



*Covenant Presbyterian Church*  
**ANNUAL REPORT**  
2021



*Learning God's Love,  
Living God's Love*

**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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# Pastor/Head of Staff

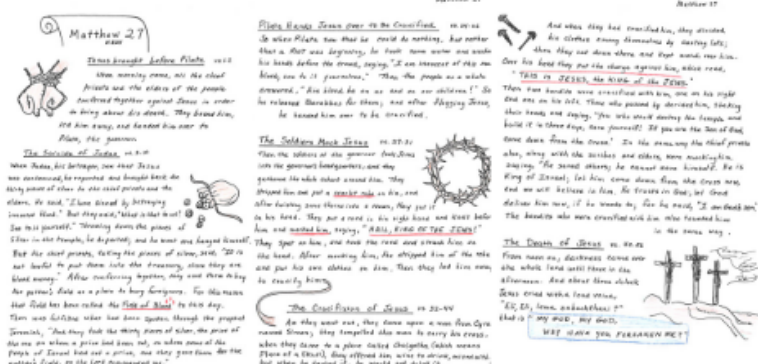
*Pastor Charlie Berthoud*

*For a short time, we were made orphans by being separated from you—in person, not in heart—we longed with great eagerness to see you face to face. --1 Thessalonians 2:17*

Even though we haven't seen each other face to face very much if at all, I'm grateful to be connected to the people of Covenant. What a great church! What a challenging year! What a faithful God, guiding us forward!

I'm thankful for the way we have been able to adapt to the challenge of Covid and continue to faithfully be the church together.

- In early 2021, about 25 of us met via zoom on 13 Wednesday evenings for a Disciple Bible Study, which gave us biblical knowledge and wisdom for faithful living.
- In Lent we reflected our faith with handwritten versions of the gospel according to Matthew
- While we couldn't celebrate Easter in person, I'm grateful that we could share Easter boxes with the congregation, to remind one another of resurrection hope.

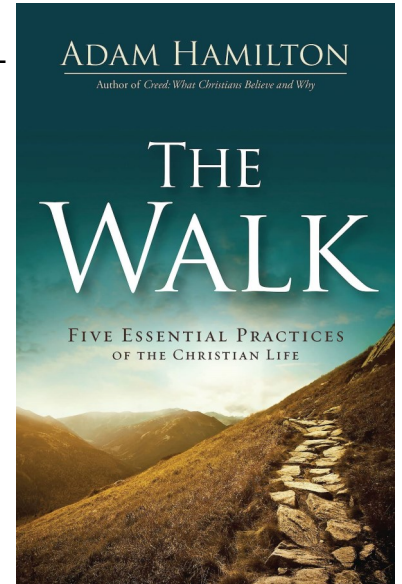


- We transitioned from pre-recorded worship to live-streaming in the sanctuary, and as of June 6, those who were able to do so joined us for in-person worship. Moving forward our worship will continue to be live-streamed and in-person when we can.
- We became a Matthew 25 congregation, remembering Jesus' words: "I was hungry and you gave me food... I was a stranger and you welcomed me... I was in prison and you visited me. The Matthew 25 initiative encourages churches to reflect on structural racism, systemic poverty, and congregational revitalization.
- Small groups continued to meet, in person and via zoom, over the course of the year. Some groups did Bible study and faith formation, some groups met for fellowship, some groups discussed books, and one group—The Mercy Mats group—collected plastic bags and transformed those bags into mats to help people who are homeless be warmer and more comfortable.



# Pastor/Head of Staff, Continued

- In September, we focused on basic Christian practices and the journey of faith, with the help of *The Walk: Five Essential Practices of Christian Living*, by Adam Hamilton. Thanks to the Jim and Pauline Sparks Education Fund, we provided 200 copies free of charge to members and friends.
- The Personnel Committee was busy. We said farewell to Donna Monson and other staff, and we welcomed Janet (Financial Coordinator), Derek (Communications Coordinator), Jo (Children's Ministry Coordinator), and Richard (Custodian). Plus we "promoted" Melissa Hinz to be Minister of Music and Pastoral Care.
- Children's and Youth ministry continued with creative ways of connecting and engaging
- New members joined and caring Covenant people made phone calls, sent notes, and offered prayers for each other
- In November, you all surprised me with a celebration of the 30<sup>th</sup> anniversary of my ordination, which included a gift of over \$5000 to Columbia Theological Seminary, where I got a Doctor of Ministry degree.



As 2022 begins, we're currently back to online only worship, with hopes that Covid is fading. We've embarked on a series focused on sex and sexuality, and we're looking at a series focused on Jesus in Lent. We've ordained new officers, and together we're looking at the big picture of where we are going as a church.

We had a deficit of about \$15,000 in 2021—our first deficit year in about ten years, but we are financially healthy and we did many important building repairs last year. We're working on a very expensive but vital project: replacing the very old heating system for 2/3 of the building (the B & C wings—Bradfield Hall and classrooms). While we know the church is more than a building, we treasure this building as a launch pad for God's love in the world.

After years of leaking troubles with the "lazy valley" in our roof, we seem to have a solution, with a heat line run right up the valley, safe from the elements. A combination of perseverance and prayer and wisdom. As I enter my tenth year as your pastor, I'm hopeful we can mobilize our collective perseverance, prayer, and wisdom for the challenges and opportunities on the journey ahead. And I hope we can see each other face to face!



Respectfully submitted,  
Charlie Berthoud

# Associate Pastor

*Pastor Jeff Fox-Kline*

2021 was a blur. I can barely remember late December of 2021, but there is documentary evidence that that the year actually happened. For my annual report this year, I'd like to present a series of snapshots that stand out to me as the shape of this past year.

## **From January 24, 2021**

“Be with us all. Wrap your arms around us and hold us closely so we may feel each other in that great embrace”.

This came in a prayer said at the end of our worship service, which I recorded at my home. This was the thick of it, when we were still as locked down as we ever were. But we knew that vaccines were on the way, and in this prayer we can see how we were yearning for the fulfillment of that hope.

## **From February 7**

“Now we come to the table. The church began at houses and so the table that you are sitting at now is this [same] table... the table is shared not just by those in the room but by the great cloud of witnesses.”

The greatest shift in my theology over the past two years is how I see the Communion table. My experience of Communion took on depths and heights that were completely spiritual. In this, I opened myself up to what it was to be together in this spirit. The great cloud of witnesses that worshiped together in their homes.

## **From March 14**

“I hope that we can stay safe and that however we end up transitioning to our next service that it is done well and safely and we can all be healthy. I hope for a time when I can hear people give me pity laughs for my bad jokes. My hope for the next year is to hear a chorus of voices when all God's people say “Amen””.

On March 14 we recognized that we had gone a full year of worshiping fully virtual, and we asked ourselves “what do you hope for in worship over the next year”? You can see my answer above, and it is a blessing to see that this hope was realized. As we reopened, we did so with an intention of keeping people safe, keeping our virtual worship vital, and to remembering how it is to be together. I finally got my pity laughs.

## **From April 4**

“And now we see the resurrection around us in the promise of life eternal and in the life that we live transformed here on earth”.

Easter happened for the second year of the pandemic. We worshiped online, but also worshiped in person out in our parking lot. It was the first time in a long time that we were physically together, and it was a beautiful morning, both online and in person.

## **From worship on May 9**

“My prayer for the day is that like the church on the day of Pentecost that we may be amazed at what the holy spirit does for us, to us, and with us”.

This year was, once again, a year of figuring things out. This year was again a process of adapting traditions to new forms – from donuts to Advent to picnics, we managed to find the new ways of listening to the Spirit as we continued through the pandemic.

# Associate Pastor, Continued

## **From worship on June 13**

“We are a Matthew 25 congregation”.

In June, we accepted the invitation from the PC(USA) to become a Matthew 25 congregation. This is an effort from the Presbyterian Church to engage with structural racism, systemic poverty, and congregational vitality. This invitation has shaped much of my ministry over the past year and has guide me in discerning who God is calling us to be.

## **From a blog post on July 20**

“My favorite lyric from a Christmas hymn comes from Hark The Herald Angels Sing: “Veiled in flesh the Godhead see/Hail th’incarnate Deity/Pleased as us with us to dwell/Jesus our Emmanuel”. Those are some incredible lyrics, both in terms of content and in terms of phrasing. Unfortunately it’s preceded by my least favorite Christmas lyric “Late in time behold him come/ Offspring of a virgin’s womb”, which is fine in terms of content but I absolutely can’t stand the ‘rhyme’ scheme”.

