing: Bloom where we are planted”. We are a living, growing church, deeply rooted in the Word of God, and as a church, we spread God’s message through the continued generosity of our members through successive generations.

Our objective for this campaign was to make people aware of the money needed to work within a balanced budget as well as to inform the congregation how that money is utilized. 2020 was an exceptional year with many unforeseeable and challenging events including a worldwide pandemic and loss of jobs for many. Despite these adversities, the congregation met our campaign with energy and faithfulness, allowing us to meet our financial goals for the 2021 year.

We would like to thank everyone who listened to our message and pledged or tithed. As you will see in the recap 40 pledges were increased over the prior year, which is truly remarkable. Covenant could not function without your contributions and due to your generosity we are pleased to report the results below.

In summary:

Total dollar amount pledged for this year is \$305,291.

Total pledges received: 113

New pledges: 6

Increased pledges: 40

Decreased pledges: 17

Same amount pledged: 50

Respectfully submitted by Leslie and Carlton Winger, on behalf of the Stewardship Committee: Dawn Wolf, Steve Wolf, and Mary Bohn; with Rev. Jennifer Gleichauf.

Report of the Worship & Music Committee

The Worship and Music Committee works with the Covenant Session, the pastors, the staff, and the congregation to support our regular and special worship services. Our agenda includes a regular review of current worship services and music offerings, as well as planning for future services and events.

Major changes affected our congregation and the world with the impact of the coronavirus beginning in March of 2020. Our Co-Pastors, Jenny Gleichauf and Sarah Walker Cleaveland quickly and effectively pivoted from in-person worship services to completely virtual worship using Zoom, which will continue for the foreseeable future. During the past nine months, Pastor Jenny and Pastor Sarah have led the sacraments of communion and baptism, officiated the funerals of members Jim Parrish and Margaret Adler, and guided the congregation through the Lenten and Advent seasons and the holidays. Weekly services now begin with gathering and greeting in ‘gallery view,’ and include engaging multimedia messages, choral music from around the country, and ‘break-out rooms’ for fellowship, while retaining the hallmarks of Passing of the Peace, Time with Children, and Go Now in Peace. While there are faces that are missed in our virtual worship environment, the technology has allowed members and former members who have moved away to rejoin our Congregation. Covenant Presbyterian Church is abundantly blessed to have such talented and hardworking co-pastors!

The position of music director and organist held by Joe Dominic and Kitty Friend, respectively, were retained through the summer. However, with the prolonged closure and likely restrictions on choirs for many more months, the contract for Joe Dominic was not renewed and we invite Kitty to record music for us occasionally for worship. We have been fortunate to have several of our members record special music for us to share during worship.

Despite celebrating remotely, we decided to replace our nativity set this year as our previous set was broken last year. A new nativity set was purchased in time for Christmas and pictures of it were used during worship.

Looking to the future, the Worship and Music Committee, in one of its final tasks of 2020, proposed the purchase of video streaming equipment and software to further enhance worship while the need to remain virtual persists. Committee members are working with MetroSound to determine the best configuration to meet our needs.

The Committee wishes to recognize the addition of special music by members of the congregation including Leo Bloomfield, Emily Hart, Nancy Justus, Beth Kapralian, Scott McDonald, Larry and Dawn Van Ess, and Beth Zimmerman; and the addition of puppet shows from Nancy Piper Jankovich, Naisbert Nyamatutu and Bryson Nyamatutu. While the need to decorate and maintain the sanctuary for weekly services has been put on hold due to the pandemic, the Committee recognizes the commitment of volunteers who have given their time in new ways to make our worship services welcoming and 'internet' safe by monitoring attendance.

The Committee also wishes to recognize the resiliency of the congregation. Switching to virtual has not been easy on many levels, particularly as it has continued longer than anyone ever expected. The willingness to dive into a new technology and accept a new way to worship together speaks to a deep and growing faith that confronts adversity and embraces hopefulness.

