



Covenant Presbyterian Church

ANNUAL REPORT

2022



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

Over this past year, we've faced several challenges: major staff transitions, ongoing Covid issues, and the need for a \$700,000 heating system upgrade. But we came through the year strong; the ministry of Covenant has remained solid.

STAFF: Between November 2021 and July 2022, we had three staff retirements, each with over 25 years' experience at Covenant: Donna Monson (children's ministry and pastoral care), Mary Kieta (church administration), and Steve Royalton (youth ministry and Exodus band). In January, we parted ways with Associate Pastor Jeff Fox-Kline, with a mutual agreement. Plus we had custodial transitions.

Thus, we've lost a lot of institutional knowledge. But thanks to the Personnel Committee, we gained new staff members who have come on board and done wonderful ministry. Bailey Green (Church Administrator) and Jo Wiersema (children's ministry). Since September Bailey and Jo have coordinated our youth ministry, with additional hours on their already-full schedules.

Derek Handley (communications) and Janet Cresson (finance) have been in their roles under two years, and they are doing great work, as they continue learning about Covenant.

Longer-term staff have provided much-needed stability and solid ministry. Melissa Hinz took on the full-time role as Minister of Music and Pastoral Care, and Clara Thompson came back in September to help with pastoral care and worship. She officially retires at the end of May 2023. Mary Kieta is here on Sunday mornings in the new staff role of Sunday Host.

Music staff (Doug McNeel, Ben Welch, and Arlene Kennedy) and Nursery staff (Vicki Alexander and Eileen Durand) remain solid. I'm grateful for each of them.

Our Associate Pastor Nominating Committee has begun its work, and Personnel is working on long term staffing for children's and youth ministries. I'm hopeful for good progress in 2023!++

WORSHIP, DISCIPLESHIP, and LEARNING:

With lots of prayer, reading, conversations, and a little bit of nervousness, we planned our sermon and education series on sex and sexuality in January. Unfortunately, due to Covid, we had to go remote. The sad irony of doing a series on our bodies and physical relationships and incarnation through screens was not lost on me. But once again, Covenant people showed a willingness to wrestle with complicated issues through the lens of Christian faith.

We continue to have excellent music, which inspires and encourages people. In our preaching and teaching and small groups we are striving for ways to make Christian faith authentic and relevant. Over the summer, we had a Bible verse of the week and distributed hundreds of cards, with hope that God's word would dwell richly in all of us. (Col. 3.16)



Pastor/Head of Staff (continued)

CHILDREN & YOUTH: Sometimes, parents apologize to me for their kids making noise. While we obviously don't want major disruptions, I tell them I'm grateful for the noise, the energy, the joy.

We celebrated ten baptisms in 2022, which is great. Children's ministry has been solid, with revamped Kaleidoscope, great Sunday School, a fun and educational VBS, and a creative and faithful Christmas pageant.



Our youth ministry is in a rebuilding phase. Numbers are low, which isn't surprising with Covid and staff transition. Nonetheless, youth have been meeting regularly and engaging in mission and a couple of retreats.

FINANCES and the BUILDING: Big picture - we are doing good ministry, and we are financially healthy, thanks to the generosity of Covenant people and the good stewardship of Covenant leaders.

More specifically - we started the year looking at the \$700,000 boiler project, with about \$1,000,000 in reserves, thinking we would end the year with about \$300,000 in reserves. With the help of an undesignated bequest funds of \$180,000, we were able to fund the boiler and retain about \$500,000 in reserves.

As for the operating budget, Session approved a budget of just over \$1 million for 2022, with a projected deficit of \$36,000. We ended the year with a surplus of over \$90,000. Once again, we spent less than budgeted and we received more than budgeted.

Along with that, we did lots of outside-the-budget giving to mission partners. Most notably, we support humanitarian relief in Ukraine with over \$50,000 from a special offering and a benefit concert. And we sent \$16,000 people to Guatemala for educational scholarships.

I remain very grateful to our Building & Grounds Committee, for their efforts to maintain and upgrade our facilities. We're learning how to utilize our new keypad-camera at the front door, and we're welcoming more community groups into the building. Scout groups are growing, two new Alcoholics Anonymous groups, a Spanish language Bible study, and various music groups. Jesus calls us to love our neighbors; one way to do this is by sharing our building.

FUN and FELLOWSHIP: I see lots of smiles at Covenant, which is reflective of the good spirit here. We have fun on Sundays, with coffee and donuts. We have fun at shared meals and picnics. We had fun at our first-ever Halloween Party. Along with hard work, worship, and deepened relationships, we had a lot of fun on our mission trip to Guatemala in October.

GRATITUDE: It has been a busy year, and I'm very grateful to our staff and to countless volunteers who make the ministry happen around here. We are short-staffed, so I and other staff are a bit tired. Please thank any staff members you see!

Pastor/Head of Staff (continued)

Thanks to dozens of Covenant people who volunteer in a wide variety of ways. Special thanks to Clerk of Session Laurie Jones (who wears a few other hats), and to diligent Treasurer Gordon Enderle. Even though it has been a busy and sometimes challenging year, I remain very grateful for this church, and I'm honored to have served here for ten years now. Thanks be to God.

Respectfully submitted,
Charlie Berthoud

Music Ministries

Melissa Hinz & Ben Welch

“I will sing of your love and justice; to you, LORD, I will sing praise.” -Psalm 101:1

Covenant Music Ministries continue to be blessed by the many wonderful and dedicated musicians that provide music for worship week to week. Their gifts are an integral part of our worship. We are also grateful for all the other members who offer their time and talents as ushers, readers, greeters, and worship leaders, as well as those who work behind the scenes making our worship space beautiful throughout the year on the Adornment committee. It is this collaborative effort, all to the glory of God, that we celebrate!

Covenant is blessed by our musical leaders. Melissa Hinz continues to direct the Covenant Chancel Choir as well as the Adult Handbell Choir. Both groups have enjoyed welcoming new members and offer music regularly in worship.

