

Annual Report

2016



Mission Statement

Claimed and humbled by God's grace, we are disciples journeying in covenant with God and one another. Our disciple-forming community is called to worship and pray together; to cultivate deep and nurturing reciprocal relationships; to minister faithfully in our daily lives; and to warmly welcome all into our fellowship as we seek a Christ-centered life. We cannot journey alone; we need one another. Together, with hearts, minds, and arms wide open, we reach out to others in love.

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Staff & Committees



Pastor/Head of Staff

Pastor Charlie Berthoud

One of the many things I like about Covenant is that we're not afraid to try new things. This year we tried offering gift bags to first time visitors, with some info about the church, a letter from me, and a jar of jam or a box of scone mix from Porchlight Products, one of our mission partners. We initially intended the gift bags for just Easter, but it has become a great success, so we are giving them out every Sunday. The gift bags help me reflect on the year.

PEOPLE: When visitors receive a gift bag, they immediately feel a warm welcome and learn that we value them and that we value mission. We welcomed lots of new people last year, and we had ten baptisms (all age 5 and under), which is more than the previous three years combined. We have a Welcome Team which has done a great job at the front door and following up with people. Special thanks to Dick Lovell.

As visitors get involved, they see that we value people, with a variety of wonderful things: a Luke Bible study involving about 50 people, a youth mission trip to St Louis, an energetic Vacation Bible School week, Dinners for Eight groups and several fellowship groups, a Guatemala mission trip to strengthen our partnership there, caring people serving meals and helping people in need, a wonderful church staff, and more. Read through this report to learn about these and other ministries and programs.

WORSHIP: After getting a gift bag, visitors experience worship, which continues to be a strength at Covenant. Under the leadership of Melissa and Ben, our music is excellent. Together with Clara and Jeff, we try to provide for an encounter with God that is educational and inspirational—to help us learn so we can live.

We are blessed with a variety of worship opportunities: liturgical dance, youth and children's music, hand bells, and even kites on Pentecost Sunday.

FINANCES: Each gift bag and contents cost about \$5.00, so it might seem foolish to give these away so freely. But we believe we have been blessed to be a blessing, so I'm glad we're sharing the bags. Thanks to the generosity of Covenant people, the good stewardship of Covenant leaders, and the grace of God, we ended 2016 with an

operating budget surplus of approximately \$100,000!

This is our sixth year in a row with a surplus. And our Capital Campaign is going well, allowing us to start on the new roof and other important projects. Our mission giving is expanding in areas outside of the operating budget, with special offerings like the Christmas Eve Offering (for Syrian refugees) and the Peterson Mission Fund.

COMMITTEES and ORGANIZATION: The "Welcome Team" is a group of people that are doing wonderful ministry with visitors and new members. The Welcome Team transcends our current committee structure, with members from the Congregational Life Committee, the Deacons, and the congregation. Thanks to the hard work of the Organizational Task Force, we are clarifying our mission as a church and pondering changes to make us more efficient and effective.



Getting a gift bag sends a message to visitors, that they are welcome here, and that every day is a gift. We were blessed with many gifts in our common ministry during 2016, as you will see in this report. As I finish my fourth year here at Covenant, I continue to give thanks to God for the gift of being here and serving as your pastor, and I pray that God continues to strengthen us and guide us.

Warmly, in Christ,
Charlie

Parish Associate

Pastor Clara D. Thompson

It continues to be great fun being a part of the pastoral staff at Covenant Presbyterian Church. I love the energy that one feels when one walks into the building on Sunday mornings... There's excitement here, and enthusiasm, and Spirit, and it's a privilege to be a part of it. The warm welcome that is offered to all – visitors and members alike – makes it feel like one is “coming home” to Covenant. This continues throughout the week as I see people at church greeting one another warmly, being a community of faith, and living the faith as they reach out with care and compassion to one another. Well done, good and faithful servants!

There were lots of joys for me in 2016. Co-leading the Luke Bible Study with Charlie in the winter was a lot of fun and gave me a wonderful opportunity to get to know members of the congregation on a deeper level. Serving on the Structure Task Force in the spring helped me better understand Covenant as a church organization. Being a part of Covenant's worshipping community, whether sitting in the pews or “up front,” gives me the opportunity to grow in faith alongside each of you. Working with the Congregational Life Committee and the Care Team, along with a lot of home and hospital visits, feeds my passions for fellowship and pastoral



care. I was very happy to help coordinate several “special events” like the Hip Protector event in February for our older adults, and the Election Day Hospitality event in November when Covenant provided hot coffee and homemade cookies to all who came here to vote. There's a wonderful Spirit here at Covenant, and I feel truly blessed to be a part of it.

Grateful to be serving with each of you,
Clara

Music Coordinators

Melissa Hinz & Ben Welch

Praise God from whom ALL blessings flow! The music ministry at Covenant continues to be blessed by the dedication of the many who share of their time and talents each and every week.

Our worship schedule has remained unchanged this year with Ben Welch and the New Day Band leading music at 9:00am services most Sundays. Doug McNeel plays organ at the 11:00am service with the Chancel Choir singing most Sundays. Exodus, our High School Band led by Steve Royalton, leads worship music at the 9am service almost monthly. Our 9:00am service continues to be piano/band led and has a less formal approach to a traditional order of service with more contemporary music. The 11:00am service follows a more traditional liturgical order of worship with organ and choir, generally. Other music and arts ministry participants include the Children's Celebration Choir, Middle School, High school and Adult Bell Choirs, Liturgical Dance and many individual musicians who provide special music throughout the year.

Our summer schedule changes with one service each week. Doug McNeel and Ben Welch taking turns leading worship with organ or piano and special music is provided by a different individual or group each week.

Contemporary Worship Music Coordinator, Ben Welch continues to shepherd the New Day Band, which rehearses each week on Wednesday evening and leads 9:00am worship most Sundays. Ben also prepares the power point for the 9:00am service, accompanies special services and works with staff to plan and coordinate musical happenings at Covenant.

Melissa Hinz serves as Music Coordinator and works to coordinate the many music ministries and prepares the weekly powerpoint used in worship each week. She directs the Chancel Choir, which meets on Thursday evenings and sings at the 11:00am service most Sundays. She also coordinates the handbell choirs with Ann Larget, and schedules all of the musical/dance groups. Melissa also works with other staff to plan and execute special music and worship services.

Organist Doug McNeel has many duties including playing organ for worship, accompanying the choir and special music, playing for weekly rehearsals, overseeing maintenance of the organ and pianos, as well as playing for other special services.

As director of the Childrens' Celebration Choir and Liturgical Dance Group, Molly Peterson is another very busy person on Sunday morning. We are very pleased to have Erin Crabb accompany the Celebration Choir again. The choirs share in worship about once a month during the school year, and liturgical dance about twice a semester.

Steve Royalton continues to lead Exodus, the high school band. They lead music at the 9:00am worship service or summer services 10 times each year. Steve is joined by Christopher Lee on mandolin on Exodus Sundays.

The Handbell Choirs stay very busy! There is rarely a week from September to June when the handbells are not being used either for rehearsal or sharing in worship. We have had opportunities for middle, high school, adult and intergenerational groups this year. In Advent, we had 20 ringers of all ages ringing both the handbells and chimes together. Melissa Hinz continues to coordinate the groups with the assistance of Ann Larget.

We are grateful for all of the musicians who share special music throughout the year, as well as those who support the many ministries with their praise from the pews. We would be remiss if we did not thank all of the parents who encourage and allow for their children to participate in the many ministries by getting them to rehearsals each week.

A few highlights of the music ministries this past year:

- Visit of composer Richard Bruxvoort-Colligan and special Lenten music
- Liturgical Dance
- Intergenerational Handbell Group Offerings
- Advent collaboration with Westminster Presbyterian
- Exodus and youth-led worship
- Trumpeter Jamie Wozniak at Easter and Reformation
- KAT Trio in August 2016
- Third Annual visit of the Old Tin Can String Band Bluegrass group in September
- First Jazz Services in Feb. 2016 with Beth Wilson, piano
- Regular presentation by Children's Choirs & Collaboration with Adult Choir
- VCS Musical presentation in worship in June

God continues to bless the many music and art ministries at Covenant. May we continue to lift our hands and our voices as we worship together and seek to serve the Lord with our time and talents.