Joshua 1:9 Be strong and courageous; do not be frightened or dismayed, for the Lord your God is with you wherever you go.

Respectfully submitted, Scott McDonald, on behalf of the Worship & Music Committee: Will Archer, Michael Clickner, Rev. Jenny Gleichauf, Emily Hart, Marnie Hidde, David Houser, Scott McDonald, Larry Van Ess, Rev. Sarah Walker Cleaveland, and Steve Wolf; with Rev. Jennifer Gleichauf.

REPORT OF THE NOMINATING COMMITTEE
Michael Clickner

The Nominating Committee presents this slate of nominees for action at the Annual Congregational meeting. The members who assisted me so ably and successfully were:

Leo Bloomfield	Pam Lewis	Deacon Chris Smith
Michelle Neubauer		Elder Claudia Grace

Covenant is very fortunate to have so many members who are willing to commit to positions of leadership. The list of nominees is as follows:

ELDERS

Class of 2023

Sue Gabbey
Greg Hanchon*
Beth Kapralian
Scott McDonald*
Tim Risler*
David Steege

Class of 2022

Youth Elder – Naisbert Nyamatutu

DEACONS

Class of 2023

Michael Clickner
Mary Jones*
Candy Lively*
Naison Nyamatutu*
Sue Lange Pruitt*
Dawn Wolf*

NOMINATING COMMITTEE

Class of 2022

Leo Bloomfield*
Michael Clickner
Claudia Grace
Nancy Iversen

FOUNDATION BOARD

Class of 2024

Jack Smith

Class of 2025

Leo Bloomfield

*Agreed to an additional term.

AGENDA

THE ANNUAL MEETING OF THE CORPORATION

Sunday, January 31, 2021

- I) Bylaw Changes for Approval: **ACTION ITEM**
- II) Report of the Trustees
- III) Financial Reports: **ACTION ITEM**
 - C. Year-end Financial Reports
 - D. 2021 Church Budget (adopted by Session)
- IV) Other Business: Nominating Report - Election of Trustees: **ACTION ITEM**

<u>Class of 2023</u>	<u>Class of 2022</u>
Eddy Huffman*	Sue Gabbey
Carlton Wininger*	
- V) Adjourn: **ACTION ITEM**
- VI) Closing Prayer

BYLAW CHANGES FOR APPROVAL

The Church Bylaws contain small areas of change proposed by the Trustees. Anyone who desires to review a complete copy of the Church Bylaws may request a copy from Kathy Miller in the church office.

Bylaw Changes

From Session Minutes – November 16, 2020:

*The Trustees have made sweeping updates in the formatting of the Bylaws to create consistency. It was moved to accept them as amended (**APPROVED**) (Maureen/Greg). The amended Bylaws will be presented at the Annual Meeting of the Congregation.*

REPORT OF THE TRUSTEES
Report of the Board of Trustees
December 2020

The Board of Trustees is four elders elected by the congregation to act on behalf of Session in conducting the corporate affairs of the church, including its legal obligations, the management of all real and personal property, and the administration and control of all funds in concert with the Foundation Board. The Trustees provide vision and guidance to the Session in related matters with pragmatic financial advice and sensitivity to its Christian stewardship responsibilities.

Trustees during 2020 were Linda Webster and Maureen Potter, Co-Presidents, Eddy Huffman, and Carlton Wininger. In addition to serving as a Trustee, each member was an active elder on Session.

We especially thank Kathy Bower, for her dedication and hard work as our church Treasurer this year.