Ben Welch leads the New Day Ensemble as they share music in worship most Sunday mornings at the 9am service. Ben also participates in special services and events throughout the year providing music and leading song.

In August, we celebrated the 20-year anniversary of organist, Doug McNeel. We continue to be blessed by Doug's music and accompanying skills as he leads us in hymn and song. This fall, we installed an “organ cam”, a third camera which is in the front of the sanctuary. This camera offers an up-close view of the organist, and when projected on the screen and in our livestream videos, allows the congregation to not only listen but to watch the wonders of Doug's playing.

Arlene Kennedy has continued to provide leadership for our Children's Choir which was incorporated into the Sunday School hour starting in the fall. A Pageant/musical was presented by the children in December to celebrate Christmas in word and song. Wonderful costumes were created by Heather Marley as Arlene directed the musical and Ben Welch accompanied. It was a joy!

Covenant is also blessed by those who offer special music throughout the year, and we encourage anyone interested to consider sharing their gifts in worship!

As a result of the retirement of Steve Royalton in the spring, we no longer have the High School Exodus band playing in worship. We are grateful for the many years that Steve led this ministry.

Music Ministries (continued)

In July, Covenant hosted a benefit concert to raise money for Ukraine. This event included Covenant musicians as well as musicians from five other Presbytery churches. We also welcomed Ivan Shmilo, a Ukrainian musician, who played the bandura and shared some Ukrainian songs. It was a wonderful event that raised just over \$22,000.

Other special musical events for the year include a Salsa service in February with a salsa band, trombonist Cole Bartels with his group The Beltline Bones, and brass for Easter and Reformation. Covenant also hosted a neighborhood Thanksgiving Eve service and pie reception, collaborating with 4 neighborhood churches. We hope this to be an annual event.

Another collaboration included a brief service to celebrate Veterans Day with Midvale Community Lutheran Church in November. We hope to establish some connections with neighborhood churches in the coming year as we strive to be good neighbors and faithful members of the Body of Christ.

As we begin a new year, we have new opportunities to serve with creativity and enthusiasm, making music to the Lord. We thank you, the congregation, for your support and your participation in the music that we share together.

No storm can shake my inmost calm while to that Rock I'm clinging.

Since Christ is Lord of heaven and hearth, how can I keep from singing? ~ Robert Lowry

Respectfully submitted,
Melissa Hinz and Ben Welch

Children's Ministries Coordinator

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. As Covid-19 moved into an endemic status, 2022 was a steppingstone year for creative and innovative ways to connect children and families back with the church, God, Jesus, and worship, while learning God's love and living God's love.

Worship was virtual from January until February 28, 2022, due to Omicron. 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. These worship bags offered accessible, creative, and quiet ways for children to use their hands during service. Children's Time began in person in Summer. Using markings on the pews and floor, this allowed for children to listen and engage with our presenters without making their faces seen on the livestream option. Families also received an advent devotional and an advent calendar to celebrate and prepare for the Christmas season.

In March we began a pilot program for Kaleidoscope Kids began at the 9:00am worship service for all 3-year-olds through 2nd graders. Thank you to Orchard Ridge UCC church who allowed us to borrow their materials as we did a 6-week pilot run of the Godly Play program. The Godly Play method is a curriculum of spiritual practice exploring the mystery of God's presence in our lives. The Godly Play practice teaches us to listen for God and to make authentic and creative responses to God's call in our lives. This curriculum uses Montessori methods to recreate and discuss Bible stories. By using Godly Play, children have been able to recreate the Bible story told on their own, engage with the story and think critically about the thoughts and emotions of the characters. Children are learning the church calendar and developed familiarity with the stories of the Hebrew Bible and the New Testament. Thank you to the Gifts, Memorial, and Bequests Committee for the money to purchase Godly Play materials that will last the next couple of decades.

We had a fantastic showing at our Vacation Bible School: Playing with Parables. Working with the children and volunteers at Bethany United Methodist Church, we created an ecumenical environment full of joy and Christian education for children 3 years old through 6th grade. Children learned about 4 parables, learned many songs and activities, which we celebrated at the end with a pizza party!

A highlight of mission and outreach at Covenant is the annual fundraising for Heifer International, as 2022 we had the opportunity to be back in person. On May 1, from 10:00 to 11:00, a Heifer Celebration was held in Bradfield. Children dressed as Heifer animals such as sheep and rabbits. The youngest Sunday School class presented their crafts they worked on, the upper elementary class used a basketball game to raise money, and the barnyard band played many a merry tune. \$4,631.19 was donated by Covenant members and friends for the 29th year of Heifer fundraising. During the summer, school supplies and backpacks were collected for the Back to School Bash at the Northport Apartments.

Children's Ministries Coordinator (continued)

Some special activities were offered in 2022. The Children's Ministries Team coordinated a Blessing of the Animals on June 5; a Blessing of the Backpacks on September 11; a Bible Presentation for 1st and 4th graders in March and September; and a Drum Circle with Elmore Lawson on October 2. Thank you to the High School and Middle School Youth Connection who put on the Halloween party on October 30. This Halloween party had over 50 children in attendance, where children could go through a haunted hallway and celebrate with games and candy. Thank you to Arlene Kennedy for running the presentation on World Communion Sunday, October 2, and for running our Christmas Pageant, A Christmas Lamb, on December 18th. Arlene was able to work with over 30 children to put together the Christmas pageant and Heather Marley did a fantastic job with the creation of costumes.

Covenant is blessed with many children's ministries volunteers who shared their time and talents in 2022. These numerous volunteers included Sunday School teachers, high school aged Kaleidoscope teachers, and children's time video and in person presenters Cindy Lovell, Marge Resan, Nick and Brooke Von Bergen. Thank you to the Children's Ministries Team for 2022 which included Elder Jennifer Morgan, Kate Sargent (Chair), Heather Potter (Vice Chair), Emily Lanphear, Megan Munson, Mollie Moore, Adam Brigham, Karen Best, Heather Marley, 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 community of Covenant Presbyterian Church.