Children's Ministries Coordinator

Donna Monson

The Children's Ministries programs at Covenant play a major role in the spiritual development of children and families through Christian education, music, outreach and mission, worship, and fellowship.

Christian education is anchored by the Sunday morning Sunday School program for 2-year-olds through 8th graders, which runs from September to May. In addition to teaching Bible stories and Christian values with Growing in Grace & Gratitude and Faithweaver curriculum, Sunday School provides opportunities for relationship building and small group interaction. Year-round Kaleidoscope Worship Education happens during the worship services for 3 year olds through 1st graders who learn about the parts of the worship service. The Sailor's Bible Vacation Bible School Musical in June provided a fun Christian education activity for 40 children who learned that God is with us during the calm seas and stormy waves of life. New this year was a simple Christmas Pageant with 35 children which was presented on Sunday, December 18, in Bradfield Hall.

Under the leadership of Molly Peterson, Covenant's children sang, danced, and learned Christian music. The Kindergarten through 8th grade Celebration Choir rehearsed on Sunday mornings and presented inspirational songs during both worship services. The Souls of Praise Liturgical Dance group for 3rd through 7th graders continued to enhance the worship services. All children gathered to sing religious music during the Sunday School Singing Time gatherings before Sunday School begins.

Covenant children participated in outreach and mission projects by filling One Great Hour of Sharing fish banks; creating greeting cards for the pastoral care team to deliver to congregation members and friends; and by contributing to the congregation-wide food, sock, and clothing drives. Covenant's partnership with Glenn Stephens Elementary School created an opportunity for a successful congregation-wide collection of school supplies. In

February we celebrated 23 years of contributing to Heifer International by raising \$3,639.84 for Heifer for Honduras. The seventh annual congregation-wide Project Linus Make-A-Blanket-Day on November 6 produced a record 126 no-sew blankets to provide security, warmth, and comfort to children who are ill, traumatized, or in need. The Sunday morning worship services intentionally incorporated children and youth as lay readers, singers, dancers, and hand bell ringers. In addition to the Palm Sunday Processional with the paper Mache donkey and wooden Jesus, The Sailor's Bible VBS musical was a great addition to worship on Sunday, June 19. Bibles were presented to 1st and 4th graders on Sunday, September 18. The Children's Time segments during worship continue to be fun and educational for all. New cloth worship bags, filled with small hand-held toys, colored pencils, chenille stems, and paper, were added in October. The church nursery has been very busy this year as young families with babies joined the congregation. There were 10 baptisms in 2016!

The fellowship opportunities to build relationships between children and families included a Family Ice Skating Event, the Church Greening, and the May 22 Sunday School Festival which featured the 4th & 5th grade Praise Puppet team. We continue to celebrate our children and youth with more 24 x 32 inch canvas photos in the lower hallways. To keep families connected with the church over the summer, families were given Prayer Pails with craft sticks. Families were asked to write prayers on the craft sticks which were brought back in September and planted in a prayer garden.

Covenant is blessed with many children's ministries volunteers who gave their time and talents to Covenant's children's programs in 2016. These numerous volunteers include the Children's Ministries Committee members, Sunday School teachers and assistants, Vacation Bible School leaders, Puppet Ministry leaders, and those individuals who helped with short-term activities. A special thank you to the high school aged Kaleidoscope Worship Education teachers who work year-round teaching about worship. Lastly, I am most appreciative for the opportunity to work with the energetic, curious, and creative children and youth who contribute to the community life of Covenant Presbyterian Church.

Youth Ministries Coordinator

Steve Roylton

After all these years, I continue to feel the support and encouragement of this congregation for the ministry of the youth, and of me. For this, I would like to express my sincere thanks and gratitude to the youth, the Advisors, the staff, and the entire congregation.

The Youth Ministries Committee Annual Report contains the highlights of the past year. We can all be grateful for the tremendous group of Advisors that work within the programs. Week in and week out they help provide the strength and support for the young people, not only on Sundays, but during the week as well. Some of our Advisors came on board to serve on the summer trips. I cannot overstate the tremendous amount of dedication and responsibility that is required for that particular task.



Highlights of this past year include the five overnight retreats, high school trip to Peninsula State Park in Door County, a high school mission trip to St. Louis, middle school mission trip to Rockford, Trash & Treasure, and the many of the Sunday afternoons and evenings that we gather. I also spent 24 nights on the road this past year with the youth.

We have laid the groundwork for an exciting summer in the year 2017, which includes a high school mission trip to Washington D.C., and the Boundary Waters. We also have a middle school trip to Peninsula State Park in Door County. Being able to do these trips is truly an indication that the youth have been blessed to have a

congregation that supports the ministry in a way that is real and meaningful.

Our 9th grade confirmation class is meeting on most Sunday mornings. I am very proud of the fact that of those that have been confirmed over the years, the vast majority remain active with us. There are others who have gone through the confirmation class who chose not to be confirmed that remain very active with us as well.

I continue to have the pleasure of leading the contemporary worship band, "Exodus," in worship 10 Sundays this past year. This outstanding group has truly been a blessing in my life. The time, energy, and love of music being put forth by this remarkable group are truly amazing.

76% of the youth from member families came through the doors for Youth Connection this past Fall. We also had other non-member friends take part. In all, 71 different youth took part through Youth Connection, Confirmation, and Exodus throughout last year.

During the course of the week I enjoy calling and meeting with the youth, parents, and advisors.

In the coming year we will continue to work with the youth to plan for ways in which our faith will have a chance to grow and flourish. The relationships that exist between Christ and each one of us, as well as each other in the name of Christ continue to be the most important things.



Nominating Committee

Jim Spilburg, Elder & Chair

Slate of Church Officer & Congregational Representative Nominees

Presented by the 2016 Nominating Committee at the November 13, 2016 Congregational Meeting

3-year terms January 2017 – December 2019 (unless otherwise specified)

Elders:

Brett Blomme
John Guequierre
Bret Larget
Carrie Sanders
Steve Veazie

Deacons:

Susan Goebel
Jennifer Morgan
Kathryn Richardson

2-year term

Barbara Danahy
Barbara Morin

1-year term

Pat Aune
John Daly
Kathy Schlimgen

Congregational Rep

Brenda Moten – Adult Education

(to fill unexpired terms)

Randy Zirk – Congregational Life (2-year term)

Evelyn McMillan – Worship (2-year term)

2016 Nominating Committee:

Jim Spilburg, Elder & Chair; Kate Richardson, Non-ruling Elder; Betsy Erickson, Gina Fritz, Deacon Reps; Raleigh Jones, Deacon Rep; Dennis Joosse, Janice Minardi, Amy Poland

Board of Deacons

John Daly, Moderator

Looking back and looking within, in order to, look forward.

The congregation was supported and blessed in 2016 with caring and compassionate Deacons serving 24 parishes. There were a total of 29 Deacons sharing 27 Deacon positions including the 2 positions that were shared jointly by couples.

Heartfelt thanks to those who have completed their terms: Linda Daly, Ken Joosse, Karen Knetter, Noel Pearson/Gwen Long, Barbara Reway, Carol Ruhly, Lynn Vande Sande. I have also completed my three-year term but I have agreed to stay in the position of Moderator through 2017. At the December 2016 meeting, five new deacons were named to the Board; some with varying length of terms. These include: Barb Danahy (2-year term), Susan Goebel (3-year term), Jennifer Morgan (3-year term), Barbara Morin (2-year term), and Kathryn Richardson (3-year term).

The Deacons began 2016 by connecting with individuals in each of their assigned parishes through an assortment of strategies: phone calls, letters, emails, and meetings at church after the service on Sundays in the Bradfield Café. The past two moderators have held informal discussions about the deacons doing a critical review of the governance structure the Board of Deacons has followed for several decades. As moderator, I initiated this review by asking the deacons to commit themselves to a multiple month assessment of our model.