During 2020, the Trustees:

- Documented, classified, and deposited, usually on a weekly basis, all incoming gifts, and contributions.
- Worked with Perfect Balance Accounting as bookkeepers
- Worked with Kathy Bower as Treasurer
- Worked with Jim Parrish as the Assistant Treasurer until his death on November 4, 2020.
- Named Eddy Huffman temporary Assistant Treasurer.
- Completed compliance with record retention policy.
- Completed safe inventory.
- Considered potential effects of pandemic on church finances and advised Session accordingly.
- Filed Tax Exempt report form.
- Revised Space Use Agreement and reviewed current space users.
- Revised Bylaws
- Followed up on insurance company recommendations.
- Approved purchase of new computer for Pastor Jenny
- Added a Donate button to church web site.
- Gratefully accepted a temporary discount on services from Sharon's Cleaning Service
- Gratefully accepted a temporary discount on services from Perfect Balance Accounting Services LLC
- Recommended Session approve Felicity Smith's application for the Covenant Presbyterian Church Scholarship.
- Applied for and received Presbytery COVID Grant
- Approved mission outreach donation to LGBT Center of SE Wisconsin
- Approved reclassification of gutter replacement as regular maintenance due to flooding of stairwell
- Recommended addition of automatic door be funded by Nigohosian donation.
- Reviewed audit requirements.
- Reviewed and secured updated insurance coverage.
- Recommended LED lighting upgrade be funded by Foundation Board.

- In cooperation with other committees prepared the budget for 2021 and presented same to Session

Please join me in thanking the Trustees who have worked diligently and prayerfully for the well-being of Covenant Presbyterian Church.

Respectfully submitted, Maureen Potter, Co-President, Board of Trustees

YEAR-END FINANCIAL REPORTS
2020 Financial Report and 2021 Budget

Despite a very challenging year due to the unprecedented pandemic keeping our doors closed for nearly 9 months in 2020, we ended our fiscal year on a very positive note. Total income for 2020 was \$329,573 vs. the budgeted total of \$329,508, difference of only \$65!! Our pledged giving was down slightly; \$303,588 actual pledged dollars received against a budget of \$310,308. Some additional gifts were given which more than closed that gap. The other income sources from non-pledged and plate giving, rent, and interest were only \$281 down vs. a combined budget of \$19,200. Overall operating expenses were significantly below budget resulting a net favorable \$24,604 being added to the General Fund.

Several special projects were funded using the General or other Designated Funds such as purchasing a new computer for Pastor Jenny, installing LED lights inside and outside of the building, installing an automatic door opener, and replacing the flooring in the downstairs hallway connecting to Welsh Hall. The spending on the building projects was approved and completed close to the end of the year when we were confident of a strong financial finish for the year.

Following a successful Stewardship Campaign, where pledges totaled \$305,291, we can present a budget with a very small deficit of \$503 for the upcoming 2021 fiscal year. All Committee budget requests were met, including maintaining our tithe to all our Outreach programs to 11.3% of our operating budget. Session approved the 2021 budget as presented. Since the budgeting process is not an exact science, Session agreed that budgets that are within a (+/-) 5% margin-of-error will be considered on budget.

We are so grateful for the extreme generosity of our Covenant family and friends. This past year was a particularly challenging one for many reasons including financially, yet we were able to sustain a strong financial position. We have all of you to thank for that! We are truly blessed to have many talents and treasures that allow us to care for each other, our community, and the world. Thank you all so much!!