Respectfully submitted,
Jo Wiersema

Youth Ministries Coordinators

Jo Wiersema & Bailey Green

Our thanks to Middle School Advisors Rachel Aune, and Grady Brown. Also, thanks to High School Advisors 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 former contemporary worship band, Exodus, led music for worship in the Spring. High school youth Theo Sebastian and Garrett Leonard were involved. Special thanks to adult Chris Lee who has been a dedicated member of this ensemble for over 13 years. Steve had the privilege of directing this band for over 13 years. Exodus was able to retire alongside Steve Royalton in August

The pandemic continued and 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 eight youth in April. The confirmands and their parents were able to celebrate in great joy on this day. We did not have a 2022-2023 confirmation class. We look forward to re-starting confirmation in 2023.

The Middle School and High School Youth Connection ministries continued in-person in the fall with weekly gatherings where due to updated CDC guidelines, youth were able to meet without masks and in the High School and Middle School rooms with more comfortable seating. Our High School Youth Connection baked cookies and sent care boxes to recent Youth Connection grads now in college in mid-October. Both Middle School and High School Youth worked to put on a Halloween party for families and the community. Involving over two dozen youth, the High School Youth Connection created and acted in a haunted hallway. The Middle School Youth Connection gave away candy and played games with the younger children. Both Middle School and High School Youth went to Solace Home where they learned of the mission for Solace Friends, and were able to assist in updating and renovating a house to serve as a place for unhoused individuals to receive end of life care. High School Youth Connection served at The River in November. The Middle School Youth Connection continued the “Hat & Mitten Tree.” Many people donated new hats, glove, scarves, winter coats, snow pants, and mittens. Donations were distributed to Open Doors for Refugees and Glenn Stephens Elementary School.

Both the High School and Middle School Youth Connection were able to celebrate the end of the year with a Christmas party.

In December, the decision was made to cancel the Trash & Treasure Sale for 2023 due to the resources needed to support an event of that size. We look forward to youth engaging and working to support the community in a variety of ways.

Respectfully submitted,
Jo Wiersema & Bailey Green

Board of Deacons

Drew Simon, Moderator

As we continued to move into the ‘time after the pandemic’, the activities of the Board of Deacons at Covenant continued to adapt to circumstances as warranted. Our board was able to connect virtually on a monthly basis, meet occasionally in-person and build a great sense of community as we resumed post-quarantine church activities.

The year saw most of our traditional Fellowship activities return, in a format that closely resembled our usual ways. Wonderful opportunities to connect the congregation through food, community, and celebration were held. Donuts and coffee were hosted in various states in Bradfield/the Courtyard. Additionally, the Fellowship Committee was able to host a few celebrations along the way including a Sledding (February) outing at Garner Park, a Church Picnic at Rennebohm Park (July) Thanksgiving Ecumenical Pie reception and an Advent Celebration in Bradfield (December).

The caregiving team and their card writing volunteers were able to continue their greatly appreciated ministry throughout the year. New this year was connecting with members on their birthdays! Each week a dedicated team contacted via phone, email or text our Covenant members to wish them all the best in their year ahead. In addition, 809 cards were sent out for holiday/seasonal celebration (369 Valentine’s Day 130 Easter, 310 Christmas) and 166 total care cards were written and delivered in support of Covenant family and friends from the Sunday morning prayer list. A total of 975 Cards throughout the year.

The Welcome Committee was able to provide connection and a welcoming environment for our members and those with an interest in Covenant. A number of individuals 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 continue to provide smiles and warmth.

Finally, a couple of new initiatives were launched- Covenant CONNECT Program and Spiritual Strolls. CONNECT Events included; Kite Flying, Apple Orchard visit and Wisconsin Soccer Game tailgate. Spiritual strolls took place all across Dane County- Arboretum, Owen Park, Picnic Point (including frozen Lake Mendota!), Donald Park and the Ice Age Trail.

The following individuals contributed their time, talents, and treasure to the congregation through their service on the Board of Deacons in 2022: Michael Carlson (Fellowship – Chair), Margie Coons, Katie Herringa (Welcome-Chair), Kim Huff (Caregiving – Chair), Emily Lanphear, Frankie Leisering, Steve Resan, Jess Salmonowicz, Chris Turner, Judy Von Bergen (Nominating), and Ginny Yuska. The Board was also served by a number of supportive staff and church members including: Pastor Charlie Berthoud, Melissa Hinz, Mary Kieta, Bailey Green, Derek Handley and Pastor Clara Thompson.

Respectfully submitted,
Drew Simon

Adult Education Committee

Melissa Hardy, Chair

The Adult Education Committee supports the congregation in providing Christian-based faith formation opportunities that help everyone learn God's love and live it. Classes also emphasize Covenant's commitment to be a Matthew 25 Congregation.

Included in Adult Education ministries are Sunday morning classes, small group discussions, the church library, and help with periodic devotionals including Advent and Lenten devotionals. In 2022, classes are held both in person and via Zoom. Committee meetings were also held via Zoom. The monthly *Caravan* newsletter and the weekly "Connections" email were used to publicize upcoming classes and group activities.

Sunday Morning Adult Education Classes

A wide variety of classes were offered throughout the year, with sessions led by members of staff members of the congregation, and several speakers from other organizations. All class offerings were selected to support the mission and vision of the church as we strive to live out the tenets of a Matthew 25 congregation by building congregational vitality, dismantling structural racism and eradicating systemic poverty.

2022 began with five classes in conjunction with the pastors' sermon series "Let's Talk About Sex." Covenant welcomed several guest speakers for this series. Classes were well-attended and topics were informative, offering good opportunity for discussion and conversation.