Since February 2016, the deacons have been looking back and looking within, in order to, look forward. The monthly board meetings devote a significant portion of the agenda to interactive discussion groups. The deacons have been considering their roles, responsibilities and duties in the hope to help answer three key questions to our ministry and to Covenant's future.

1. In what ways... can we be More Efficient; More Effective; More Inviting?
2. How might we... actively model Covenant's guiding principle: Learning, Loving, Living?
3. Is the current Model working for the Board of Deacons?

These reflective discussions were interesting, fun, challenging and, at times, difficult. The monthly meeting minutes included brief summaries of this information and a preview of the next discussion topic. I shared this input with Pastor Charlie in separate meetings during these months. I was also able to have assistance in analysis of information from other church leaders – the Covenant Task Force on Committee Structure and Function.

Note: This task force, composed of Deacons, Elders, and members of the congregation, was convened in Fall 2015 to undertake more in-depth study of Covenant's committee structure and function with the goal of providing recommendations for the Session, Board of Deacons,

Health Cabinet and others in 2017. At the writing of this report, the Board of Deacons has identified six key topics that we believe deserve further study. These include the Parish/Zone System; Teams versus Committees; Overlap of Responsibilities; Length of Terms; and, the need for Monthly Meetings.

Currently, the Deacons are subdivided into the following committees, which help to further our mission of compassion, witness, and service.

Hospitality Committee:
Under the guidance of chairperson Susan Kau, the Bradfield Café continues to be a warm and welcoming place for fellowship on Sunday mornings. The congregation's free-will offerings help to keep the doughnuts and the string cheese a part of the nourishment each Sunday. The cost of the coffee itself has to come out of the Deacon's operating budget. All current Deacons help staff the Café in two shifts to ensure that the operations run smoothly on Sunday mornings. Sign-Up Genius continues to be used as the deacons online program for monthly staffing of the Bradfield Café. Lynn Vande Sande coordinated this effort.

The committee also organized Easter Sunday breakfast, assisted with refreshments and/or kitchen help for events such as Stewardship Sunday, the Advent Greening, Presbyterian meetings, Boy Scout Troop #122 Pancake Breakfast and many funeral receptions throughout the year.

Board of Deacons continued...

Note: The Board of Deacons has endorsed the hiring of a Café Manager in 2017. The duties and responsibilities would free up the deacons to interact more with the congregation on Sundays. Deacons and other interested volunteers would still sign up to assist in the Café.

Caregiving Committee:

Karen Knetter worked with Pastor Charlie, Mary Kieta, and the five other committee members to provide extra support and communication to select Covenant members. Condolence notes were written to family members of Covenant members who have passed away. Over 100 “Thinking of You” notes and emails were sent regularly to individuals who have special caregiving needs. These correspondences were logged in a cloud-based spreadsheet accessible to the chair, Pastor and Covenant staff.

New Members Committee:

Chairperson Barbara Rewey led this committee supported Pastor Charlie with two Inquirers classes in the spring and fall for potential new members. Covenant joyfully welcomed a number of new members into our church community. The members were then assigned to a parish and placed under the care of a Deacon. Deacons also welcomed and incorporated the new confirmands into parishes.

Health Cabinet:

As the representative of the Board of Deacons, Barb Eikenberry attended meetings and worked with members of the Health Cabinet to

provide the congregation with educational opportunities that promote good physical, mental, and emotional well-being.

Transportation Committee:

Ken Joosse and JR Schmidt frequently arranged rides on Sundays for nine congregants during 2016. These rides allowed them to attend church services and to stay connected at Covenant. A new initiative this year has been the option of a Green Cab reservation. This option was still arranged by Ken and JR.

Nominating Committee:

Gina Fritz and Raleigh Jones represented the Deacons’ by assisting the Nominating Committee in finding members to serve as Elders, Deacons, and Congregational Representatives.

I extend special thanks to Pat Aune for her work as Secretary and to all of the deacons who served in 2016. You made a commitment with me to critically look at the governance and ministry model of the Board of Deacons and, in so doing, to look at ourselves as deacons.

It has been a long journey. We are not done yet but together in 2017 we will be able to respond to the three key questions...

1. In what ways... can we be More Efficient; More Effective; More Inviting?
2. How might we... actively model Covenant’s guiding principle: Learning, Loving, Living?

3. Is the current Model working for the Board of Deacons

Task Force on Structure & Function

“For by the grace given to me I say to everyone among you not to think of yourself more highly than you ought to think, but to think with sober judgment, each according to the measure of faith that God has assigned. For as in one body we have many members, and not all the members have the same function, so we, who are many, are one body in Christ, and individually we are members one of another. We have gifts that differ according to the grace given to us...”

Romans 12:3-5

The Task Force was formed in December 2015 to think about the structure of our organization—specifically about our committees, with the concern that we might have too many and some with overlapping functions. Initial discussion focused on congregational caregiving, which is organizationally lodged in three places: the Parish system of the deacons, the Care Team, and the Caregiving Committee of the Deacons.

Other presenting issues included the future of the Health Cabinet, the purpose and effectiveness of the Deacon Parish system, the role of Deacons in the Bradfield Café, the number of elders and committees of Session, newer tasks that aren't covered in our current system (technology and visitor follow-up).

We have dozens of “slots” to fill each year, in terms of Elders, Deacons, and Congregational Representatives, and with each year people seem more reluctant to attend meetings and make three year commitments to a committee. We recognize the need for committees and structure, and we are committed to principles of Presbyterian polity, but we also want to reassess our organization, and if possible make things more efficient and effective.

As the Task Force began reading and reflecting on these issues, we realized that we needed to focus more on the specific mission of Covenant, so that we develop the structure and staffing to meet that mission. With a renewed sense of vitality at Covenant, we want to clarify who we are and what God is calling us to do. As we get that clarity, we will be better able to think about committees and staffing.

Together we read and discussed, *Governance and Ministry: Rethinking Board Leadership*, by Alban Institute consultant Dan Hotchkiss. And we began working with Alban consultant Sarai Rice, who is helping us to look at our mission and structures.

Our work has continued most recently with various opportunities for the congregation to share thoughts about Covenant and our future. We continue to prayerfully ponder, and we hope to have some ideas to present to the Session before summer.

We are excited about the spirit at Covenant now, we seek to help all members discover and utilize their gifts, and we want the one body to function smoothly, to serve God's kingdom.

Respectfully submitted,

Brad Brown, John Daly, Barb Eikenberry, Nancy Gunder, Ann Hutchison, Sally Lorenz, Mary-Beth Rolland, Jim Spilburg. With staff involvement from Charlie Berthoud, Jeff Fox-Kline, and Clara Thompson

A photograph of three women standing in front of a brick wall. The woman on the left is wearing a blue t-shirt with a starburst graphic and the text 'COVENANT PRESBYTERIAN CHURCH' and 'REMEMBER'. The woman in the middle is wearing a red t-shirt with a starburst graphic and a name tag that says 'Lisa'. The woman on the right is wearing a green t-shirt with a starburst graphic and the text 'Covenant Presbyterian Church' and 'Learning Loving Living', and a name tag that says 'Jan'. All three women are smiling. A semi-transparent white circle is overlaid on the image, containing the text 'Councils & Committees of Session'.

*Councils &
Committees
of Session*

Covenant
Presbyterian Church

Learning
Loving
Living

Building & Grounds Committee

Kurt Brink, Elder & Chair

"In whom the whole structure, being joined together, grows into a holy temple in the Lord. In him you also are being built together into a dwelling place for God by the Spirit."

Ephesians 2:21-22

The Building & Grounds Committee meets each month to discuss maintenance, upgrades, and repairs of the Church building, grounds, and other internal equipment. The committee also makes recommendations to related budget line items based on historical data and forecasts for the following calendar year.

In addition to the worship services, there are many employees that work full time, dozens of committees, hundreds of events and thousands of outside people that use the church every year. This means that keeping the building structure useable and attractive and the surrounding grounds beautiful, is an important, and unending job.