Respectfully submitted, Elder Linda Webster, Co-President, Board of Trustees

REPORT OF THE NOMINATING COMMITTEE
Michael Clickner

Trustees

Class of 2023

Eddy Huffman*

Carlton Wininger*

Class of 2020

Sue Gabbey

Comparative Statements of Receipts and Disbursements

	Actual <u>2020</u>	Budget <u>2020</u>	Budget <u>2021</u>	Budget 2021- <u>Actual 2020</u>
<u>Receipts</u>				
Pledge and non-pledge giving	\$324,049	\$321,008	\$315,991	(\$8,058)
Plate giving	440	2,000	1,000	560
Designated giving - Outreach	5,838	8,400	8,400	2,562
Interest	4,429	4,000	4,000	(429)
Miscellaneous receipts, net	<u>655</u>	<u>2,500</u>	<u>500</u>	<u>(155)</u>
Total general receipts	335,411	337,908	329,891	(5,520)
<u>Disbursements</u>				
Church Staff				
Pastoral call - two pastors	170,324	173,548	178,305	7,981
Nursery & Christian Ed.	1,475	1,454	700	(775)
Youth program offset	0	(4,000)	(9,000)	(9,000)
Ministry Assistant	33,576	31,186	36,142	2,566
Organ & choir music	9,013	15,876	8,000	(1,013)
Payroll taxes	<u>3,579</u>	<u>3,900</u>	<u>3,951</u>	<u>372</u>
Church staff sub-total	<u>217,967</u>	<u>221,964</u>	<u>218,098</u>	<u>131</u>
Administration				
Postage	1,240	2,000	1,800	560
Office supplies	2,620	5,000	2,000	(620)
Copier expense	2,211	2,500	2,500	289
Computer expense	2,648	2,000	2,500	(148)
Office equipment	0	0	0	0
Insurance	6,422	6,000	7,305	883
Professional fees	5,150	6,000	10,000	4,850
Presbyterian apportionment	<u>10,710</u>	<u>10,640</u>	<u>11,005</u>	<u>295</u>
Administration sub-total	<u>31,001</u>	<u>34,140</u>	<u>37,110</u>	<u>6,109</u>
Facilities				
General maintenance	3,349	6,500	5,000	1,651
Janitor service	6,450	9,000	7,800	1,350
Snow plowing	0	3,500	3,000	3,000
Lawn mowing	3,000	3,000	2,800	(200)
Utilities	12,952	14,450	13,431	479
Special projects	<u>799</u>	<u>0</u>	<u>2,000</u>	<u>1,201</u>
Facilities sub-total	<u>\$26,550</u>	<u>\$36,450</u>	<u>\$34,031</u>	<u>\$7,481</u>
Other disbursements:				
Worship and music				
Pulpit supply	\$300	\$500	\$500	\$200
Worship supplies and services	1,850	1,885	1,885	35
Choir	399	550	275	(124)
Bell choir	0	450	225	225
Music instrument maintenance	0	130	130	130
Special music	<u>(50)</u>	<u>250</u>	<u>125</u>	<u>175</u>
Worship sub-total	29 2,499	3,765	3,140	641

Comparative Statements of Receipts and Disbursements - page 2

	<u>Actual</u> <u>2020</u>	<u>Budget</u> <u>2020</u>	<u>Budget</u> <u>2021</u>	<u>Budget 2021-</u> <u>Actual 2020</u>
Other disbursements continued:				
Christian formation	2,121	3,500	3,000	879
Youth	99	1,550	850	751
Spiritual nurture	102	400	360	258
Membership/Fellowship	155	1,750	1,500	1,345
Deacons	519	600	565	46
Caring for Creation	202	0	250	48
Stephen Ministry	(100)	400	400	500
Personnel	140	340	340	200
Stewardship	403	600	400	(3)
Communication	<u>0</u>	<u>0</u>	<u>150</u>	<u>150</u>
Other disbursements sub-total	<u>6,140</u>	<u>12,905</u>	<u>10,955</u>	<u>4,815</u>
Outreach:				
General Assembly	1,000	1,000	1,000	0
Synod	1,000	1,000	1,000	0
Presbytery	2,000	2,000	2,000	0
Mission/Outreach Committee grants				
HALO	2,000			
Hospitality Center	2,000			
Northside Food Pantry	2,000			
Racine/Kenosha Community Action Agency	2,000			
Racine Vocational Ministry	1,500			
Women's Resource Center	1,145			
Grants of \$1,000 - Health Care Network, PC(USA) - Disaster Assistance, LGBT Center of SE Wisconsin RIP Medical Debt (Presbytery), Veterans Outreach of SE Wisconsin	5,000			
Grants of \$500 - Kenosha Human Services, Equal Justice Initiative, Family Services of Racine, NAMI Racine County, Women of Worth, Racine Habitat for Humanity	3,000			
Other	383			
Sub-total - Mission/Outreach grants	<u>\$19,028</u>	<u>\$18,800</u>	<u>\$17,800</u>	<u>(\$1,228)</u>
Outreach - Designated giving:				
Change for Children	\$2,381	\$3,000	\$3,000	\$619
Peacemaking - Presbytery share	225	1,000	1,000	775
One Great Hour of Sharing	0	1,500	1,500	1,500
Monday Night Meals/Hospitality Ctr.	98	400	400	302
Christmas families	1,200	1,500	1,500	300
Christmas offering-Hospitality Center	1,997	1,000	1,000	(997)
Special offering -Northside Food Pantry	<u>220</u>	<u>0</u>	<u>0</u>	<u>(220)</u>
Sub-total - Designated giving	<u>6,121</u>	<u>8,400</u>	<u>8,400</u>	<u>2,279</u>
Total Outreach	<u>29,149</u>	<u>31,200</u>	<u>30,200</u>	<u>1,051</u>
Total non-staff disbursements	<u>92,840</u>	<u>114,695</u>	<u>112,296</u>	<u>19,456</u>
Total disbursements	<u>310,807</u>	<u>336,659</u>	<u>330,394</u>	<u>19,587</u>
Net receipts (disbursements)	<u>\$24,604</u>	<u>\$1,249</u>	<u>(\$503)</u>	<u>(\$25,107)</u>