From mid-February through the Lenten Season, several foundational classes were offered providing opportunities to learn key Hebrew words, gain a better overview of the New Testament, deepen our understanding of the Book of John, broaden our knowledge of the Lazarus story, learn "What is Lent?", and become versed on the activities in the last week of Jesus' life day by day.

Covenant benefited from presentations by several of our Mission Partners and community organizations who shared the work they are doing. Organizations who presented at Covenant included: River Food Pantry, Domestic Abuse Intervention Services, Nehemiah Project and Solace Friends.

During the Summer months, an in-person Bible study took place before worship on Sundays in order to deepen our faith and understanding of the sermon scripture. These informal sessions were facilitated by members of the adult education committee and other members of the congregation. Pastoral staff provided questions to help initiate discussion.

Foundational classes continued in the fall with a deeper look at Matthew 25, an overview of the New Testament, and a six-week study of Genesis. Additional offerings in the fall included an in-depth book study on *Dear White Peacemaker*, In Advent there was the opportunity to learn about other cultural traditions and how Christmas is celebrated in Sweden and Guatemala.

Covenant Library

Our church library contains over 1,000 books, 39 of which were purchased during the year, with many being related to the adult education classes. The new category of "Social Justice-Parent and Child" was added in 2022 and includes 22 new books.

New books were also added in the categories of Black History/Race Relations, Sexuality, and Women to support book groups and sermon themes. Committee members suggested titles for

Adult Education Committee (continued)

the library, and many donated books were also received and put into circulation. 12 book reviews were written by Covenant members, and they were included in publications and posted on the church website in 2022.

Small Groups

Covenant had several small groups opportunities during the year of 2022. These groups continue to provide a learning opportunity through personal connections and help to build community among attendees. In March, Covenant offered a 7-week small group series that supported the Lenten Season Sermon Series of “Let’s Talk About Jesus.” These Small Groups focused on the “I am” statements of Jesus found in the Gospel of John. In early Fall, a second Small Group Series titled “Money Matters” was offered for six weeks.

One small group that met regularly in 2022 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 met via Zoom weekly, and is still continuing to meet.

Thank you 2022 Adult Education Committee Members: Melissa Hardy (Chair), Nancy McCulley, Barb Eikenberry, Marilyn Krichko, Patricia Herrling (Librarian), John Strikwerda, Jenny Von Bergen, Polly Guequierre, Elder and Session Liaison Monica Mark, Michael Whitley, and staff member Melissa Hinz.

We are grateful to class presenters, members who suggested intriguing topics, and small group leaders. All helped keep Covenant’s adult Christian education ministry meaningful and accessible during another challenging year.

Respectfully submitted,
Melissa Hardy, Chair

Other Ongoing Small Groups

Racists Anonymous Fellowship (RAF)

Meets seasonally on Thursdays at 7:00pm

RAF is a fellowship of individuals seeking to achieve personal recovery from racist habits and the effects of racism. Its purpose is to help individuals address their own role in the sin and addiction of racism. Visit covenantmadison.org/raf to learn more about RAF.

Contact: Jennifer Morgan

Fiber Friends

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!

Contact: Polly Guequierre

Mercy Mats Small Group

Meets on the first and third Wednesdays of the month from 1:30-3:00pm

A mercy mat is a hand-crocheted bed roll made from reused plastic shopping bags. As part of the Adult Education Committee's theme of Compassion: Giving of Ourselves, this group meets to sort, cut, and crochet strips of plastic into useful sleeping mats. Over 700 bags per mat are needed! You don't need to know how to crochet to participate. An instructor will be present at each meeting. Mats are donated to our mission partners Friends of State Street and Porchlight.

Contact: Nancy McCulley

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"

- 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

Tuesday Morning Small Group

Meets Tuesdays at 9:30am

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: Eric Wendorff

Friday Women's Book Club

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

Join us for book conversations and prayer, in-person and sometimes on Zoom.

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

Nominating Committee *Amy Poland, Elder and Chair*

Presented by the 2022 Nominating Committee at the October 30, 2022 Congregational Meeting:

Three-year terms (January 2023 - December 2025):

Elders

Steve Fulton
John Guequierre
Marilyn Krichko

Deacons

Bob Cole
Sherry Hershberger
Mary Kieta
Lynn Vande Sande

Presented by the 2022 Nominating Committee at the January 8, 2022 Congregational Meeting:

Associate Pastor Nominating Committee

Brad Brown
Betsy Erickson
Brett Larget
Brenda Moten
Carrie Sanders
T J Sargent
Jenny Von Bergen

2022 Nominating Committee

Amy Poland, Elder & Chair
Eric Wendorff, Non-Session Elder
Judy Von Bergen, Deacon Rep
Kris Anderson, Member-at-Large
David Moore, Member-at-Large
Ann Perry, Member-at-Large

Mission Committee

Jane Pearson, Chair

Covenant Presbyterian Church is Learning and Living as a Matthew 25 Congregation. As such, we are focused on dismantling structural racism, eradicating systemic poverty and building congregational vitality. These principles guided the Mission Committee as we evaluated and prayerfully considered mission partnerships, made difficult decisions on best ways to share our congregational gifts and talents and sought ways to invite/involve the congregation into the ministry of mission through our work. We also partnered with other church committees, particularly Adult Ed and Gifts, Memorials and Bequests on several projects. As the COVID-19 pandemic eased up sporadically in 2022, we celebrated spending time IN PERSON with some of our Mission Partners as doors opened and people congregated. Some of the Covenant Mission Highlights of 2022 include:

1) Strengthened partnership with Glenn Stephens Elementary School

- fruit collection & delivery for all students at least quarterly
- Pen pal project
- Snacks for teachers
- Gift cards for winter clothes, school supplies, holiday toys as needs arose for families.