This was another busy year for the Building & Grounds Committee. Utilizing the control system installed last year with the sanctuary wing's efficient hot-water boiler system, the committee decided to replace the old valves and thermostats as they fail in the areas of the facility heated by the older (but very functional) steam boiler with new electrical-based valves. This actually improves efficiency of the steam boiler. The committee is also monitoring the energy savings of the new control system and boilers. It has only been installed a year, but we have already noticed an energy savings although it is too soon to accurately quan-

tify, but early estimates exceed 20%. Covenant has a new phone and voicemail system completely installed by committee members. Additionally, the Internet bandwidth was increased to 60M. The wireless infrastructure was also improved. Phase 1 of the courtyard water drainage project has been completed by sending the water from two downspouts directly to a catch-basin to eliminate possible flooding into the Bradfield wing bathrooms and storage rooms. The Siberian elm was removed to eliminate further damage to cars and the fear of hurting people.

Most of the other large trees were professionally trimmed to enhance the beauty and lessen the chance of falling limbs.

Financing for the replacement of Covenant's 30,000 square foot roof has been finalized with the capital campaign. The roof, with replacement put off a year to procure financing, experienced additional damage with a September 19th hail storm. This necessitates careful snow management to reduce the formation of ice dams which has caused significant leaking into the building. Roofing bids will be submitted next month for replacement in the summer of 2017. Other large projects will be addressed as funds from the Capital campaign become available. The projects could include replacement of the rest of Covenant's windows, new Bradfield Hall chairs, repair of sanctuary pews, new sanctuary sound system, Covenant entrance improvement, re-surfacing/repair of the parking lot, and new

cabinetry in the classrooms.

The Building & Grounds Committee is a group of very talented individuals and many lend expertise from their professional vocations. They are Bob Schaefer, Dick Pearson, Dave Logan, Dennis McMullen, Bob Lanphear, Dave Rebholz, Cindy Schally, Steve Whayland, Doc Parker, and Mary Kieta. There are also two groups that work independent of Building & Grounds but are related and report to the main committee, the Interior Committee, responsible for furniture, window coverings, some of the interior lighting, etc., consisting of Rosemary Jones, Ann Athas, Barb Rewey, and Ann Hutchison and Laurie Jones. The Technology Committee, responsible for the computer network, phone and voicemail systems and audio visual equipment, consists of Doug Poland, Molly MacVenn, and John Strikwerda.

Office Staff members are Mary Kieta, Office Administrator; Stephen E. Webster, Financial Secretary; Molly H. MacVenn, Communications Coordinator; Ken Corbett, Custodian and Equipment Repair; and Jim Williams, Custodian & Groundskeeper.

There is also a large number of volunteers, too numerous to list, that put in an amazing number of hours. A lot of the coordination of this workforce was provided by Bob Schaefer.

Thank you for the incredible volume of work from such a talented group of Committee Members, Office Staff, and unnamed volunteers this year!

Adult Education Committee

Barbara McCall, Elder & Chair

We give thanks to God for the year past and the many people who participated in Adult Education. Your interest and participation make Adult Education a vital part of the Covenant ministry. Thank you!

We thank our pastors for their support and encouragement: Dr. Berthoud, Dr. Salt, Rev. Enderle, Rev. Thompson and Rev. Fox-Kline. We welcome Jeff Fox-Kline who now provides pastoral guidance for Adult Education.

We thank the members of the Adult Education Committee: Ken Hindman, Eric Wendorff, Lloyd Southwick, Alan Crist, Marilyn Unruh, Brenda Moten, and Cindy Lovell, Librarian.

We thank the many presenters who brought us information and inspiration throughout the year: Scott Anderson, Dave Athas, Christine Barden, Mary Bartzen, Charlie Berthoud, Brett Blomme, Chelsea Cornelius, Bette Duff, Gordon Enderle, Elizabeth Erickson, Jeff Fox-Kline, Sarah Galanter-Guzuewski, Eric Girard, Nancy Gunder, Peter Gunder, Melissa Hardy, Sam Highsmith, Ken Hindman, Matt Hirshberg, Don Kershner, Dr. Leonard, Sally Lorenz, Dick Lovell, Helen Madsen, Dustin Maher, Barbara McCall, David Moore, Brenda Moten, Linda Nylund, Doug Poland, Karen Reece, Bob Roden, Jim Ruhly, Jessica Salt, Carrie Sanders, Steve Schooler, Cindy Schally, John Sherer, Tim Smeeding, Lloyd Southwick, Clara Thompson, Cassie Vanderwall,

Eric Wendorff, Steve Whayland Looking to the new year, in 2017 we hope to develop more self-sustaining small groups and to present Sunday and weekday opportunities to meet and to discuss our faith. We ask for your support for all of our programs. If you have particular interests or ideas, please contact any member of our committee. We want our efforts to support learning, loving & living as a community of faith.

With thanks for the blessings of the past year and with hope for the year ahead.

Covenant Library



In 2016, use of Covenant Library was about the same as in 2015:

- 44 people used the library this year (compared to 56 last year)
- 91 items were checked out (compared to 104 last year)

No promotion was done for the library in 2016 other than occasional postings in the “Caravan.”

Items were checked out from 23 of the 28 categories in the library. The most popular category was “Children” (books and DVDs), accounting for 13% of the transactions.

Other popular categories included “Bible Commentaries” and “Comparative Religion.” The CEB Study Bible and The New Interpreter’s Study Bible were the most often checked out items.

In an effort to keep current, 117 new items were acquired for the library (67 via donations, 49 through purchases, and 1 from the church’s resource room). Fifty-four items were removed from the library: most were donated to our church’s Trash & Treasure sale because they were duplicates, or they were old, worn,

and rarely checked out; three items were never returned.

The Adult Education Committee was largely responsible for any purchases, so the chair-person should be contacted with any questions regarding spending.

For a list of all 862 items currently in stock in the library, look in the blue binder kept on top of the check-out stand. If you have any questions, please contact Cindy Lovell, volunteer librarian.

Youth Ministries Committee

Ann Perry, Elder & Chair

The Youth Ministries Committee has oversight of administrative matters related to the Youth Connection programs for middle school and high school students. Our goal is to encourage an environment in which young people feel comfortable experiencing, growing, and sharing their faith journeys.

The Middle School Youth Connection (MSYC) meets on a weekly basis during the school year, usually at 4:00pm on Sundays. Activities include cooperative group games, discussion, music and devotions. Youth are encouraged to bring in non-member friends and they do! Youth took part in three off-site overnight retreats as well as a couple of Saturday evening activities. Service projects for the middle school youth included collecting hats & mittens for the children of the Salvation Army, raking lawns of some of our older members, and scheduled caroling at two local nursing homes. Our advisors included: Rachel Aune, Chris Barden, Grady Brown, Trevor Brown, Betsy Erickson, Tara Fussell, Melissa Hardy, Frances Parker, and Chantel Pivotto. Other parents were involved as needed from time to time.

Our High School Youth Connection (HSYC) met on Sunday evenings at 6:30pm during the school year. Included in a typical gathering are cooperative games and Small Group discussions. The youth have a time of devotion that includes group singing, scripture, a message, and prayer. There were two off-site retreats offered for this group this year. This past fall they also served at Second Harvest Foodbank, The River Foodpantry, and the Rockford Rescue Mission. This group also shopped for food and Christmas gifts for clients of The River. Advisors to the HSYC program have included Bob Aune, Kris Bauer, Brad Brown, Tara Fussell, Chris Taber, Dave Rebholz, Marge Resan, Lynn & Matt Vande Sande, Mary-Beth Rolland, Christy Stravaaldsen, and Steve Whayland.

The Trash and Treasure Sale brings many people together, including those not directly associated with the trip. The support by this congregation continues to be the main reason why this event is so very successful. The tradition begun by the youth in past years of donating a percentage of the net earnings continued as they gave

15% to local charities through which the youth worked during the course of their mission trip to St. Louis. A generous donation to this effort was also made by those attending the youth-led worship service in August. Trash & Treasure also supports, in part, the Fall mission projects associated with The River FoodPantry.