One thing from the past year that has been a joy for me is writing a weekly blog. I technically started it in late 2020, but it has been a centering activity all through the year. With a weekly readership averaging about 10 people (one of which is me), I was able to loosen up and write without any set purpose or format.

## **From a Connections Email on August 30**

“Covenant members Jenny Von Bergen and Brenda Moten featured in *Presbyterians Today* for their work with the Racist Anonymous Fellowship group”!

Through the year, the Racists Anonymous group continued to encourage justice through personal transformation. I am indebted to the leaders and members of that group for being agents of change in a world so desperately in need.

## **From a Small Group Study on September 19**

“How will you, this week and the weeks to follow, try to listen to God? How will you know when you need to turn to others to help you? What does it mean to you to respond when you do hear God”?

We had two rounds of small groups through the year. These groups would gather weekly and study the Bible, and just as importantly, grow in community when community was hard. Not only did we have groups meet for six week periods, but we had some groups continue meeting throughout the year.

## **From the hymn on October 17**

“Seek ye first the kingdom of God and its righteousness, and all these things shall be added unto you”.

On this Sunday our soloist fell sick and was unable to lead the songs in worship. I offered my voice to lead the songs that day, and felt the joy at this opportunity. This entire year was an opportunity to enter into sacred spaces in new ways, and that is a joyous gift.

## **From worship on November 14**

“We give thanks for the hands that labored to make these mats a reality, and give thanks for the hearts you give to your servants so we may share your love to the world”.

# Associate Pastor, Continued

This was said during a prayer in which we blessed our ‘mercy mats’ as we sent them to our mission partners to help support their clients experiencing homelessness. I had almost nothing to do with these mats, but they exist because the members of this congregation felt called and equipped to serve God. The church is not as strong as its pastors, but as strong as its people.

## **From our Advent Vespers on December 22**

“I’ve come to the realization that I’ve had somewhat of a melancholic Advent.. but there’s been joy. Moments and times of exquisite joy so like a vein of gold in a lump of ore that joy is mined”.

Thanks for journeying with me through this year.

Respectfully submitted,  
Jeff Fox-Kline

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## Music Ministries

*Melissa Hinz & Ben Welch*

*Let the message of Christ dwell among you richly as you teach and admonish one another with all wisdom through psalms, hymns, and songs from the Spirit, singing to God with gratitude in your hearts. --Colossians 3:16*

While we all may have hoped that we would have moved beyond the global pandemic that is COVID-19, we still find ourselves in its midst. We no longer know what “normal” is, and we long to be able to gather together without fear or concern for the health and safety of ourselves and others. We were blessed to be able to return to in-person worship in 2021, though many were not able or willing to gather in our church building. Some continued to worship virtually, and we were a community together but apart. Still, we sought ways to come together, have fellowship, to worship, to serve and to pray.

We were blessed by the contributions of many who shared their time and talents to provide musical leadership at Covenant over the last year. Their Spirit-filled music reached across the divides and brought us together as we “sang to God with gratitude in our hearts”.

The year began with worship being offered virtually only via a video of pre-recorded segments. Members of Covenant choirs along with Doug McNeel, organ, and Ben Welch, piano, continued to collaborate on weekly worship hymns and special music by recording their parts and submitting them. Their recordings were then compiled and presented in the worship videos. The handbells and New Day ensemble also contributed special music. In the warmer months, rehearsals and recording sessions were held in the courtyard – exciting opportunities to create music together again in the same space!

Easter offered the first opportunity for the congregation to gather together for outdoor worship. We were blessed with beautiful weather, and with the help of many volunteers and a brass quintet, we held our first parking lot worship services while celebrating Jesus’ resurrection. It was such a joy to gather together!

We had several outdoor “parking lot” services throughout the summer with various musicians,



# Music Ministries, Continued

and even some kites with Craig Wilson on Pentecost. Special thanks to Steve Royalton and Ben Welch for all of their work setting up the sound system for those services. During the summer, we returned to in-person worship having two services on Sunday mornings to allow space for social distancing with Doug and Ben each playing for alternating Sundays. Soloists served as song leaders for those services and provided special music along with the Covenant Handbells. The choir, Steve Royalton and New Day participated in outdoor worship as well.

In September, we returned to our 9am New Day and 11am traditional service schedule. We had installed livestream equipment in the sanctuary in August and began livestreaming our 11am worship service each week on Sunday, September 6, 2021. Eventually, the plan will be to livestream both services, but we first need to have a “stream team” of trained system operators to make that happen. A goal for 2022!

With the livestreamed services, we had a song leader for each service who would lead the singing of the hymns/songs and often provide special music. The handbell choir played once each month, and the choir initially offered special music anthems that were pre-recorded videos shown during worship. Ben and Doug played for the 9am and 11am services respectively. After a year and a half hiatus, the choir and New Day returned to in-person worship in November! Other special music throughout the year included a trombone quartet for Reformation Sunday in October. Exodus also began leading a 9am worship with a small group in November. What a joy to share music together again in the sanctuary!

Arlene Kennedy led a music time for children in July with outdoor musical exploration and activities. The children enjoyed the opportunity to come together and play together! Thank you, Arlene.

Special music has been offered by many throughout this year: Chancel Choir, New Day Ensemble, Children’s Celebration Choir under the direction of Arlene Kennedy, Covenant Bell Choir, Steve Royalton, Exodus, and vocal soloists Martha Stoner, Jenn Sauer, LeRoy Stoner, Doug Rohn, Nan Schaefer, Dick Lovell, Ernie Perry, Jeff Fox-Kline, Kathy Mohs and Melissa Hinz. Trombonist Cole Bartels (and friends) has also offered his gifts at different times to enhance our worship. A special thank you to all of the singers who participated in the weekly hymn singing in our worship videos. We are very grateful to all musicians who have shared their time and talents.

*Music is the language of the spirit. It opens the secret of life bringing peace, abolishing strife.*  
~Kahlil Gibran

This has been and continues to be a challenging time, and music can touch us and move us. It can bring us peace and still our fears or fill us with the joy of the Lord. We pray that you have been touched by the Spirit through the gift of music, and that the psalms, hymns and songs we share might help us all to grow in the knowledge and love of Jesus Christ. With gratitude in our hearts, we trust that God will use our musical offerings to bring praise and glory to God’s name. May it be so. Amen!

Respectfully submitted,  
Melissa Hinz and Ben Welch

# Children's Ministries Coordinator

*Donna Monson, Jo Wiersema*

The Children's Ministries programs at Covenant Presbyterian Church play a major role in the spiritual development of children and families through Christian education, worship, outreach and mission, and music. In a Covid-19 world, 2021 was another year for creative and innovative ways to connect children and families with the church, God, Jesus, and worship; while learning God's love and living God's love.

Families had choices for the Christian Education of their children in 2021. The Mobile Ministry for Families webpage on Covenant's website continued to connect Covenant families with at-home *Growing in Grace & Gratitude* curriculum Sunday School lessons, religious ideas for crafts, prayers, coloring sheets, ways to exercise faith, outreach, and videos featuring Covenant members and staff. Church Carry Out for Lent and Easter featured one grab-and-go bag with six Sunday School lessons about the season of Lent, Holy Week, and Easter Sunday. Activities in the bag included Bible stories, crafts, games, and puzzle pages. During the summer, families enjoyed one bag with five lessons of Summer Church Carry Out Compassion Camp: Changing the World with Lovingkindness which was ordered from Illustrated Ministry. In-person Sunday School began on September 12 with three combined classes (preschool to 2<sup>nd</sup> grade, 3<sup>rd</sup> to 5<sup>th</sup> grade, and 6<sup>th</sup> to 8<sup>th</sup> grade). Classes gathered outside when the weather permitted and all required face masks, social distancing, and hand sanitization. The USPS mailings to families continued for special holidays like Easter, Earth Day, Thanksgiving, and Advent. These mailings contained Bible stories, stickers, coloring pages, craft ideas, and other surprises.

Worship continued to be virtual or in the parking lot, until June 6, 2021, when the church building was opened for in-person services. The balcony and left side of the sanctuary offered socially distanced pew seating for families with unvaccinated children. In addition, one Family Worship Bag was provided for each family during worship. Creative and educational video children's times continued throughout all of 2021. Children's Music Coordinator Arlene Kennedy arranged for children to sing virtually during worship. For Valentine's Day, families created beautiful Valentines to be used in the virtual worship service. On September 12, Kaleidoscope Worship Education classes began at the 9:00am worship service for all 3-year-olds through 1<sup>st</sup> graders with experienced high school aged teachers.