2) Feeding Hungry People

- Pres House worship and meals re-established
- Triangle Ministries Monday meal rotation re-established
- Little Free Pantry at Covenant continually stocked

3) International Relief

- Special offering raised \$25,000 for Ukraine through Presbyterian Disaster Relief
- Ukraine Benefit Concert jointly with Christ and Westminster Churches raised \$22,000 for Wisconsin Ukrainians, Inc.
- Commitment to ongoing effort to sponsor a refugee family resettlement. We have partnered with Open Doors in this effort.

4) Guatemala

- 12 Covenant members and pastors traveled to Guatemala to continue relationship building with people and churches that our congregation has long standing relationships with, but whom we had not visited for several years, mainly due to the pandemic. A new mission partnership was formed with our host organization, CEDEPCA.
- The annual Guatemala auction returned to “in person” this year and the \$12,484 raised will provide scholarships for the children at Monte Hebron Presbyterian Church in Santo Domingo to attend school from elementary to University.

5) We sponsored the **Nehemiah Project** as they celebrated 30 years of empowering black families with professional & leadership programs, economic empowerment & community revitalization.

6) We invited leaders from our current and potential future mission partners to speak in church and lead an **Adult Education class**. DAIS, Extended Hands Food Pantry and Solace Friends came to Covenant.

Mission Committee (continued)

7) Per the annual request of GMB, we recommended 9 organizations (5 local, 4 International) to receive \$3,744 each from the **Peterson Fund** which was created to support children and youth programs.

8) We had many conversations about ideas/best use for a very generous bequest designated for “mission work” by the late JoAnn Luedke. The committee agreed that making an impactful donation to an organization(s) that was doing work compatible with our **Matthew 25** principles was the goal. Solace Friends and Lighthouse Church Extended Hands permanent food pantry will each receive funding for their building projects. The remainder of this fund will be kept available for other such partnerships in the next 1-2 years.

9) Special offering recipients:

- Pentecost: Extended Hands Food Pantry (Covenant’s portion)
- Peace & Global Witness: DAIS (Covenant’s portion)
- Thanksgiving: Solace Friends
- Christmas Eve: PCUSA Disaster Assistance directed to Refugee Resettlement Program

Please see the Financial Report detailing the payments made to our mission partners in 2022, totaling \$101,654 to date (12/31/2022).

Ann Athas will assume committee leadership in 2023, with Frances Parker slated to lead in 2024.

Respectfully Submitted with Gratitude and Peace,
Jane Pearson, Mission Committee Chair, 2022

On behalf of these dedicated committee members:

Ann Athas, Deb Cohn, Sarah Day, Friedemarie Farrar, Maribeth Gettinger, Bret Larget, Sally Lorenz, Heather Marley, Ginger McIntosh, Frances Parker, Tom Popp, Faith Windsor-Leonard (Session Representative), Charlie Berthoud and Jo Wiersma

Worship Committee

Melissa Schmidt, Chair

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

The 2022 worship coordination was comprised of the Worship Committee, the Adornment Team, the Communion Preparation Team, and Ushers. The 2022 Worship Committee members included: Melissa Schmidt (Chair), Martha Stoner (Vice-Chair), Fern Lawrence and Evelyn McMillian (communion), Peggy Bugg (adornment), Bob Schaefer (Usher), and Julie Sadowsky (Elder). Staff ex officio members included: Pastor Charlie Berthoud, Melissa Hinz, Steve Royalton, Ben Welch, and Jo Wiersema.

Last year was a year of joy and celebration as we returned to in-person worship service. How wonderful it has been to continue seeing our fellow congregants, friends, and family return to the sanctuary! Meaningful and spirit-filled worship opportunities was also live-streamed from the sanctuary for both the 9:00 a.m. and 11:00 a.m. services. Covenant lived out the Great Commission by hosting the Ukraine benefit concert and a Thanksgiving Pie Fellowship worship service, witnessing the Ordination of Chelsea Cornelius, and baptizing numerous young children!

Last year was also a year of transition in Covenant staff, with the departure of Jeff Fox-Kline and the retirements of Steve Royalton and Mary Keita. In an effort to use the COVID-19 Pandemic as an opportunity for growth, Worship Committee members spent the entire year reflecting and challenging each other with discussions of the book, *The Post Quarantine Church; Six Urgent Challenges + Opportunities That Will Determine the Future of Your Congregation*, Thom S. Rainer (2020).

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

Communion

Communion was primarily organized by Fern Lawrence. The elements were available in baskets for worship attendees to pick up before entering the sanctuary.

Adornment

Peggy Bugg continued to ensure the sanctuary was appropriately adorned throughout the year, with an eye towards adorning both the entire sanctuary and the space captured in live-stream videos.

Children

Jo Wiersema brought new life into the spiritual development of our young children by implementing the Godly Play curriculum during the 9:00 a.m. worship service. The increase in reports of our young children asking deep questions of faith has been exciting to witness. 2022 also witnessed the return to in-person children's messages. Many thanks to Covenant members Marge Resan, Cindy Lovell, Dick Lovell, Nick Von Bergen, and Brook Von Bergen (and Gus). Children participated in the worship experience through reading scripture, the Celebration Choir, and a wonderful Christmas Musical!

Worship Committee (continued)

Youth

This past year brought a transition in the youth leadership, with the retirement of Steve Royalton over the past summer. The Exodus Band performed once a month until Steve retired. Jo Wiersema and Bailey Green jointly shared youth leadership responsibilities beginning in the fall of 2022 and have provided opportunities for our youth to discuss matters of faith in a safe and spirit-filled environment.

Music in Worship

Melissa Hinz, Ben Welch, Doug McNeel, Steve Royalton, and Arlene Kennedy provided excellent leadership for the Chancel Choir, New Day Band, Exodus Band, the Celebration Choir, handbell choirs and various soloists. This past year we saw various guest musical performances, including a jazz band and trombone duet.

Session

Julie Sadowsky continued to serve as the session representative on the Worship Committee.