The 2016 trips were very successful. The Middle School Youth Connection worked through Rockford Urban Ministries for a week. The High School Youth Connection camped at Peninsula State Park in Door County. The High School Youth Connection group served in the mission field of St. Louis in July. The traveling high school youth led a worship service that expressed what they experienced on that trip and how it impacted their faith. Our summer trips continue to be life-changing experiences for all involved!

The contemporary style band Exodus currently comprised of six youth along with adults, Chris Lee and Steve Royalton provided the worship music leadership on 10 of our Sunday mornings for the New Day service at 9:00am.

Confirmation is a one-year program offered to high school freshmen. The class was taught by Youth Ministries Coordinator, Steve Royalton, along with Rev. Clara Thompson.

Our Youth Ministries Committee in 2016 has consisted of Kris Bauer, Andrea Diaczun, Heather Douglas, Marybeth Friske, Todd Friske, Anne Perry (chair), Greggar Petersen, Becky May, and Youth Ministries Coordinator Steve Royalton.

Our thanks go to all the volunteers who work together to make the Youth Ministries programs successful, and to Youth Ministries Coordinator Steve Royalton, who brings his many talents to focus the energy and enthusiasm of all the participants.

Children's Ministries Committee

Chris Barden, Elder & Chair

"Change on the Way"

After two quick years as an Elder on Children's Ministries, my term is over. I have enjoyed working with all my committee members. When dealing with change, this scripture from Philippians 4:6-8 has helped me; "Do not be anxious about anything, but in every situation, by prayer and petition, with thanksgiving, present your requests to God. And the peace of God, which transcends all understanding..." Change is good, and I am sure the new elder, Brett Larget will be great.

Children's Ministries was glad to work with Building & Grounds to address some of the heating issues in our classrooms. The nursery had a new children's size toilet and sink installed. The committee worked with Personnel Committee to update our background check of our volunteers. A sub-committee wrote a vision statement, mission statement and goals of Children's Ministries that incorporated the church's motto "Learning, Loving, Living". Children's Ministries was also excited to be included in the Capital Campaign. The dated classrooms should see a fresh upgrade of windows and cabinets that lock.

Program Highlights

- **Vacation Bible School: Sailor's Bible:** Covenant had a large number of children (40) that participated in Sailor's Bible and presented the musical in worship on Sunday, June 19th, directed by Children's Music Coordinator Molly Peterson. The stage crew was expanded for kids that want to participate but not perform on stage.
- **Heifer Project International:** For Covenant's 23rd year of fundraising for the Heifer Project, we were able to exceed our goal of \$3,000 and raised \$3,639. The intergenerational Heifer Mini-Market was conducted between worship services on Sunday, February 7th. The money raised was donated to Heifer International of Honduras. This project continued to be a congregation-wide highlight of the church year as both children and adults looked forward to the costumed children collecting money in banks. The committee started to look ahead for the 25th year anniversary of our church's participation in Heifer.
- **Sunday School Festival with the Praise Puppets:** On May 22nd, we again packed the families and Covenant members in South Bradfield. The stages were arranged in the south east corner of Bradfield and some of the divide panels were closed to help with the acoustics of Bradfield.
- **Celebration Choir & the Souls of Praise Liturgical Dancers:** The Celebration Choir ranges from Kindergarten to 7th graders. The Celebration Choir & Liturgical Dancers performed three Sundays. Children's Ministries was able to obtain funding from Gifts, Memorials & Bequests for more tunics for the growing number of Liturgical Dancers.
- **Collecting School Supplies for Glenn Stephens Elementary School:** Our first time collecting school supplies for Glenn Children's Ministries Committee held two collections one after the school year during Vacation Bible School and before the start of the school year. The supplies collected filled about two car trunks and supplies ranged from pen and pencils to backpacks.
- **Christmas Pageant:** This year Children's Ministries tried something a little different, we held the pageant the week before the Christmas Eve service, between the two services. This allowed children to participate in the pageant that usually miss out because families travel for the holiday.
- **Prayer Pails and Prayer Garden summer project:** A new program to try to remind families to pray during their busy summer schedule. This project was multi-generational; prayer sticks were collected at the end of the summer and displayed in a prayer garden.
- **Project Linus:** For the 7th year in a row, about 40 members of the Covenant community and friends, including a Girl Scout troop, participated in an outreach and mission project on November 6th. Church volunteers topped last year's record by one and made 126 no-sew fleece blankets or about one week's worth in just two hours for Project Linus, an organization that provides blankets to seriously-ill or traumatized children or youth.
- **Ever Busy Nursery:** In 2016, Covenant Presbyterian Church held 10 baptisms. It is a good sign to the future of the church, and the nursery has been a bit more busy; which is a good problem to have.
- **New Activity Pouches:** Thanks to one of the committee members, we were able to replace the plastic envelope activity pouches with handmade cloth pouches. The new pouches are much quieter.

Thanks to all of you who support Children's Ministries with your time, talents, and gifts, especially the committee members. You make Covenant a welcoming community for children of ALL ages!

2016 Committee Members: Adam Brigham, Marcy Carlson, Emily Lanphear, Megan Munson, Bret Larget, Mollie Moore, Heather Potter, Jenny VonBergen, Chris Barden (elder & chair), staffrep. & Children's Ministries Coordinator, Donna Monson.

Worship Committee

Mary Beth Rolland & Tom Blewett, Elders & Co-Chairs

As stated in Covenant's Plan of Organization, the purpose of the Worship Council is to oversee, support, enrich, and plan for the worship life of Covenant Church and to advise the Session regarding worship.

The 2016 Worship Council was comprised of the Worship Committee and the Adornment Committee.

2016 Worship Committee members included: Mary-Beth Rolland (elder, co-chair), Tom Blewett (elder, co-chair), Gary Pivotto (usher liaison), Fern Lawrence, Julie Sadowsky, and Megan Munson. Staff ex officio members included: Pastor Charlie Berthoud, Melissa Hinz, Ben Welch, Donna Monson, and Steve Royalton. Julie Sadowsky has coordinated communion for the last 3 years and done a wonderful job! Thank you! Evelyn McMillan will be joining the Worship committee for 2017.

The 2016 Adornment Committee members included: Peggy Bugg, Jane Norman and Judy and Jerry Montgomery. The Adornment Committee arranged for flowers, candles, banners and other items to enhance the worship space in the sanctuary. This year a new set of banners were designed by Ann Athas and made by Laurie Jones to celebrate the season of Ordinary Time. They depicted the growing season in four banners with matching communion table and podium banners. They are beautiful and added a great deal to the worship experience during Ordinary Time. There was a large stained glass banner behind the cross during January Ordinary Time also designed and fabricated by Ann and Laurie. It reflected the stained glass windows and added to the worship experience. Thank you Ann and Laurie!

During its monthly meeting, the Worship Committee provided support, consultation and feedback for Covenant's worship leaders.

As a committee, and through the work of its individual members, the Worship Committee was responsible for the following:

- Communion: Communion elements were prepared with assistance from other volunteers and communion servers were recruited from the Deacons and Elders.
- Liturgy: Liturgists were recruited for both services as needed.
- Midweek Lenten Suppers and Worship Services: These were planned and coordinated from Ash Wednesday through Easter. Over 50 people contributed food, hosted, set up or cleaned up for the 7 meals including: Gerry Maruska, Peter Hughes, Mary-Beth Rolland, Susan Wood, Soul Sisters, both choirs, Laurie Jones, Beth Schmaltz, Clara Thompson, Ann Perry, Melissa Hinz, Steve Royalton, Julie Sadowsky, Jane Wise, Chris Barden, Rosemary Jones, Pat Thielbar, Kris Bauer, Gary Pivotto, Megan Munson, Men's group, Fern Lawrence and Margaret Hickman. Tom and Cindy Blewett were hosts for each supper to make sure things ran smoothly. Between 60-85 people were served dinner on each night. First time attendees were treated to a free meal. Flyers for the meals and services were distributed throughout the neighborhood to invite neighbors. Pastor Charlie, Pastor Clara Thompson, Mary-Beth Rolland, Tom Blewett, Pastor Jessica Salt, and Pastor Scott Anderson gave homilies on the theme of "Learning the Word, Living the Word". Melissa Hinz, Ben Welch, and Doug McNeel provided music. Special music composed by Richard Bruxvort-Colligan called, *People of the Earth and Hidden with Christ* was used during the services. John Strikwerda, Gary Pivotto and Bob Schaeffer made sure the sound, recordings, and ushers were coordinated. Mary Kieta, Molly MacVenn and the custodians provided extra support. A heartfelt thanks you to all for making this a successful spiritual journey for many.
- Children and Worship: Children participated in the worship experience in many ways during 2016: reading scripture, liturgical dance, a musical, Children's Time, middle and high school bells, ushering, Celebration Choir, the Palm Sunday processional with the donkey, and a Christmas pageant during the 10:00am hour on December 18th. Many people led the Children's Time this year including: Donna Monson, Marge Resan, Cindy Lovell, Pastor Charlie, Pastor Clara, and Pastor Jeff. Thank you!
- Advent Devotional: Walter Brueggemann's, *Names for the Messiah: An Advent Study* was used during advent to enrich the sermon series on Names for the Messiah based on Isaiah 9:6.
- Advent Service Candle-lighting: People were recruited to light the Advent candles at each service.