Comparative Statements of Receipts and Disbursements - page 3

	Actual <u>2020</u>	Budget <u>2020</u>	Budget <u>2021</u>	Budget 2021- <u>Actual 2020</u>
BUILDING FUNDS				
<u>Receipts</u>				
Contributions for capital improvements	\$3,500	\$0	\$0	(\$3,500)
Total receipts	<u>\$3,500</u>	<u>\$0</u>	<u>\$0</u>	<u>(\$3,500)</u>
<u>Disbursements</u>				
LED Lighting Tower Energy	\$8,296	\$0	\$0	(\$8,296)
Office Furniture	1,936	0	0	(1,936)
Automatic Door	<u>2,640</u>	<u>0</u>	<u>0</u>	<u>(2,640)</u>
Total disbursements	<u>\$12,872</u>	<u>\$0</u>	<u>\$0</u>	<u>(\$12,872)</u>
ADMINISTRATION FUNDS				
<u>Receipts</u>				
Contributions for Pastor Discretionary	\$2,455	\$0	\$0	(\$2,455)
Milwaukee Presbytery COVID Grant	1,120	0	0	(1,120)
Undesignated contribution	<u>10,000</u>	<u>0</u>	<u>0</u>	<u>(10,000)</u>
Total receipts	<u>\$13,575</u>	<u>\$0</u>	<u>\$0</u>	<u>(\$10,000)</u>
<u>Disbursements</u>				
Stairway to lower level	\$4,153	\$0	\$0	(\$4,153)
Bonuses	8,300	0	0	(8,300)
Computer	3,237	0	0	(3,237)
Worship Times	2,248	0	0	(2,248)
Members Assistance	<u>2,488</u>	<u>0</u>	<u>0</u>	<u>(2,488)</u>
Total disbursements	<u>\$20,425</u>	<u>\$0</u>	<u>\$0</u>	<u>(\$20,425)</u>
MEMORIAL FUNDS				
<u>Receipts</u>				
Contributions designated foundation	\$3,840	\$0	\$0	(\$3,840)
Undesignated contributions	<u>2,220</u>	<u>0</u>	<u>0</u>	<u>(2,220)</u>
Total receipts	<u>\$6,060</u>	<u>\$0</u>	<u>\$0</u>	<u>(\$6,060)</u>
<u>Disbursements</u>				
New Nativity Set	\$538	\$0	\$0	(\$538)
Tables & Electric	<u>502</u>	<u>0</u>	<u>0</u>	<u>(502)</u>
Total disbursements	<u>\$1,040</u>	<u>\$0</u>	<u>\$0</u>	<u>(\$1,040)</u>
OTHER FUNDS				
<u>Receipts</u>				
Worship	\$1,000	\$0	\$0	(\$1,000)
Mission contributions	4,149	0	0	(4,149)
Other fund contributions	<u>100</u>	<u>0</u>	<u>0</u>	<u>(100)</u>
Total receipts	<u>\$5,249</u>	<u>\$0</u>	<u>\$0</u>	<u>(\$5,249)</u>
<u>Disbursements</u>				
Sound System	\$6,327	\$0	\$0	(\$6,327)
Youth Scholarship	1,000	0	0	(1,000)
Mission Spending	<u>3,086</u>	<u>0</u>	<u>0</u>	<u>(3,086)</u>
Total disbursements	<u>\$10,413</u>	<u>\$0</u>	<u>\$0</u>	<u>(\$10,413)</u>