Pastor

Charlie Berthoud provided faith-filled creativity and spiritual development as our Worship Committee shifted back to in-person worship services that are both now live-streamed. He challenged Covenant with various sermon series such as, “Let’s Talk About Sex,” “I Am Statements,” and “Let’s Talk About Money.” Always mindful of Covenant’s connectedness to each other in Christ, Charlie has prayerfully, and with discernment, fostered a worship culture in Covenant where collectively asking questions brings us closer to Christ.

We thank all that have contributed to the worship experience at Covenant under the excellent leadership and vision of Pastor Charlie Berthoud; Pastor Jeff Fox-Kline; Clara Thompson, Parish Associate; Melissa Hinz, Minister of Music/Pastoral Care; Jo Wiersema, Ministry Associate for Children, Youth & Mission; and Ben Welch, Contemporary Music Coordinator.

Respectfully submitted,
Melissa Schmidt, Chair

Personnel Committee

Eric Girard, Elder & Chair

The Personnel Committee consists of five members typically serving five-year terms. In 2023 we have one member, Brad Brown, serving a one-year term with a special focus on youth ministry planning and as a liaison between Personnel and the Associate Pastor Nominating Committee. The chair is an Elder serving as a chair for three years.

Member	2022	2023	2024
Chair Position, 1	Eric Girard*	Eric Girard*	Eric Girard
Committee Member 2	Sally Lorenz	Sally Lorenz	Sally Lorenz
Committee Member 3	Raleigh Jones	Tom Popp	Tom Popp
Committee Member 4	Donna Beestman	Brad Brown	
Committee Member 5	Beckie Fulton	Beckie Fulton	Beckie Fulton

During 2022 our congregation experienced a lot of turnover on staff. It was emotional and challenging for everyone, but through the processes of retirements, disillusionments, and reorganizations, I saw patience, love and understanding. The staff felt the support of a loyal congregation and we saw all functions of our church continue to move forward as we added new members to the pews, baptized new souls into our faith, and welcomed all, *virtually and in person*, to worship.

This time of transition brought amazing things from new and familiar faces. Our brand-new administrator Bailey Green has come to the position with new energy and ideas, and we still have the familiar face of Mary Kieta with us every Sunday as a greeter. Despite being shorthanded, the staff stepped up in many ways. With that fact in mind, as well as the increased challenges of inflation and costs of living, Session accepted the motion Personnel made and instituted a pay raise and onetime bonus for the staff. This was made possible by an unexpected 2022 surplus and the generous contributions of our membership.

The best way to summarize the changes and directions for the future is by covering three areas in this report - Administrative & Facility, Children & Youth, and Pastoral Staff.

Administrative & Facility

Bailey Green, Derek Handley, and Janet Cresson are all new to their roles within the past year or two. While we have lost some institutional knowledge, we have also gained some great new perspectives. We are growing in our use of technology and gaining efficiency in the office. As you may have seen, it's hard to get good help these days. A detailed search for a custodian led to few qualified candidates and the one we found did not work out. We have switched to a model where we use an outside cleaning service that is carefully managed by Bailey. So far, the model is working, and the personnel committee stays in touch with Bailey and the Building & Grounds committee to monitor the situation.

Children & Youth

The retirement of both Steve Royalton and Donna Monson coming in less than 12 months has been a challenge and staffing and planning for Children's and Youth will be of a focus for Per

Personnel Committee (continued)

sonnel Committee, Staff, and Leadership at Covenant. With Jo Wiersma moving on to other roles within John Knox Presbytery we are again at a crossroads. Personnel and Charlie have been actively working with the Committee on Ministry for temporary staffing through the current program year and we are committed to having a full-time, long-term solution in place by Fall 2023.

Pastoral Staff

Covenant continues to be blessed with an outstanding Head Pastor Charlie. While numerous extra demands have landed in his lap this past year, Charlie has maintained a positive outlook and a deep care for the congregation. We have also greatly benefited from the caring, humor and wisdom from Clara Thompson, parish associate. It is very exciting to have an Associate Pastoral Nominating Committee in place. Brad Brown is a member of both the APNC and Personnel Committee in 2023 and will be working with both groups to coordinate job descriptions, interviews, etc. With Clara Thompson's contract ending in May we will be stretched on pastoral staffing until we get a new associate pastor. Personnel is working closely with John Knox Presbytery on other interim options. In the meantime, we are grateful for Melissa Hinz and the extra work and time she has put into pastoral care.

Eric Girard
Elder & Personnel Committee Chairperson

Gifts, Memorials & Bequests Committee (GMB) *Janice Walden, Chair*

***“It is the smallest of all the seeds, but when it has grown, it is the greatest of all shrubs and becomes a tree, so that the birds of the air come and make nests in its branches.”
-Matthew 13:32***

The Gifts, Memorials and 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 fiducially administer these special gifts according to the GMB Protocol. Covenant was truly blessed by the generosity of Covenant members, family and friends through memorials, gifts, and legacy giving. Covenant members and friends are extremely active givers.

Memorial Giving: Memorial donations were received commemorating the lives of Laurie McDowell, Roy Yeazel, Marsh Finner, Pauline Sparks, Lois Menninga, Larry Poppelbaum, Joanne Powles, Ruth Hutchison, Helen Birkemeier, Bette Duff, Jean Hastings, Miriam Cervený, Barbara Besadney and Eric Stewart.