Worship Committee continued...



- Music in Worship: Melissa Hinz, Ben Welch, Steve Royalton, and Molly Peterson provided excellent leadership for the Chancel Choir, New Day Band and Exodus Band, the Celebration Choir, hand bell choirs and various soloists. Doug McNeel's talent on the organ and piano was appreciated. These groups offered a variety of musical styles that enhanced the worship experience. Thank you to all!
- Sanctuary Projection System: Steve Royalton continued to coordinate the sanctuary projection system operation team consisting of Chris Chen, Peter Crump, Nancy McCulley, Betsy Saar, Andrew Taber, Chris Taber, Janice Walden, Randy Zirk. Thank you to those team members. Melissa Hinz prepares the power point for this. The graphic used for the Advent services was particularly lovely.
- Ushers: Gary Pivotto continued to coordinate the dedicated team of ushers.
- Worship Bulletin Assembly: Although not members of the committee, Mickey Rath, Pat Rowe, and Barbara Morin made an important contribution to worship by assembling each Sunday's worship bulletins, following Molly MacVenn's formatting and printing.
- Children's Worship Bulletins: Kathy Wendorff continues her faithful service in preparing the children's worship bulletins.
- Video recording of Sermons: John Strikwerda, Gary Pivotto, and Bob Schaefer began to record the sermons each Sunday with the help of several volunteers. John Stikwerda and Molly MacVenn then edit videos for viewing on the website. Recently, new software has been purchased so Mac users can also view sermons.
- Sunday Offering Tellers: The following people helped tally our offerings every Sunday: Barb Besadny, John and Linda Daly, Linda Dolan, Dennis Joosse, Ken Joosse, Margery Lueder, and Bob and Nan Schaefer.
- September Kick Off: Megan Munson and Donna Monson coordinated a worship display at the kickoff for the new church year that was attractive and helpful.

This January we look forward to a devotional following the gospel of Matthew that will supplement the sermon series. The sanctuary sound system team (John Strikwerda, Melissa Hinz, Steve Royalton, Ben Welch and Bob Schaefer) continues to work to find a bid that will help us upgrade and coordinate our system.

We thank all that have contributed to the worship experience at Covenant under the excellent leadership and vision of Pastor Charlie Berthoud.

Congregational Life Committee

Lisa Cantrell, Elder & Chair

2016 Congregational Life Committee members:

- Lisa Cantrell, Chair
- Clara Thompson, Staff
- Annette Fitzpatrick
- Gina Fritz
- Beth Schmaltz
- Jan Schuster
- Mary Tibbitts
- Janice Walden

Program highlights:

- Valentine's Day cookie decorating
- Fall prevention workshop and luncheon for seniors
- Potluck/Game Day
- Annual church picnic
- Charlie's 25th anniversary celebration
- Annual Greening (record attendance!) and Christmas decorating
- New sign for Welcome Center
- Weekly gift bags for first-time visitors
- Dinners for Eight



This has been a year of firsts. For the first time, we hosted a program specifically geared toward the more senior members of our congregation. This was well received and led to requests for more such programs. (We are already working on this for 2017.)

We are also excited about the additions and improvements to the Welcome Center, as we have worked in partnership with the newly formed Welcome Team to strengthen our connection with visitors and new members. Welcome Center greeters have handed out dozens of gift bags to first time visitors. Each bag contains a welcome letter from Charlie, an information brochure, a church business card and a Living-Loving-Learning card – both also available at the Welcome Center – and a jar of jam from Porchlight Ministries (along with information about their ministry).

It has been a good year and we are looking forward to 2017.

Our Mission Statement

“Create opportunities for members and friends of Covenant to share Christian faith through a variety of opportunities that nurture spiritual growth, discipleship and deeper connections with others in both large and small group fellowship events and small group gatherings. Through these opportunities encourage active participation in the life of the church for all members. Welcome visitors and facilitate relationships with newcomers to the congregation, inviting them into deeper



Health Cabinet

Rosemary Jones, Elder & Chair

For the 2016/17 church year, we are focusing on the *Mind* as part of our focus on *Healthy Minds, Body, and Spirit*.

Speakers:

- January 17, Mindful Eating
- February 28, Hip protection device by UW graduate students, cohosted with Congregational Life
- March 13, Dustin Maher, Healthy Eating
- September 15, October 9, Don Kershner and John Shauer Dementia Friendly
- October 2, Matt Hirshberg, Introduction to Healthy Minds

- A tour of the building was done with Paul Rusk from the Alzheimers/Dementia Alliance, and minor modifications were recommended.

- We sponsored a table on May 15 for Alternative Transportation Sunday, Randy Zirk and Eric Girard provided pamphlets and expertise.

- We collected socks for Allied Drive over Advent, approximately 140 pairs were delivered to Allied Drive.

- We have scheduled three more dates for the group from the Center for Healthy Minds in January and April 2017.

- We plan to focus on *The Body* for the 2017/18 calendar year.

- We would like to facilitate small groups for exercise and other healthy activities in the future.

- We were saddened by the loss of one of our committee this year, Kathie Zarembo, and also have missed the guidance of Jessica Nyland Salt.

- 2016 Health Cabinet: Rosemary Jones (chair), Barb Eikenberry, Polly Guequierre, and Gwen Long

Mission Committee

David Moore & Marge Resan, Elders & Co-Chairs

2016 Mission Committee Members: Marge Resan and David Moore (Elders and Co-Chairs); Congregational Representatives Chris Gomez Schmidt, Ginger McIntosh, and Friedemarie Farrar; and members Nancy Gunder, Bob Lorenz, Helen Madsen, and Emilie Songolo

The Mission Committee of the Outreach Council is charged with facilitating the Covenant Church mission to minister faithfully in our daily lives by providing opportunities for Covenant Church and the members of our church family to contribute funding and hands-on volunteer efforts to those in need of food, shelter, friendship, peace, and justice, both here in our local community and in other parts of the world.

In our community, Covenant works with over twenty local organizations to help those in need of assistance. In 2016, the need for shelter was addressed in cooperation with The Road Home, Porchlight, Port St. Vincent and the Dane County and Lower Wisconsin River chapters of Habitat for Humanity. Hungry people were fed through our support of the Grace Food Pantry, food at the Grace Homeless Shelter, and Meals on Wheels deliveries, as well as food and fellowship for UW students on campus with two dinner meals at Pres House. Clothing and nourishment were supplied through the Community Action Coalition (CAC) spring clothing and Fall food drives. Services to support struggling individuals and families were another emphasis of Covenant's mission, as we provided funding to the Center For Families, Domestic Abuse Intervention Services, Madison Urban Ministry, Off the Square Club, Port St. Vincent, Triangle Ministry, and Briarpatch - Youth Services of Southern Wisconsin. The Mission Committee has continued its surveys of local organizations Covenant supports finan-

cially. The surveys are providing us with information about the impact of the programs we support and are helping ensure that our funds are being used effectively. In 2016, Covenant started a partnership with Glenn Stephens Elementary School. Covenant members have provided healthy snacks to all students in the school once per month, and two classes at the school have become "pen pals" with Covenant members through a monthly journal exchange. The committee has been prayerfully exploring options to support efforts in Madison to address racial inequities in our community.