A highlight of mission and outreach at Covenant is the annual fundraising for Heifer International and 2021 didn't disappoint. On May 16, from 10:30 to 11:30, a Drive Thru Donuts and Heifer Celebration was held in the church parking lot. As cars drove through, families dressed as Heifer animals such as cows, pigs, sheep, and chicks; told silly animal jokes, collected coins and cash, and gave away individually wrapped Greenbush donuts. A record \$4,631.19 was donated by Covenant members and friends for the 28<sup>th</sup> year of Heifer fundraising. During the summer, school supplies and backpacks were collected for Covenant's partner school Glenn Stephens Elementary.

Some special activities were offered in 2021. The Children's Ministries Team collaborated with the Deacons to sponsor the popular Drive-Thru Donuts & Devotions on March 7; and Drive Thru Donuts, Devotions, a Donkey and Palms on Palm Sunday, March 28. Thank you to Arlene

# Children's Ministries Coordinator, Continued

Kennedy for providing a 'Music Time with Arlene' for three Sunday mornings in July. Using boomwhackers, hand bells, and other rhythm instruments, preschoolers to 6<sup>th</sup> graders had a fun music exploration time without singing. A special shelf of social justice themed books for children and parents was added to the church library. Thank you to the Gifts, Memorial, and Bequests Committee for the money to purchase new angel costumes for Christmas Eve Pageants.

Covenant is blessed with many children's ministries volunteers who shared their time and talents in 2021. These numerous volunteers included Sunday School teachers, high school aged Kaleidoscope teachers, church carry out contributors, and children's time video presenters Cindy Lovell (and Nemo), Marge Resan, Nick and Claire Von Bergen. Thank you to the Children's Ministries Team for 2021 which included Elder Heather Potter, Kate Sargent (Chair), Jeremy Schroeder (Vice Chair), Emily Lanphear, Megan Munson, Mollie Moore, Adam Brigham, Bret Larget, Katie Mace, and Ann Sydnor. Lastly, I am most appreciative for the opportunity to work with the energetic, curious, and creative children and youth who contribute to the community of Covenant Presbyterian Church.

Respectfully submitted,  
Donna Monson (January to November 2021)

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In the past two months, Covenant has welcomed me with open arms. I am beyond grateful to the individuals who have offered their experience, knowledge, and support throughout this transition. After a little over five years in corporate America, I'd like to offer my reflections on Covenant as a community and my experience in the last few months.

At my former church, we had around 75 members and something around 40-50 attendees each week. I had hesitations immersing myself in such a large congregation, but those hesitations were quickly put at ease with the congregation of Covenant wrapping its arms around me. No matter who I met or was introduced to, you all made this place more than a vocation, but a home. A place on Sunday mornings where I'm not going through the motions as I did in a corporate job, but a homey answer to the prayer I had to move into ministry.

I want to thank you for sharing your stories of how the children's ministry has impacted you, your kids, your grandkids, or just made the community you serve in more meaningful. I want to thank you for your children who have shared their thoughts and opinions on our Worship bags, children's Bibles, and what their current favorite hobby is. To be immersed in a community who is interested and engaged in the education and discipleship of children is an absolute pleasure. How we educate and love our youngest congregants are a key part of their faith formation for the rest of their lives, so I look forward to how we can continue to focus on furthering their love of God.

Respectfully submitted,  
Jo Wiersema (November to December 2021)

# Youth Ministries Coordinator

*Steve Royalton*

The year started out as the previous year ended with Youth Connection and confirmation meeting via zoom. Our Sunday afternoon Middle School Youth Connection gatherings were at 4:00pm and High School Youth Connection at 6:30pm. It was important for the youth to have this connection to the community of Christ as the pandemic continued.

By the middle of March, we started to carefully meet again in person utilizing the upstairs areas that are bigger and better ventilated than our downstairs Youth Suite. Cooperative group games would get the energy up, smiles going, and help to foster a team environment. Our small groups would give us a chance to get into a variety of topics from a Christian perspective. Our time of devotions would include guitar-led songs, and a scripture reading with devotional message from one of the adult leaders. We always closed in a time of prayer.

Our thanks to Middle School Advisors Rachel Aune, Grady Brown, and Chantel Pivotto. Also, thanks to High School Advisors Bob Aune, Chris Barden, Kris Bauer, Brad Brown, Marge Resan, and Mary-Beth Rolland for their dedication.

Throughout the year our High School Youth Connection served at The River Food Pantry. The youth prepared meals, loaded grocery carts and placed food in cars for this drive-thru service. The middle school and high school youth served at the Second Harvest Food Bank on separate dates in the spring.

Our contemporary worship band, Exodus, led music for worship in the fall on three Sundays. High school youth Theo Sebastian and Garrett Leonard were involved. Due to the pandemic, we did not add additional youth vocalists. Special thanks to adult Chris Lee who has been a dedicated member of this ensemble for over 13 years. I have had the privilege of directing this band for over 13 years.

The pandemic continued to change the way in which things were done. We were not able to have our annual "Trash & Treasure Sale" or our summer trips. We did have local offerings for the youth over the summer months.

We confirmed seven youth in April. This was our first in-person worship service in over a year. We limited the gathering to the confirmands and their parents. It meant a lot to be together in person. Our confirmation class began in mid-September consisting of 9<sup>th</sup> graders. This zoom experience happens on Sunday mornings at 10:00am. I teach this course with assistance from Pastor Jeff.

The Middle School and High School Youth Connection ministries continued in-person in the fall with weekly gatherings.

Our High School Youth Connection held their annual "Shop & Bake" in mid-October. They shopped for The River using Trash & Treasure Funds. They also baked cookies and sent care boxes to recent Youth Connection grads now in college. They continued to serve at The River monthly through November.

The High School Youth Connection had their annual "Shop & Wrap" in December. During this activity they shopped for gifts for 35 children and teen clients of The River Food Pantry. For many of those gift recipients, these would be the only gifts they receive. Funding again came from our 2020 Trash & Treasure Sale. The Middle School Youth Connection again sponsored

# Youth Ministries Coordinator, Continued

the “Hat & Mitten Tree.” Many people donated new hats, glove, scarves and mittens. Donations were distributed through The River.

In December, the decision was made to cancel the Trash & Treasure Sale for 2022 due to the surging pandemic. We are not planning on major summer trips for 2022. We are planning activities that are closer to home.

The mission of youth ministry is as important as ever. Some of the tools have changed.

I have been active in the operation of the streaming system in the sanctuary for Sunday worship and in the recruitment and training of volunteers to run the system.