GMB Committee (continued)

Wish List and other requested items: In consultation with family members and with guidance from GMB Protocol, GMB provided over \$310,000 of funding in 2022 as follows: Jazz Sunday musicians (\$1,200); additional octave of handbells and chimes for bell choir and lights for music stands (\$8,500); various books for Session for Elders, Deacons, and members to read and ponder (\$350); office computer for Solid Rock Baptist Church (\$2,000), seminary educational assistance for Jo Wiersma (\$1,125); computers for new Covenant staff (\$3,500); Presbyterian Disaster Assistance for Ukraine (\$1,000); Godly Play curriculum for children; Covenant Lounge and Narthex new furniture (\$28,670); expansion of Columbarium (\$12,200); assistance for new boilers (\$180,000); staff participants for Guatemala Mission Trip (\$3,500); stationary pan/tilt/zoom camera for placement behind the organ (\$3,000); Session retreat speaker and lunch (\$500); tuition for Covenant members participating in Dubuque Theological Seminary lay preaching course (\$1,192); Lighthouse Church permanent food pantry building project (\$30,000); Solace Friends home renovation project (\$20,000); scholarships for Covenant members who attended the Nehemiah Center for Urban Leadership course Black History for a New Day course (\$2,000). We are also grateful for a bequest received from the estate of Thomas Ragatz.

Peterson Ministry: This fund was created by the Petersons through the Presbyterian Foundation and 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 over \$30,000 were distributed among 9 charities that serve children and youth with each charity receiving \$3,700. GMB was grateful for the assistance from the Mission Committee to determine areas of greatest need with an emphasis of feeding hungry children and youth.

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. Later in 2023, Legacy Giving information will be available on Covenant's website under Giving for and will include GMB's Wish List.

GMB Committee: GMB was honored to steward Covenant's memorial funds, bequests, and endowment proceeds in 2022. These monies have been disbursed 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 2022 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 (former Mission Committee Rep until she moved out-of-state), Deb Cohn (Mission Committee Rep), Marilyn Krichko (Member at Large), and Fern Lawrence (Member Extraordinaire) who writes the thank you cards for all donations. Many thanks, also, to Pastor Charlie (ex-officio member), Gordon Enderle (Covenant Treasurer), Laurie Jones (acting Financial Secretary), and Janet Cresson (Financial Coordinator), Bailey Green and Mary Keita. They are truly trusted and valuable resources for the GMB Committee.

Thanks be to God for Covenant members, families, and friends for donations that allow us to serve others!

Finance Committee *John Guequierre, Elder and Chair*

Covenant remains fiscally strong, with substantial resources that support its capacity to carry on God's work. For 2022, Covenant budgeted \$1,078,720 in operating revenue and \$1,095,542 in operating expenses, which would have yielded a deficit of \$36,822. The budget did not include over \$700,000 in estimated expenditures to replace Covenant's aging boiler, which would use a substantial portion of Covenant's accumulated financial 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 (excluding boiler expenditures), 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.

The total cost of the boiler project was \$724,719.72. Of this total, \$24,950 was paid in 2021. The balance was paid by the end of 2022. Providentially, the Ragatz Family proposed that \$180,000 of the Thomas Ragatz bequest be dedicated to the boiler project, which greatly decreased the impact on Covenant's reserves. Reserves at December 31, 2021 were \$978,086, and will likely end 2022 around \$458,000. That is close to the goal for reserves established several years ago. Consequently, the Finance Committee is not recommending a capital campaign at this time. The Finance Committee extends its appreciation to the Buildings & Grounds Committee for their outstanding effort in managing this very difficult and complex boiler project. As Buildings & Grounds evaluates other major projects such as repaving the parking lot, a future capital campaign may be necessary, just not now.

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. COVID related staffing issues and the complexity of Covenant's accounts delayed Wegner's final report. When received, it again, as in their prior report, sternly recommended that Covenant abandon its long-standing use of so-called "dedicated accounts", which do not comply with Generally Accepted Accounting Principles, and pose a significant hole in Covenant's system of financial controls. The efforts of the Finance Committee and Treasurer Gordon Enderle to address this issue was complicated by the limitations of Covenant's accounting software, which was not developed for churches with Covenant's significant financial resources. Ultimately, with diligence and research by Treasurer Enderle, a work-around was developed and implemented beginning in November. Gifts, Memorials and Benevolences accounting is being addressed first, with attention to the operating budget coming in 2023.

Another major committee project is the development of a comprehensive manual of financial policies and procedures. Committee member Dick Lovell is leading the effort, with important policy contributions by committee member Amanda Carlson. I want to thank the continuing contributions of our ex-officio members Charlie Berthoud, Treasurer Gordon Enderle, and

Financial Coordinator Janet Cresson, as well as the important contributions by Stated Clerk Laurie Jones,

God's Blessings,

2022 Finance Committee: John Guequierre (Elder and Chair), Amanda Carlson, Dennis Joosse, Dick Lovell, and Tim Smeeding

Generosity Committee

Laurie Jones, Chair

The faithful committee members of the 2022 Generosity Ministry Committee included Doug Rohn (Elder), Laurie Jones (Chair), Peter Kolakowski, Derek Handley, Page Moreau, Ann and Ernie Perry (Vice-Chairs) and Pastor Charlie.

The theme begun in 2021, “On the Way,” continued into 2022, as is the custom. In-person worship or gatherings resumed and were successfully maintained throughout the year. There is no passing of the offertory plate in worship; instead, there is a table with a secure slot for collection of the offering. This method has proven successful. A time of offering remains in the worship service where it is emphasized that financial support is not the only thing to be concerned with. Time, talent, and service are encouraged within the church and in the community as well. While in-person worship resumed successfully, it was slow to gain momentum, therefore the committee relied heavily on written communications to encourage giving and generosity. Covenant is a community of very generous people and again went over and above their usual giving to support Ukraine with a special offering and special music concert netting over \$50,000.

The fall 2022 campaign was called “Church Matters” and worked well with the fall sermon series based on a “Money Matters” developed by Pastor Charlie. The bible verse used was from Genesis 12:2, “I will bless you...so that you will be a blessing.” Colorful materials were produced to emphasize the many ways the church matters, focusing on Education Worship, Mission, and the possibilities for sharing our building with the community. There was a concerted effort to reduce the number and size of the materials produced. This netted a financial savings as well as reducing our use of important environmental resources. There were more commitments received online this year than ever before; it is not expected that the physical fall mailing will be eliminated as it’s still something the older members require. The campaign was meant to encourage congregational giving for the coming year and as of 1/8/2023, 212 pledges have been received totaling \$982,380. Thank you notes were sent by the committee members for each commitment received.