Covenant's mission also reaches beyond our community to assist people in other parts of the world. We provide ongoing support of mission work in Kenya and South Sudan. Covenant continues longtime PC(USA) relationships in Guatemala. We have been especially grateful for the work of Brian and Sandy Thompson-Royer, our Mission Co-workers in Guatemala. The Guatemala mission provides on-going support for the people there, focusing on the education of poor children and clean water for families and schools. Covenant also provides financial support for mission workers in South Sudan and Kenya, Covenant Hospital in Haiti, and Presbyterian Medical Missions.



Mission remains a high priority of Covenant Church, both through our financial support and in the countless ways the people of Covenant support mission outreach as volunteers, generous donors of goods and money, and believers in the importance of helping others. The Mission Committee is grateful for this support of its work.

Capital Campaign Year-End Report

Peter Crump, Lisa Davis, Laurie & Raleigh Jones, Co-Chairs

Charged with maintaining the building, the Building and Grounds Committee compiled a significant list of items needing attention during the past few years, including a full roof replacement. A consultant was engaged to identify the issues related to the roof in detail and to estimate the cost of making these repairs. Since the expense of repairing the roof was substantial and other maintenance needs were identified, Session determined a Capital Campaign was necessary to raise funds to address these needs.



We were asked by Pastor Charlie and Session to lead a campaign to raise the funds to address repairs and maintenance needs in the amount of \$700,000. Because of Covenant's long term commitment to mission and tradition of including mission giving in past Capital Campaigns, an additional \$70,000 was included bringing the total goal to \$770,000. Depending on the amount raised, 10% of the final figure will go towards mission, overseen and distributed by the Mission Committee.

Work began in earnest in May 2016 with meetings of the committee co-chairs, Sally Lorenz (chair of the last Capital Campaign), and Pastor Charlie. Fifteen house meetings were planned and executed, including two at the church between services. We are very thankful to the members who generously hosted groups of 10-20 people where we explained the current building status and the reason for the campaign. Educational materials were developed and printed with the expert aid

of our office staff. In September, an advance giver luncheon was held for those who had historically given generously to past Capital Campaigns. The campaign was carefully coordinated with the Stewardship Committee, and we stressed throughout the process that the annual giving campaign was to take first priority when completing pledge cards. The final education event was held as part of the Stewardship CE Event in October where the budget requests for 2017 and the Capital Campaign were explained once more.

Pledging commenced on October 31, and pledges were still being received during December. As of Dec. 31, 2016, the pledged amount to the Capital Campaign was \$706,317.55. Expenses for the campaign totaled \$1,779.39. Pledges will still be accepted in the coming year.

We thank everyone who was able to contribute to the Capital Campaign.

Caring for our building allows us to be educated and enriched so that we can go out to be the disciples Jesus has called us to be. Your generous support is greatly appreciated!

Our Church Our Future

More Than A Roof

Stewardship Committee

Chris Verhaeghe, Elder & Chair

The 2016 Stewardship Committee members included Chris Verhaeghe, Ernie Perry, Laurie Jones, Sally Lorenz, Sylvia Poppelbaum, and Pastor Charlie Berthoud.

The committee's primary focus was to continue the success of past stewardship campaigns and while coordinating with the efforts of the three-year Capital Campaign.

The Fall stewardship campaign theme this year was *Our Church, Our Future, Growing Stronger Together* in 2017 and focused on the wonderful mission and leadership of our church. The campaign resulted in raising \$896,636.50 in pledges from 255 pledging units/families, and a special thanks to the numerous congregational members chose to increase their pledge amount from the previous year! While short of session's overall asking budget, we did see an increase in our stewardship contributions and are hopeful to see this trend continue.



In addition to the Fall campaign, the committee organized and supported four Presbyterian Special Offerings. Below are the totals raised for each offering:

- One Great Hour of Sharing - \$4,063.89
- Pentecost - \$3,625.00
(40% retained for Covenant use and donated to Briarpatch Youth Services)
- Peacemaking Offering - \$3,590.00
(25% retained for Covenant use and donated to Presbyterian Disaster Relief Fund for Syrian Refugees)
- Christmas Joy Offering - \$2,874.22

As the leadership of the committee changes this coming year, we look forward to new ideas and excitement around our 2017 campaign. A special thank you to everyone who assisted with the stewardship efforts this past year and thank you again to everyone who made a pledge to the annual campaign.

Gifts, Memorials & Bequests Committee

Judy Brannstrom, Elder & Chair

“Now there are varieties of gifts, but the same Spirit; and there are varieties of service, but the same Lord; and there are varieties of working, but it is the same God who inspires them all in every one. To each is given the manifestation of the spirit for the common good.”
II Corinthians 12:4-7

The Gifts, Memorials & Bequests Committee (GMB) is charged by Session to encourage members and friends to consider financially supporting the mission and ministry of the church above and beyond operating fund pledges and to administer these special gifts according to the GMB Protocol. The generosity of Covenant members and friends was again overflowing in 2016.



1. Memorial gifts were received to commemorate the lives of Jenny Chung, Joan Fliegel, Stretch Jaeger, Carol Klunick, Lila Lightfoot, Mike McCoy, Esther McIntosh, Marv Schaeffer, John Steffen, Curt Weatherhogg and Kathleen Zaremba.
 2. Gifts were received in honor of Pastor Charlie's 25th anniversary of ordination, and in honor of Helen Madsen and Bob & Sally Lorenz for their leadership of mission efforts in Guatemala; and for the specific purpose of upgrading sanctuary technology.
 3. Wish List and other requested items were funded by GMB in 2016:
 - \$3,000 in scholarships for Guatemalan school children.
 - \$2,000 for urgent food, clothing and other needs of children and families served at The Playing Field, a preschool housed in Bethany Methodist Church that serves mainly HeadStart children.
 - Hired musician/composer Richard Bruxvoort-Colligan to compose special pieces and lead music at Covenant for the Ash Wednesday service.
- New 42" flat screen TV, cart, Blu-ray player and HDMI cable for use throughout the church.
 - New blue tunic pullovers for the Souls of Praise Liturgical Dancers.
 - New Transportation Fund to cover taxi rides to and from church.
 - New computer work station in balcony for the projection system.
 - Travel, lodging and registration fees of \$2,000 for 4 lay members to attend September Leadership Institute in Kansas City.
 - Out-of-the-ordinary organ re-leathering expenses.
 - Software to facilitate weekly sermon recording.
 - Funding of up to \$9,000 in consulting fees and \$3,000 in travel and expenses for Consultant Sarai Rice to work with the Covenant Task Force on Re-organization in 2016-17.
 - Gifts in honor of Pastor Charlie's 25th anniversary of ordination were sent to the two seminaries where he received training: \$750 each to Union Theological Seminary and Columbia Theological Seminary. In addition, a gift of \$500 was designated for Suchi Theological School in Guatemala, in honor of Charlie's dedication to mission work.

Gifts, Memorials & Bequests Committee

5. The Don and Marion Peterson Ministry Fund at the Presbyterian Foundation is designated for the benefit of children at local, national and international levels. In 2016, the Petersons again added generously to the Fund principal. Covenant is the beneficiary and steward of distributions from the Fund. Proceeds of \$11,500 were disbursed to three local agencies in December 2016:

- Lussier Center - \$4,900 for food service and educational needs in programs directly supporting children;
- The Road Home - \$3,300 toward funding of an educational assistant to help former homeless children with school needs and extracurricular activities as their families transition into housing.
- Glenn Stephens Elementary School, our partner school - \$3,300 to assist with urgent, direct food and clothing needs of children.

6. Covenant's Medical Mission Endowment Fund - available proceeds of \$2,491 were supplemented with \$1,509 of GMB funding and distributed as follows:

- \$2000 to help fund a mobile medical clinic in Mombin Crochu, Haiti.
- \$2000 to help fund critical medical care for women and children at Holy Cross Hospital in Haiti.