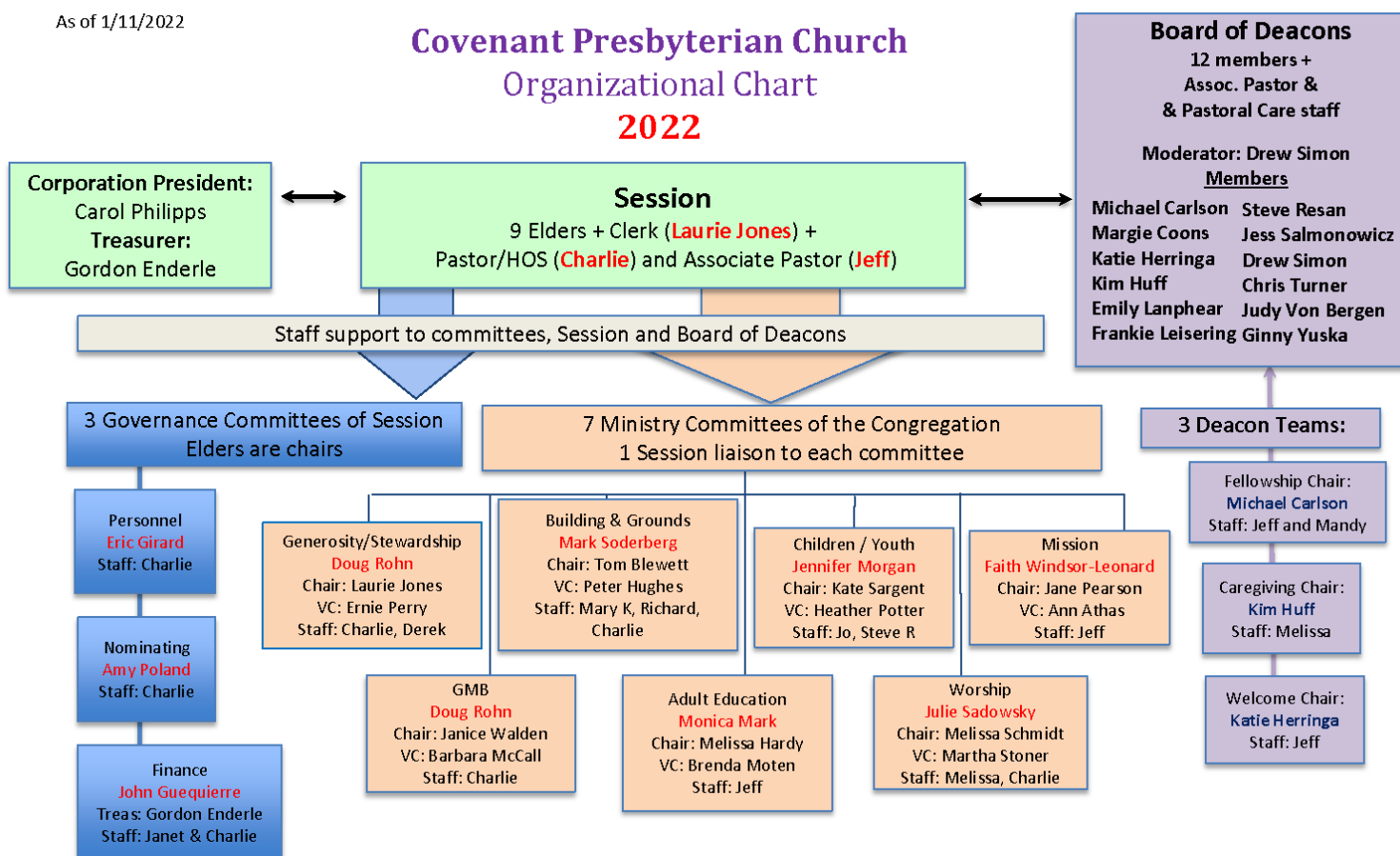
Respectfully submitted,

Steve Royalton

(on behalf of the Youth Ministries Team and Youth Connection Advisors)

As of 1/11/2022

## Covenant Presbyterian Church Organizational Chart 2022



--Session consists of 9 Ruling Elders (in red), the Clerk of Session (in red), and two pastors (in red)

--Elders **chair** the three Governance Committees (darker blue boxes).

--Elders are **liaisons** of the Ministry Committees (peach boxes).

--Ministry Committees are chaired by non-elders; vice-chairs will learn the system to become chairs in 2022.

--Deacons (purple box) have 12 members, plus pastoral care staff.

# Nominating Committee

*Amy Poland, Elder & Chair*

Presented by the 2021 Nominating Committee at the November 7, 2021 Congregational Meeting:

Three-year terms, January 2022 – December 2024 (unless otherwise specified)

## **Elders**

Monica Mark  
Jennifer Morgan  
Mark Soderberg  
John Guequierre (one-year term)

## **Deacons**

Margie Coons  
Emily Lanphear  
Steve Resan  
Jess Salmonowicz  
Chris Turner  
Michael Carlson (one-year term)  
Frankie Leisering (one-year term)

## **Committee Vice-Chairs** (two-year terms; one year as VC and one year as Chair)

Adult Ed:	Brenda Moten
Children/Youth Ministries:	Heather Potter
Mission:	Ann Athas
Generosity:	Ernie Perry
Worship:	Martha Stoner
Building & Grounds	Peter Hughes

## **At-Large Members** (to serve on the 2022 Nominating Committee)

Kris Anderson  
David Moore  
Ann Perry  
(all members subject to congregational approval on Feb 13, 2022)

## **2021 Nominating Committee**

Amy Poland, Elder & Chair  
Kris Anderson, Member At-Large  
Jennifer Morgan, Member At-Large  
Kathryn Richardson, Member At-Large  
Randy Holveck, Member At-Large  
Drew Simon, Deacon Rep  
David Moore, Non-Session Elder

# Board of Deacons

*TJ Sargent, Moderator*

As with many things this year, the activities of the Board of Deacons at Covenant continued to be adapted to ever changing circumstances. Our board was able to connect virtually on a monthly basis, throughout the year, and build a great sense of community despite the physical distance.

While most of our traditional Fellowship activities have been unable to be executed over the past few years, 2021 did provide some wonderful opportunities to connect the congregation through food, community, and celebration. Donuts and coffee were brought back to Bradfield/the Courtyard in the Fall to critical acclaim, after a solid Drive Thru campaign to begin the year. Additionally, the Fellowship Committee was able to host a few celebrations along the way including a Church Picnic at Garner Park (August) and an Advent Celebration in Bradfield (December).

The caregiving team and their card writing (& designing) volunteers were able to continue their greatly appreciated ministry throughout the year. Over 700 cards were sent out for holiday/seasonal celebration (New Years, Valentine's Day, Easter, Spring, Summer, Thanksgiving, Christmas) and 190 total care cards were written and delivered in support of Covenant family and friends from the Sunday morning prayer list.

Engaging with a variety of changing modes of worship and building use throughout the year, the Welcome Committee was able to provide connection and a welcoming environment for those with an interest in Covenant. A number of individuals tuned in to Covenant's virtual services and were able to join us for in person worship leading to continued interest in joining Covenant. The Welcome Committee was successfully able to transition greeting and Welcome Center duties as we returned to the building and continued to provide smiles and warmth (even behind masks).

Finally, a group of Deacon volunteers with the support of Pastor Jeff Fox-Kline and the incredible organizational and design skills of Lexie Ofe were able to produce a Covenant Quarantine Cookbook. If you have not received an electronic copy (PDF file), you can find it here: <https://www.covenantmadison.org/cookbook>.

The following individuals contributed their time, talents, and treasure to the congregation through their service on the Board of Deacons in 2021: Kathy Bell, Marcy Carlson, Michael Carlson (Fellowship – Chair), Susan Goebel, Katie Herringa, Kim Huff (Caregiving – Chair), Mollie Moore (Welcome – Chair), Drew Simon (Nominating Committee), Emily Slobert, Judy Von Bergen, and Ginny Yuska. The Board was also served by a number of supportive staff and church members including: Pastor Charlie Berthoud, Pastor Jeff Fox-Kline, Donna Monson, Lexie Ofe, Mary Kieta, Mandy Bocanegra, and Melissa Hinz.

Respectfully submitted,  
TJ Sargent, Moderator

# Adult Education Committee *Nancy McCulley, Chair*

The Adult Education Committee offers learning opportunities to support Covenant's mission of "Learning God's Love, Living God's Love," with topics for the mind, body, and spirit. Included are Sunday morning classes, small group discussions, church library and reviews of library books, and help with periodic devotionals such as signups for Advent and Lenten devotionals. With the ever-changing restrictions related to COVID-19, most classes and small groups were held via Zoom, and a few were offered in hybrid form (in-person and online.) One class each Sunday was offered, compared to previous years when two or three concurrent classes had been held. Committee meetings were also held via Zoom. The monthly *Caravan* newsletter and the weekly "Connections" email were used to publicize classes and group activities.

## **Sunday Morning Adult Education Classes**

In January 2021, we held two classes in conjunction with the pastors' sermon series "Words of Wisdom, Words of Faith" with an author presentation by member Skye Doney on his book "The Last Days of Theresienstadt," and a nature-inspired slideshow of regional bird species by member Rosemary Jones.

"Compassion: Giving of Ourselves" was the theme for February and March. Classes included videos from the Bible Project and follow-up discussion, a Mercy Mats demonstration (which resulted in creation of a small group), contemplative and compassionate practices through art, structure and mission of the PC(USA), GatherX, UW organ and tissue donation, and Agrace Hospice. After Easter, the theme continued with offerings that provided classes with opportunities for members to consider giving of their time and talents: presentations from our Peru, Kenya, Indonesia, and Guatemala mission coworkers; UW organ and tissue donation; a presentation on incarcerated women by Julie Poehlmann-Tynan; and a presentation by Helen Bradley from BCycle e-bike rentals in Madison.

After a break in June, Bible study took place before worship on Sundays in July and August. These informal sessions were facilitated by members of the adult education committee. Pastoral staff provided questions to help initiate discussion.

After the congregation voted to become a Matthew 25 Congregation, classes were offered to provide understanding of and engagement in the three goals of that initiative:

- Building Congregational Vitality
- Dismantling Structural Racism
- Eradicating Systemic Poverty

September and October classes included:

- Member experiences with the Justified Anger program
- Exploring privilege
- Covenant's partnership with Glenn Stephens Elementary school
- Implications of the childcare tax credit
- What does the Bible say about Justice?
- Citizen support of Madison Roots, LLC
- Update on Covenant's Racists Anonymous group
- Member participation in PC(USA)

In November, a two-part book discussion of the book *Peace Talks* was presented by the author, David Drum. These sessions were supported and facilitated by Craig and Ann Hutchison. We also heard about the evolving work of the Medical Benevolence Foundation from Tracy Ebarb,



# Adult Education Committee, Continued

Director of Partner Engagement for the Foundation.