Balance Sheet
December 31, 2020

	<u>12/31/2019</u>	<u>12/31/2020</u>
<u>Assets</u>		
Cash & investments	\$ 459,551	\$ 458,971
Prepaid Deposits	0	2,420
Building	<u>1,205,387</u>	<u>1,205,387</u>
Total assets	<u>\$1,664,939</u>	<u>\$1,666,779</u>

<u>Liabilities</u>		
Payables and receivables - net	\$ 2,717	\$ 2,420
Advance pledge receipts	17,900	11,790

	<u>12/31/2019</u>	<u>12/31/2020</u>		
<u>Fund Balances</u>				
Designated Funds				
Greenery/Flower fund	\$727	\$877		
Outreach				
Change for Children/Kid's Store	171	171		
Peacemaking	1,338	1,213		
One Great Hour of Sharing	0	0		
Monday Night Meals	771	792		
Christmas Families	1,182	692		
Administrative - General	74,504	72,009		
Administrative - Vision	7,229	3,043		
Worship & Music	6,407	1,080		
Christian Education	250	250		
Building & Grounds	1,132,384	1,123,012		
Youth	36,771	35,871		
Outreach	8,748	9,809		
Stephen Ministry	7,710	7,710		
Memorials	<u>22,708</u>	<u>27,729</u>		
Total temporarily restricted funds	1,300,900	1,284,259		
General fund balance	<u>343,422</u>	<u>368,310</u>		
Total fund balance	1,644,322	1,652,569	<u>1,644,322</u>	<u>1,652,569</u>
Total liabilities and fund balance			<u>\$1,664,939</u>	<u>\$1,666,779</u>

Covenant Foundation funds totaling \$156,251 and \$135,290 at 12/31/20 and 12/31/19, respectively, are invested separately and are not included above. A full Foundation report is included elsewhere in this Annual Report.

ANNUAL TABULAR REPORT

Financial Report

Receipts - Year Ending December 31, 2020	
General Fund	\$325,144
Special Funds	34,222
Interest	<u>4,429</u>
Total Receipts	\$363,795
Total Disbursements	\$355,558
Receipts over disbursements	\$8,237

Membership Report

Total Membership: January 1, 2020	284
Additions	+8
Losses	<u>-18</u>
Total Active Membership: December 31, 2020	274

Church Officers

The Session

Class of 2021

Michael Clickner
Karen Fretschel
Claudia Grace
Greg Hanchon
Scott McDonald
Tim Risler

Class of 2022

Eddy Huffman
Lori Jensen
Maureen Potter
Janelle Rogers
Linda Webster
Carlton Wininger

Deacons

Class of 2021

Mary Jones
Candy Lively
Naison Nyamatutu
Susan Lange Pruitt
David Steege
Dawn Wolf

Class of 2022

Will Archer
Mary Bohn
Bob Bower
Kathie Eastman
Chris Smith
Tim Strand