7. Friends of Covenant's Future are those who have remembered Covenant in their wills, those who funded the Medical Mission Endowment Fund, and those who have given major gifts to Covenant. All were remembered with Christmas cards from GMB in December.

8. Over 120 individual gifts were received and acknowledged by GMB during 2016. When combined with the proceeds of Covenant's Endowment Funds, the Stark Family Fund, the Don and Mary Harkness Donor-Advised Fund at Madison Community Foundation, and the Peterson Children's Ministry Fund, these gifts have broadened Covenant's impact on both ministry and mission - all for the common good. Thanks be to God for the generosity of our church family and the foresight of many planned givers.

As the departing GMB Chair, I am grateful for the dedicated service of fellow committee members in 2016: Christine Barden, Peter Crump, Todd Friske, Steve Larson (Secretary), Anne Lawrence (Treasurer), and Bob Lorenz (Mission Rep). As Todd Friske retires from the committee, we extend deep gratitude for his very thoughtful and devoted service during the past five years. Thanks, too, to Pastor Charlie, Mary Kieta, Molly MacVenn and Steve Webster who continue to be valuable resources for the GMB Committee.

Finance Committee

Jim Ruhly, Elder & Chair

As we entered 2016 twelve months ago, Covenant was in solid financial shape but with some identified specific financial challenges that would require complex and difficult decisions. As we enter 2017, we can report the staff and Session have been successfully navigating those difficult decisions and Covenant ended 2016 with a surplus that could approach \$70,000 once all bills are paid.

As this is written (early January, 2017) final financial figures for 2016 are not available, but we can say final revenue totals will meet or slightly exceed pledge total compiled in early 2016. This is largely explained by a member family's challenge gift of \$20,000 early in the year leading to a number of other members increasing their 2016 pledges to meet the match. That effort produced approximately \$60,000 in additional funds for operations. The significant surplus for the year was aided by the Session committees and church staff carefully monitoring all expenditures. Session in 2017 will decide how to handle that surplus, including an option to apply part of it to the 2017 operating budget to cover certain expenses initially forecast for 2016 which will be encountered instead in 2017.

As you know, in fall of 2016 Covenant also initiated a three-year capital campaign to raise funds for several building needs which the session and its committees, including Building & Grounds, identified as necessary in 2017-2018. A committee co-chaired by Laurie and Raleigh Jones and Lisa Davis and Peter Crump has worked tirelessly to communicate the church's needs, and the congregation has responded positively. As this is written, a shade over \$700,000 has been pledged to the \$770,000 goal. The Finance Committee has discussed finance options such as borrowing, but is heartened that such options may not be needed or needed only minimally. The work on the roof—the most expensive of the improvements to be undertaken—is expected to commence in spring.

Throughout 2016, Covenant staff and committees have demonstrated extraordinary stewardship of funds, spending only when necessary to maintain excellence in product and services. When circumstances required greater financial resources than budgeted, prayerful

consideration was given to all options. Our church leaders continue to provide faithful service with astute attention to the financial repercussions and options. The committee thanks Mary Kieta, finance secretary Steve Webster, pastoral and program leaders and dozens of faithful volunteers for their commitment to stewardship and accountability.

Next year's Finance Committee is in good hands with Ted Tibbitts, Betsy Erickson and Nan Zimdars continuing their service, as will recent committee chair (Session class of 2016) Jim Ruhly. New leadership and a fresh set of eyes will be provided by just-elected Elder Brett Blomme who will serve as committee chair in 2017. We are fortunate also that church treasurer Gordon Enderle has agreed to serve another year.

Covenant continues its journey to discern what God seeks from us amidst the countless blessings we enjoy. We are grateful to those who have joined the ongoing efforts to assure that the building is safe and welcoming for all users and that Covenant's commitment to local and international mission work is sustained. Thank you for a rewarding 2016 and for joining us in confronting the challenges, which 2017 will surely bring.

2016 Finance Committee: Jim Ruhly (chair), Elizabeth Erickson, Ted Tibbitts, and Nan Zimdars.

Personnel Committee

Marie Crist, Elder & Chair

The Personnel Committee advises the Session on all matters relating to personnel employment by Covenant. It also supports and nurtures the staff. The committee meets monthly or as needed, throughout the year to consider personnel matters and advise the Session on such matters as adding and reducing staff, regulating employee benefits, determining compensation, monitoring and revising position descriptions, evaluating staff performance in conjunction with the teaching elder(s), adjusting workloads, and reassigning duties.

A special thanks to committee members as they have continued to be a supportive group to the staff and to each other throughout 2016.

During the 2016 year the committee witnessed and responded to a number of personnel changes; Reverend Jessica Nyland Salt resigned her position as Parish Associate effective May 31. Parish Associate Clara Thompson took the summer off, but returned September 1 to complete the year. She looks forward to continuing serving Covenant through 2017. We thanked Jessica for her ministry at Covenant with a reception. A special thank you to Donna Monson for stepping up and increasing her hours to support the Pastoral Care needs. We are blessed and pleased to have Reverend Jeffrey Fox-Kline join Covenant as our Associate Pastor. Pastor Jeff's first day was October 18. We continue to be blessed with a dedicated staff.

The efforts of Covenant's event coordinators come under the umbrella of the personnel committee. They coordinate weddings, funeral luncheons, receptions, and other special events. Their volunteer efforts are a gracious extension of Covenant's hospitality and provide needed relief to paid staff who already put in long hours.

The committee finalized the Covenant Presbyterian Church's Policy on Sexual Harassment, Abuse and Misconduct policy and sent it to Session for their review and approval. We have contracted with "Protect My Ministry" for screening and training of volunteers who are working directly with youth and other areas that Session deems appropriate. They have screened 49 volunteers and trained 29 for Covenant youth program leaders. This is an ongoing process.



We continue to support Pastor Charlie in his role as Pastor Head of Staff. His work with the various committees has increased the number of activities in the church where he urges us to keep reading, pondering, and praying about the tough questions. He encourages us all to become deeper and stronger Christians

Over the summer, the annual staff performance reviews we're performed. We continue to include an opportunity for members of the congregation who have worked closely with one of several staff members to provide input on the staff activities. The committee found this continues to be a useful process to follow. The Committee hosted a catered "Staff Appreciation" luncheon in August.

The committee met December 19 as our last meeting of the year with Steve Veazie in attendance. Steve will serve as Chair effective 1/1/2017. We continue to discuss staffing needs.

Our staff continues to be an outstanding, vibrant, caring, responsive group whose collaborative efforts support Pastor Charlie, Associate Pastor Jeff, the work of the Session, and all committees and groups active in the building to achieve God's will for Covenant.

Committee Members: Marie Crist (chair), Raleigh Jones, Dick Lovell, Carol Philipps, Julie Sadowsky & Pastor Charlie Berthoud

Clerk of Session

Laurie Jones

The following summarizes the change in membership of
Covenant Presbyterian Church 2016:

Active members as of December 31, 2015		707
Plus new members during 2016:		
By letter of transfer	18	
By reaffirmation/confession of faith	<u>18</u>	
Total new members in 2016	36	+36
Less membership losses in 2016:		
By dismissal to other churches	0	
By death	10	
Deleted from rolls	<u>4</u>	
Total loss of members in 2016	14	-14
Total membership as of December 31, 2016		729

Other Statistics:

Sacrament of Holy Communion served to entire congregation	13
Sacrament of Holy Communion served to individuals/small groups	25
Weddings	0
Memorial services and funerals	11
Baptisms	10

2016 Session Members:

<u>Class of 2016</u>	<u>Class of 2017</u>	<u>Class of 2018</u>
Christopher Barden	Kurt Brink	Tom Blewett
Judy Brannstrom	Barbara McCall	Lisa Cantrell
Marie Crist	Marge Resan	Rosemary Jones
Jim Ruhly	Mary-Beth Rolland	David Moore
Chris Verhaeghe	Jim Spilburg	Ann Perry

Clerk of Session, Laurie Jones
Moderator, Pastor Charlie Berthoud



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