One more class related to the goal of building congregational vitality was presented in December. The book *We Aren't Broke: Uncovering Hidden Resources for Mission and Ministry* was examined by its author, Mark Elsdon. A Christmas carol sing-along was also held, with leadership from the music ministry team. Attendance at Sunday morning classes varied from under 10 to over 75.

## **Covenant Library**

Our church library contains over 1,000 books, 68 of which were purchased during the year, and many were related to the adult education classes. Titles related to the three goals of the Matthew 25 initiative were added for adults as well as children. Funds were also spent to purchase an updated record-keeping system. Committee members suggested titles for the library, and many donated books were also received and put into circulation. 14 book reviews were written by Covenant members and posted on the church website in 2021.

## **Small Groups**

Covenant had several small groups during the year of 2021 and these groups continue to provide a learning opportunity through personal connections and building community among attendees. In April, Covenant offered a 6-week small group series titled "Learning Resurrection, Living Resurrection" where pastor Jeff provided guides to small group leaders, and then attendees met via Zoom. There were 50 people involved. In the fall, there was another 6-week series offered based on the book *The Walk: Five Essential Practices of Christian Life* by Adam Hamilton; 77 people participated. Covenant also has several small groups that have continued to meet throughout the year that follow a similar format of reflecting on the sermon or sermon series.

Another small group that met consistently in 2021 is the Racist Anonymous Fellowship, which is a group of individuals seeking to achieve a better understanding of systemic racism and to recover from racial conditioning. This group meets via Zoom weekly. The group also hosted a 6-week book study on the book *Caste* by Isabel Wilkerson. See p. 18 for a list of other ongoing small groups at Covenant.

Members and friends met monthly to create Mercy Mats, using repurposed plastic grocery bags. Over a dozen mats were finished, and presented to two of our mission partners—Friends of State Street and The Road Home.

Thank you 2021 Adult Education Committee Members: Nancy McCulley (Chair), Polly Guequierre (Vice Chair), Barb Eikenberry, Melissa Hardy, Marilyn Krichko, Patricia Herrling (Librarian), Jean Spilburg, John Strikwerda, Elder and Session Liaison Jenny Von Bergen, Michael Whitley, and Pastor Jeff Fox-Kline. Eric Wendorff assisted the committee by encouraging other Covenant members to write reviews of books from the church library.

Thank you also to class presenters, members who suggested intriguing topics, and small group leaders. All helped keep Covenant's adult Christian education meaningful and accessible during another challenging year.

Respectfully submitted,  
Nancy McCulley, Chair

# Other Ongoing Small Groups

**“2:42”**

***Meets on the 2<sup>nd</sup> Sunday of the month from 4:00-5:00pm***

A group, consisting mainly of parents with young(ish) kids, who are devoted to Bible study, fellowship, and community, following the model of Acts 2:42: “They devoted themselves to the apostles’ teaching and fellowship, to the breaking of bread and the prayers.”

**Contact: Pastor Jeff**

## **Knitting and Crochet Group**

***Meets on the first and third Thursdays of the month from 10:00-11:30am***

In past years women in this group, along with several other women in the congregation, have made many pairs of mittens, hats, scarves, baby sweaters, and prayer shawls. The donation of time, talent, and yarn touch the lives and warm the hands and heads of many children and young adults in Madison and the hearts of Covenant members. The group is always open to anyone who might like to stop by and work on a personal project or learn a new one. This is a great place to learn how to knit or crochet.

**Contact: Polly Guequierre**

## **Soul Sisters**

***Meets on the second Sunday of the month at 7:00pm***

Soul Sisters is open to all Covenant women. The purpose of gathering together is in three parts, woven together:

- to have thought-provoking, inspiring, and educational discussions
- to envelope each other with warmth
- to get to know other Covenant women better

**Contact: Nan Schaefer**

## **Wednesday Morning Men’s Group**

***Meets every other Wednesday at 9:00am***

Join us for coffee and conversation.

**Contact: Jim Spilburg**

## **Thursday Morning Men’s Group**

***Meets Thursdays at 7:30am***

Join us for coffee and conversation.

**Contact: Jim Spilburg**

## **Friday Women’s Book Club**

***Meets on the first and third Fridays of the month at 9:30-11:00am***

Join us for conversation around a great book!

**Contact: Kris Anderson**

## **Mid-Stage Moms**

***Meets the second Tuesday of the month at 6:30pm***

For moms of an adult child off to college or serving in the military, is gainfully employed or volunteering, out of town or still at home, here’s a great opportunity to share experiences with other moms adjusting to this “shifted a bit” mom’s role.

**Contact: Lynn Vande Sande**

# Mission Committee

*Bret Larget, Chair*

The Mission Committee provides opportunities for Covenant and the members of our church family to minister faithfully in our daily lives by contributing funding and hands-on volunteer efforts to those in need of food, shelter, friendship, peace, and justice, both locally and globally.

Members of the 2021 Mission Committee include Chair Bret Larget, Vice-Chair Jane Pearson, Session Representative Faith Windsor Leonard, Ann Athas, Deb Cohn, Friedemarie Farrar, Chris Gomez-Schmidt, Sally Lorenz, Monica Mark, Ginger McIntosh, David Moore, Guy Mueller, and Marsha Mueller. Jeff Fox-Kline serves as the Pastoral representative.

One highlight of the 2021 year for the Mission committee was leading the process for Covenant to become a Matthew 25 congregation. Created by PC(USA) in order to provide direction for congregations, Matthew 25 congregations aim to put scripture into practice. *‘Truly I tell you, whatever you did for one of the least of these brothers and sisters of mine, you did for me.’* (Matthew 25:40.) The three foci of Matthew 25 congregations are to build congregational vitality, dismantle structural racism, and eradicate systemic poverty. We are prioritizing the latter two foci with the belief that increasing the active participation of more members of the congregation in activities that address racism and poverty in our community and around the world will directly lead to increased congregational vitality. The Matthew 25 vision is a lens through which the Mission committee has been evaluating our work and decisions. We continue to seek ways to involve the larger congregation in these efforts by providing opportunities for engagement in addition to financial gifts.

Mission giving is a multi-faceted entity at Covenant with funds from the operating budget, special offerings, gifts and memorials, other special funds, money raised through activities of children, youth, and families, and the numerous gifts of money, time, and volunteer effort given by our members in addition to regular pledges to the operating budget. This report summarizes a fraction of the total mission effort at Covenant.

While the harm that the ongoing pandemic continues, in April, the Mission committee ended a year-long special offering to address COVID-19 that through an amazing display of generosity by Covenant members, raised over \$50,000 beyond the pledged mission budget. Mission partners who received additional funds from this offering include regular annual partners Glenn Stephens Elementary School, Lussier Community Center, Mission Impact, Psalm 46, Just Dane, and Porchlight and new partners Cook it Forward and Friends of State Street.

Covenant partnered with local organizations to help those in need of assistance. Hungry people were fed through our support of the Grace Food Pantry, and participation in the Grace Homeless Shelter and the Triangle Ministry meal programs. The need for shelter was addressed through cooperation with The Road Home, Porchlight, Port St. Vincent, and the Wisconsin River Area Chapter of Habitat for Humanity. Mission partners focused on issues with the continuing consequences of structural racism include Just Dane, RISE, and the Boys and Girls Club of Madison. In addition, a small group of Covenant volunteers renewed an activity of helping to build homes with Habitat for Humanity. There are many other local mission partners we invite you to see listed in the proposed 2022 budget of the report and by reading Mission Spotlight pieces in the *Caravan*.

# Mission Committee, Continued

Covenant's mission also reaches beyond our local community to assist people in developing areas of the world. In a new policy, PC(USA) now directly funds international mission through funds donated by congregations which means that mission workers can spend more time doing mission work and less time raising funds from individual congregations. Our support of international mission is made specifically in honor of mission co-workers Eliane Menezes in Guatemala, Bernard and Farsijana Adeney-Risakotta in Indonesia, Jed and Jenny Koball in Peru, Leisa Wagstaff in South Sudan, and Eric Miller in Kenya. Continuing a long-standing relationship in Guatemala, Covenant funded over \$13,000 in scholarships for over 30 students in Guatemala which has allowed them to continue much further in school than they could have without this help.

Mission remains a vital part of Covenant, through our financial support and volunteer activities, putting into action the biblical mandate to help others in need. The Mission Committee is grateful for the support and participation of the entire congregation in its work. We can do so much good when we team together.

Respectfully submitted,  
Bret Larget, Chair

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## Worship Committee

*Colleen Gullickson, Chair*

The Committee's purpose is to oversee, support, enrich and plan for the worship life of Covenant Presbyterian and to advise the Session regarding worship decisions.

In 2021, members included Colleen Gullickson (chair), Melissa Schmidt (vice chair), Fern Lawrence and Evelyn McMillan (communion), Peggy Bugg (adornment), John Strikwerda and Gary Pivotto (ushers) and Julie Sadowsky (Elder). Staff members who participated on the Committee: Pastor Charlie Berthoud, Melissa Hinz (Music and Pastoral Care), Ben Welch (Music), Donna Monson (Children's Ministries) and Steve Royalton (Youth Ministries). In November, Donna Monson retired and Jo Wiersma joined the Committee representing Children's Ministries. One position remains open at this time.

Worship services were delivered virtually throughout all of 2021 and in-person worship was added starting in June. We continue to follow Dane County regulations for COVID-19 safety and regularly monitor what the Wisconsin Council of Churches, the John Knox Presbytery and our own Re-Opening Task Force suggest when making recommendations about in-person worship to Session.

Highlights of the Committee's work during the year included:

### **Communion**

While worshipping virtually only, home delivery of communion elements was offered and was well-received by those choosing this option. Individually pre-packaged

# Worship Committee, Continued

communion elements were provided when in-person worship resumed in June to help ensure a safe environment.

## **Adornment**

Each season of worship is reflected beautifully through various banners, paraments and flowers. We are blessed to have talented people who contribute their skills to enhance the worship experience.

## **Ushers**

The usher teams have been instrumental in ensuring the flow of people, communion elements, live-streaming, audio and other worship logistics worked smoothly once in-person worship resumed. Cameras were added to the sanctuary to facilitate livestreaming.

## **Music**

Transitioning from pre-recorded music, to in-person singing and presentations occurred as we moved to in-person worship. In addition to the Adult Choir, New Day Band, Children's Choir and Handbells; we enjoyed special musical offerings throughout the year.

## **Children**

Children's Time continued to be pre-recorded even when in-person worship resumed. Thanks go to the presenters; Nick and Claire Von Bergen, Cindy Lovell, the Mace family and Marge Resan.

## **Youth**

The Exodus Band welcomed new members and resumed in the fall. Seven youth were confirmed.

## **Pastors**

Charlie and Jeff continued to deliver meaningful and creative worship planning and leadership throughout the many changes this year such as:

- Drive-thru Palms and Pastries for Palm Sunday
- A sermon series on Adam Hamilton's book, "The Walk"
- Easter box delivery
- A survey of members to assess comfort with returning to in-person worship.

We were blessed to have their leadership and visionary thinking during this challenging time.

Respectfully submitted,  
Colleen Gullickson, Chair

# Personnel Committee

*Eric Girard, Elder & Chair*

The Personnel Committee consists of five members typically serving five-year terms, although one-year terms are used to maintain five members. The Committee Chair serves a three-year term. The committee has two members ending their service in 2021, Melissa Hardy and Steve Veazie. In 2022 we welcome Donna Beestman for a one-year term, and Beckie Fulton for a five-year term.

Past and future committee terms are highlighted in the chart below.

Position	2021	2022	2023
Chair Position, 1	Eric Girard*	Eric Girard*	Eric Girard*
Committee Member 2	Sally Lorenz	Sally Lorenz	Sally Lorenz
Committee Member 3	Raleigh Jones	Raleigh Jones	Raleigh Jones
Committee Member 4	Melissa Hardy	Donna Beestman	
Committee Member 5	Steve Veazie	Beckie Fulton	Beckie Fulton

The committee works closely with the Head of Staff, Charlie Berthoud, and The Employee Group (TEG) who manages payroll and benefits for Covenant Staff. Our committee typically meets once a month with Pastor Charlie. Beyond the meetings, committee members are actively involved in recruitment, job postings, job interviews, and staff communication. We are dedicated to supporting the entire staff and sharing information with Session while honoring confidentiality and privacy for the staff and the congregation.

It was a busy year for the committee with lots of turnover on the staff. In February Janet Cresson joined the staff as Financial Coordinator. The committee is greatly appreciative to Laurie Jones and Gordon Enderle, who not only maintained Covenant's finances while the position was open but were extremely helpful in Janet's training.

Early in 2021 Communications Coordinator Lexie Ofe gave advanced notice of her departure by the end of 2021. The committee led a search that resulted in an offer to Derek Handley who started in October 2021. Derek has experience in Church administration and is very familiar with the Presbyterian organization and will be an asset to Covenant Presbyterian Church.

Another advanced notice was the retirement of Donna Monson, Covenant's long-time Children's Ministry Coordinator. Sally Lorenz worked closely with Donna and the Children's Ministry Team to learn from Donna's experience, update the job description and search for an interim coordinator. Jo Wiersma joined as coordinator in November. She was able to get crossover time with Donna, which was great help in creating a smooth transition. Jo is a student at University of Dubuque Theological Seminary and is working on her Master of Divinity

During all the transition in roles in 2021 the committee and Head of Staff also held many discussions on the appropriate structure of staff and the best way to maximize strengths of the current staff. The role of Minister of Music & Pastoral Care was created for and offered to Melissa Hinz. This unique role allows Covenant to benefit from Melissa's many gifts and talents. With Melissa's roles in pastoral care and administrative support considered, the decision was made not to pursue a Parish Associate. The committee advised finance to remove that role from the budget in 2022.

# Personnel Committee, Continued

Covenant's full time custodian Ken Corbett let the committee know that he would be retiring in 2022. Raleigh Jones led a search and worked closely with Ken and Church Administrator, Mary Kieta, to search for, and interview a replacement. Richard Griffin started in December and was able to get three weeks crossover time with Ken.

With guidance from Gordon Enderle, Steve Veazie led the committee's efforts to transition the staff retirement savings program. The decision was made to move away from a clunky, and unclear Lincoln Financial plan to the Presbyterian Church of USA's Board of Pensions Program. It was determined that Church staff could participate in the same program as Presbyterian Pastors. This new program will be implemented in 2022. It is an improvement to our benefits offering and will be a good recruitment and retention tool in the years ahead.

The committee looks forward to a strong 2022 with new staff members in place. We also remain engaged in long term planning, constantly asking questions and listening for God's word as we plan for a strong Church staff structure for years to come.

Respectfully submitted,  
Eric Girard, Elder & Chair

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## Gifts, Memorials & Bequests Committee (GMB)

*Janice Walden, Chair*

*"God is able to provide you with every blessing in abundance, so that by always having enough of everything, you may share abundantly in every good gift." --2 Corinthians 9:8*

**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. There was an abundance of generosity through memorials, gifts and legacy giving of Covenant members and friends in 2021, despite surviving another year of the COVID-19 pandemic, Covenant members and friends are truly active givers.

**Memorial Giving:** Memorial donations were received commemorating the lives of Molly Myrland, Steve Harrison, Joy West, Marion Applegate, Kate Richardson, John "Tony" Cattelino, Karen Ann Jones, Cate Harkness, JoAnn Malas, Terry Stewart, Dan Stapay, Don McCall, Ken and Audrey Hindman, and Laurie Fox. Covenant received a gift in honor of Kathryn Richardson.

**Legacy Giving: New bequests in 2021** were received from Sally Washburn, Maurice Jury and JoAnn Luedke.

**Wish List and other requested items** were funded by GMB in 2021 as follows: In consultation with family members and with guidance from GMB Protocol, GMB provided funding a Jazz Sunday pianist, Covenant Puzzle Exchange cabinet, two video monitors for the narthex, upgrade of wireless network equipment, new security cameras and monitoring, organ

# GMB Committee, Continued

humidification project, replacement of Wackman Memorial tree, sanctuary technology, books by Adam Hamilton titled *'The Walk'* for members to read in conjunction with sermon series, angel costumes for Christmas Eve Pageant, scholarships for the Monte Hebron Presbyterian Church for children and youth, portable heaters for Deacons' café in courtyard, computer equipment for new staff plus other funds as listed below.

**Over 125 individual gifts** were received and acknowledged by GMB during 2021. 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. We are so thankful to God for the generosity of our church family and friends and for the foresight of many planned givers.

**The Don and Marion Peterson Ministry Fund** at the Presbyterian Foundation is designated for the benefit of children at local, national and international levels for which Covenant is the beneficiary and steward of the distributions. In December, the year's proceeds of \$30,550 were distributed among 14 charities that serve children and youth. GMB was grateful for assistance from the Mission Committee to determine areas of greatest need with an emphases of feeding hungry children and youth.

**Medical Mission Endowment Fund:** Fund proceeds were dispersed in 2021 as follows: \$1450 to Village Partners International and a \$3,000 donation presented the representative of the Medical Benevolence Foundation visiting Covenant in late fall, which consisted of \$1,450 from the Medical Mission Dedicated Account and \$1,550 for Mission Outside the Congregation.

**Columbarium Resurrection Window:** In addition to the many GMB supported worthy causes in 2021, GMB memorial funds and other donations provided funding for the Columbarium Stained Glass Window project or the Resurrection Window designed to honor the COVID-19 victims, our own at Covenant as well as those lost throughout the country and the world. We look forward to seeing its completion in mid-2022.

**Friends of Covenant's Future:** These are Covenant members who have: (i) remembered Covenant in their wills/estate plans (legacy giving), (ii) who funded the Medical Mission Endowment Fund, and (iii) given major gifts to Covenant. As always, we greatly appreciate the vision and support of this special group of people and give thanks to God for their special gifts.

**GMB Committee:** GMB was honored to steward Covenant's memorial funds, bequests and endowment proceeds in 2021. These monies have been dispersed near and far on behalf of our Covenant Family to support many needs. As GMB Chair, I am blessed to serve on this committee and grateful for the dedicated commitment and service of the committee members in 2021: Barbara McCall (Vice-Chair and Secretary), Anne Lawrence (Member at Large and Treasurer), Doug Rohr (Session liaison to GMB), Ann Sydnor (Member at Large), Heather Schroeder (Mission Committee Rep) followed by Deb Cohn (Mission Committee Rep) upon Heather's move out of state and Fern Lawrence (Member at Large). Many thanks, too, to Pastor Charlie (ex-officio member), Mary Kieta, Covenant Treasurer, Gordon Enderle, acting Financial Secretary Laurie Jones, and Janet Cresson, Financial Coordinator - they are truly trusted and valuable resources for the GMB Committee.

Respectfully submitted,  
Janice Walden, Chair



# Finance Committee *John Guequierre, Elder and Chair*

In this era when many churches struggle financially and despite pandemic headwinds, Covenant remains fiscally strong. For 2021, Covenant budgeted \$1,031,365 in operating revenue and \$1,065,115 in operating expenses, which would have yielded a deficit of \$33,750 (small in view of our substantial operating reserves). Based on our financial results through November, we are likely to slightly exceed our revenue budget, and may be fortunate to have a smaller-than-budgeted deficit, or even a small surplus. The generosity of Covenant's membership remains amazing, as is the diligence of the staff and the many committee volunteers in the wise management of expenses. It should be noted that there is substantial financial activity outside of operations which are administered by the GMB Committee.

Covenant's operating reserves are nearly \$1 million, which are conservatively invested. This may seem like a lot, which might be better used in the service of God's plan for us. In fact, it is important to build up reserves for periodic and significant maintenance projects and to provide for "rainy day" events. We shall need to dip deeply into these reserves in 2022 for the boiler replacement project which Building & Grounds has been carefully planning for several years and which cannot be safely postponed. Another major pending project will be a resurfacing of the parking lot. We will want to preserve some "rainy day" funds, so Finance and GMB (which manages some undesignated funds) will be looking at whether we should undertake these major maintenance projects strictly relying on reserves or whether we should consider a capital campaign.

In compliance with Session policy, Covenant arranges for an independent review of financial activities every three years. Wegner CPA was engaged to review the 2018-2020 accounts. We hoped to have a final report by the end of 2021, but COVID related staffing issues at Wegner have delayed the report. The Finance Committee and Covenant staff are always looking at ways to improve our financial controls and performance. In December, Finance proposed, and Session approved a detailed policy for authorizing expenditures. Currently under development are policies that address the risks of cybercrime and the nuances of electronic banking.

Elder Susan Hanauer served as Chair as the year began, but needed to resign in the summer. I stepped in September. Thanks to the continuing hard work of our ex officio members Charlie Berthoud, Treasurer Gordon Enderle, and Financial Coordinator Janet Cresson, as well as the devotion of the committee members, the transition was smooth. The entire committee formally offered thanks to Jim Ruhly who retired from committee membership in November after many years of service. We also give our special thanks to Laurie Jones, who filled in last winter as interim Financial Coordinator until Janet joined the staff.

God's Blessings!

Respectfully submitted,  
2021 Finance Committee: John Guequierre (Elder and Chair), Amanda Carlson, Dennis Joose, and Dick Lovell

# Generosity Committee

*Laurie Jones, Chair*

The faithful committee members of the 2021 Generosity Ministry Committee included Doug Rohn (Elder), Laurie Jones (Chair), Rosemary Jones, Pastor Charlie, Lexie Ofe, Page Moreau, and Ernie Perry. We bid farewell to Donita O'Donnell and Jane and Gary Bertram mid-year and Rosemary Jones will also be finishing her role in 2021. We send them off with heartfelt thanks for their service.

The theme begun in 2020, "Make A Difference," continued into 2021. In-person worship or gatherings were still not an option early in the year, with in-person events slowly reinstated in June of 2021. With this being the situation, the committee relied heavily on written communications to encourage giving and generosity. Covenant has many generous people and the Covid-19 fund started in 2020 ended up raising over \$55,000 which was distributed to several local and international mission partners.

The fall 2021 campaign was called "On the Way" and worked well with the fall sermon series based on Adam Hamilton's book *The Walk*. The bible verse used was from Micah 6:8: What does the lord require of you but to do justice, and to love kindness, and to walk humbly with your God? Colorful materials were produced to emphasize the many ways the congregation puts their faith into action. The campaign was meant to encourage congregational giving and, while not yet complete, as of 12/31/2021, 215 pledges have been received totaling \$957,927.



The Serving Survey was revised and sent out again with good results having 112 received to date. These surveys are a great help to the office staff and clergy as they seek to match the gifts of the people with the tasks to be done.

The committee continued supporting the four national PC(USA) special offerings. The amount collected for the One Great Hour of Sharing was \$1,673; for the Pentecost Offering was \$2,331; for the Peace and Global Witness Offering was \$5,060, and for the Christmas Joy Offering was \$2,580. This year 40% of the Pentecost offering went to Briarpatch Youth Services and 25% of the Peace and Global Witness offering went to Presbyterian Disaster Assistance.

We are a very fortunate congregation to have faithful, generous members who have maintained their giving to the church throughout the pandemic. We are also fortunate to have Pastors and a staff who have gone above and beyond during this unprecedented time to keep people engaged in the church.

Respectfully submitted,  
Laurie Jones, Chair

# Building & Grounds Committee *Bob Schaefer, Chair*

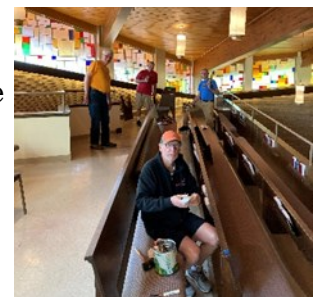
The Buildings and Grounds (B&G) Committee has the responsibility to maintain and improve the facilities of the church. Even with COVID, this year has been a typical busy year. There has been an effort to improve the grounds around the church and to make them safer to use, to update interior aspects especially the Narthex, and to begin the process of improving the heating system of the Education and Bradfield wings of the church. Many members of the church participated in completing these efforts. So first off, I would like to thank the committee members; Tom Blewett – Vice Chair, Kurt Brink – Roofing Expert, Dave Fields – Elder Representative, Rosemary Jones – Exterior Grounds Coordinator, Mary Kieta – Church Administrator, Bob Lanphear – Plumbing professional, Dennis McMillan – Engineering, Doc Parker – Electronics Specialist, Cliff O'Donnell – Insurance Specialist, Dick Pearson – HVAC Engineering Expert, Dave Rebholz – Grounds Maintenance, and Steve Whayland – Engineering and Exterior Improvements. Some additional folks that made this all work include Ken Corbett – Custodian, Joe Hanauer – Landscaping Improvements, and Peter Hughes – all around Handyman and the next Vice Chair. Additional names will be provided of those that helped during the year with the variety of projects Covenant participated in.

The year started off with water entering the building primarily in the Columbarium. The ice dam was mainly caused by the lazy valleys on the roof at the intersection of the old roof and the Narthex roof. Special efforts were taken to seal that area when the new roof was installed, but water has a way of finding its way in. In this case, it was a massive ice dam at the outlet from the roof and then up the lazy valley.



The ice had to be removed by a contractor because of the massive size of the ice problem. Some hardy Covenant members and our custodian also provided additional manual ice chopping and shoveling to prevent it from reoccurring the remainder of the late winter/early spring. We had the roof inspected and it was constructed as we requested. We have also installed a product called SnoShield to help with preventing the ice from forming. The SnoShield was installed in both the West and East lazy valleys with separate electrical controls just in time for the winter.

The pew supports that were begun last year in January just before COVID were finally installed this Spring. Several Covenant members answered the call to help with the installation. The new pew supports are solid wood and will not have the problem of the laminate peeling off like the older supports.



Another roof that needed repair was the flat roof over the kitchen. Water was entering the building at the kitchen courtyard entrance. Roofing contractors were contacted, and one was selected. But like many projects the repair was delayed because of material shortages. A temporary fix was made by the roofing contractor and the current plan is to finish the project in 2022.

# Building & Grounds Committee, Continued

During the summer, since the church had not reopened just yet, the walls on main floor of the Sanctuary wing and Narthex were given a new coat of paint.

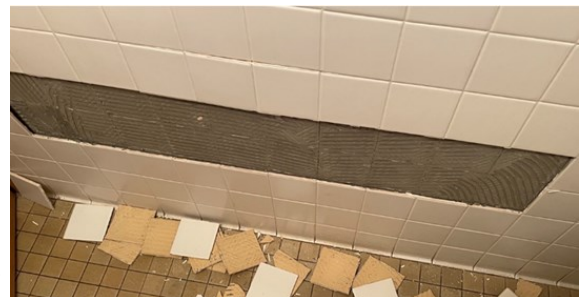
Covenant has two major projects that are being considered for completion in the next few years. The first is replacement of the steam boiler that serves the Education (C wing) and Bradfield (B wing). These structures were the first to be built by the congregation in the late 1950's. The piping is old and early in 2020 a leak was detected in the steam distribution system and had to be reconstructed. There have been many other problems with the steam heating system over the last few years that also needed attention. Most recently, B101 had a serious water leak. The replacement of the steam boiler was deemed to be an important improvement for Covenant. The other project that is under consideration is the reconstruction of the parking lot. There are many new design features that must be considered when constructing a new parking lot. Water retention and infiltration to prevent flooding is a relatively new requirement. So, Session was asked to prioritize which project would move forward.

Because boilers are only used during the heating season and failure of that system would be at the wrong time of year, it was felt that replacement of the boiler and heat distribution system should take precedence. That was fortuitous because the steam boiler, during an annual inspection, was found to have an internal leak. Additionally, several control valves had to be replaced and another leak temporarily fixed. At this point in time, a mechanical contractor has been selected and B&G has selected a project manager. An additional aspect of this work is the replacement of the cabinets in classrooms in the B and C wings of the church. This work could not be done until the boiler system was replaced. The current plan is to have all the work done by September of 2022. B&G is in the process of selecting a design/build contractor to address the removal of the old cabinets and install finishing shelving and trim over the heat registers. B&G will be looking at installing cabinets as a separate project.

Because COVID has become a major concern these past two years, the church has taken steps to try and filter the air being circulated in the Sanctuary. MERV 13 filters have been installed in the air handler unit to improve filtration.

The Wi Fi network was upgraded to improve access throughout the church. Once that was completed the new monitors in the Narthex were installed. These monitors provide current information for members and guests at the church.

A loud noise announced that the tile in the pastors' restroom fell off the wall. The mastic that was used to adhere the tile had dried out and the tiles collapsed. Because of the age of the church, the mastic that was used had to be tested for asbestos before complete removal of the tiles and plaster walls down to the studs. The asbestos test was negative, and a contractor was hired for wall removal. Once the wall materials were all removed another contractor was hired that could remodel the bathroom.



The new rest room is finished with new plumbing fixtures, the original medicine cabinet and light, and a restored fan along with new wall covering.

# Building & Grounds Committee, Continued



If you haven't noticed, a new retaining wall was constructed just to the north of the parking lot entrance. This new wall was installed to prevent further erosion under the sidewalk and to provide for a safer walkway area. During the week the entrance to the church is through the courtyard and the doors near the office.

With the changes being made to the Chancel area of the Sanctuary for service streaming purposes, it was determined that a railing should be installed on the east side. However, the railing could not be installed as it is on the west side because access was needed to the organ pipe loft. After much discussion a plan was developed, and a member was able to construct the new railing.

A lot of outside work was completed this past year. Rosemary Jones coordinated efforts to remove the old bushes along the south side of the church, place mulch around the trees and plantings, improve the cross garden, prune the trees on the property, maintain a nurturing environment for Monarch Butterflies, and general upkeep. She had several volunteers that helped make this effort successful. About 20 cubic yards of mulch was placed around the church. A landscaping plan is being developed to replace the older planting that had overgrown or suffered winter damage.



Those same volunteers and others also volunteered to place mulch at Glenn Stephens Elementary School, our partner school.



The parking lot lines were repainted to assist with parking. This work was completed before the church reopened for in-person services.



Some small sink holes were noted on city property on the south side and east side of the church yard. The city was informed of these issues in case these small sink holes become larger issues at some later date.

The church's insurance policy was reviewed, updated, and approved by Session. Covenant is fortunate to have a member with an insurance background to assist with this review. Some savings were found this year, but other changes will come into play in the following years.

A mission box for distributing food to those facing food insecurity was constructed and then installed by members of the work group near the entrance to the church just off Mineral Point Road. This was a collaborative effort between Mission and B&G. The mission box needed some minor adjustments to protect the items that are placed in the box. Peter Hughes is demonstrate

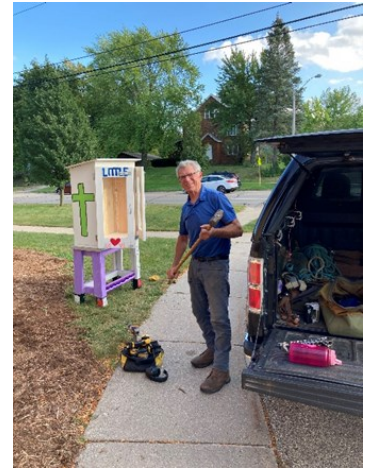
# Building & Grounds Committee, Continued

ing one of the tools used to securely place the box at the entrance.

The work group has been very busy this year with mulch projects, pew support installation and general ground improvements. Another task in which the work group was involved was replacing several bulbs in the Sanctuary. Over 60 bulbs were replaced this year, and the Sanctuary is much brighter because of their effort.



There are many other projects and ordinary issues that were addressed by the B&G committee. The ones noted here are just a few of the many items considered by the committee.



A lot of members have been helping with the projects that need to be done at church. Following is a list of most of those that have been involved. I apologize in advance if I missed someone. Those members are Peter Hughes, Bob Cole, Judy and Walt Stevenson, Rosemary and Lee Jones, Chris and Jack Barden, Randy Holveck, Jan Minardi, Nan Schaefer, John Strikwerda, Ken Joosse, Dennis Joosse, Randy Zirk, Steve Veazie, David Fields, Karen Best, Theodore Fields, Elias Fields, Dave Athas, Pete Anderson, Tom Bauer, Susan Lauffer, Mary-Beth Rolland, Judy Gundersen, Doc Parker, Tom Blewett, Ann Athas, Laurie Jones, Drew and Jennifer Simon, Luisa Simon, Sophia Simon, Charlie Berthoud, Gary Bertram, Nancy Gunder, Barb and Eric Eikenberry, Evelyn McMillan and others. A rough estimate is that members put in over 400 hours of work on projects at the church.

Respectfully submitted,  
Bob Schaefer, Chair and Work Group Coordinator

# Clerk of Session

*Laurie Jones*

The following summarizes the change in membership of  
Covenant Presbyterian Church 2021:

<b>Active members as of December 31, 2020:</b>		<b>756</b>
Plus new members during 2021		
By letter of transfer:	4	
By reaffirmation/confession of faith:	13	
Total new members in 2021:	17 →	<b>+17</b>
Less membership losses in 2021		
By death:	21	
Other:	2	
Total loss of members in 2021:	23 →	<b>-23</b>
<b>Total membership as of December 31, 2021:</b>		<b><u>750</u></b>

## **Other Statistics**

Sacrament of Holy Communion served to entire congregation:	13
Sacrament of Holy Communion served to individuals/small groups:	10
Weddings:	3
Memorial services and funerals:	19
Baptisms:	3

## **2021 Session Members:**

### **Class of 2021**

Heather Potter  
Jenny Von Bergen  
David Fields

### **Class of 2022**

S. Hanauer/J. Guequierre  
Julie Sadowsky  
Doug Rohn

### **Class of 2023**

Eric Girard  
Amy Poland  
Faith Windsor-Leonard

Laurie Jones, Clerk of Session  
Pastor Charlie Berthoud, Moderator



Covenant  
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Church

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