The Serving Survey was revised and only provided online this year instead of sending out with the rest of the packets. We received 23 online surveys. 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 \$3,009; for the Pentecost Offering was \$1,719; for the Peace and Global Witness Offering was \$1,802, and for the Christmas Joy Offering was \$2,581. This year 40% of the Pentecost offering went to Extended Hands Food Pantry and 25% of the Peace and Global Witness offering went to Domestic Abuse Intervention Services (DAIS). The Christmas Eve offering totaled \$2,871 and went toward PCUSA’s Presbyterian Disaster Assistance, with funds directed to their Refugee Resettlement Program.

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

Building & Grounds Committee *Tom Blewett, Chair*

The Building and Grounds Committee (B&G) meets monthly with a primary responsibility to maintain and upgrade building systems, facilities, equipment and church grounds. There are a number of subcommittees that interact from time to time with B&G, some with a B&G representative and some with independent leadership. The interior committee, sustainability committee, exterior grounds coordination, the newly formed risk management team, and church reopening task force are among those committees that may connect with B&G. My appreciation goes to active membership of the B&G committee for 2022 including Bob Schaefer, Peter Hughes (vice chair), Kurt Brink, Doc Parker, Dick Pearson, Steve Whayland, Mary Kieta (new member) and Mark Soderberg (Session representative). Mary Kieta and Bailey Green split the year as church administrator managing the meetings and conducting administrator reports and Pastor Charlie contributed over the course of the year.

By far the most significant project overseen by the Building and Grounds Committee in 2022 has been the replacement of the old boiler system with a new hot water heating system serving the B (Bradfield) wing and the C (classroom) wing. This project began in earnest in 2021 with the first stages of the bidding process and was largely finished by September of 2022. The project has included air conditioning upgrades in the B wing as well. This complex and expensive project would not have been possible without the ongoing stewardship of our congregation, staff, officers, session, committees and volunteers. Along the way unforeseen challenges have been quickly addressed. In the course this project old shelving and storage units in the C wing and B wing basement had to be removed. Thanks to the support and leadership of Rosemary Jones, Ann Athas and Laurie Jones of the Interior Committee we now have new storage cabinets and sink cabinets in the classroom areas and new window shelving has been installed as part of the heating system upgrade. The entire B&G Committee was variously engaged in this endeavor with additional support from Bailey Green, Jo Wiersema, and Pastor Charlie. Mary Kieta led the effort to engage a floor cleaning service following the heavy traffic on our floors by the contractors. A special thanks is due to Dick Pearson who invested a great deal of personal time and effort to get the commitment of Covenant and the contractors over the past two years. Dick was well aware that our ancient boiler system was nearing complete failure if we did not act soon.

Although the new heating system has been a dominant aspect of Building and Grounds work this year, the year has been full of many projects, upgrades, ongoing maintenance, and grounds care. Thanks to Rosemary Jones and the Interior Committee, we are in the process of getting new furniture in the heavily used Lounge next to the Sanctuary as well as in the Narthex. Sanctuary lighting serving the pulpit and choir area has been badly



Building & Grounds Committee (continued)

degraded due to age and that is to be upgraded with modern lighting. Melissa Hinz provided leadership in securing bids for the sanctuary lighting project. Melissa has also been busy helping to organize efforts to expand capacity in the Columbarium, a project that is in the works.

There have been ongoing projects relating to the roof, gutter system and some continuing leaks. Kurt Brink has been the lead B&G member monitoring roof related issues including making sure that the flat roof over the kitchen area was finally repaired this past fall, addressing a leak that affected the Bradfield Hall entrance by the kitchen. Kurt and Bob Schaefer have also been busy with a new leak by Pastor Charlie's office that is intermittent depending on wind direction. The new gutter system also experienced a seam seal break resulting in leaking near the courtyard entrance to the office area. Bob and Steve Whalen have periodically monitored the situation with ice buildup in the drain system. We continue to monitor potential water issues in the low valley areas draining the area above the Columbarium. Last winter we had placed in service an electric "Sno Shield" to keep the valleys free of ice dam formation which has helped reduce water leaks.

There have been several dimensions of safety and security improvements over the last year and some are pending. The front door security system has been upgraded to a new secure entrance system using a key code locking mechanism that will provide safer use of the building during week day usage. This system is monitored by Bailey Green and a few others trained to use the software system that is used for video monitoring and secure admission. Doc Parker with help from Peter Hughes has made this system possible. In response to recommendations from Cliff O'Donnell who reviewed our insurance policy we have established a safety and security committee led by Mark Soderberg. This committee is following insurance protocols that will help us reduce our insurance costs. Another security matter now pending is the need to replace our video monitoring system that is outdated and no longer functional. Bailey Green with help from Doc Parker is attempting to get information on replacement options. Another access and security matter has been identified with our old elevator by the kitchen. Recent inspection revealed the need to install a new operating emergency phone in the elevator, and again Bailey and Doc have made efforts to advance the appropriate upgrade.

Covenant was also made aware of the fact that one of our neighbors inadvertently installed a new fence that crossed our property line, due in part to our property line not being straight along the neighbor's lot. The matter is in the process of being resolved with the neighbor assuming financial costs for survey work and legal fees for which Covenant may agree to transferring 126 square feet of land assuming final approval by Presbytery. This plan will relieve our neighbor of having to remove and reinstall the entire fence.

Finally, it can't be said enough how much Covenant depends upon the volunteers among our members and beyond including boy scouts and girl scouts. Throughout the year we rely on volunteers to service physical needs or special event needs in the church. Sometimes we face the unexpected and need to react quickly as when storms ravaged a number of trees at Covenant requiring tree removal by qualified. A member has since stepped forward to offer a new tree. Then there are the ordinary and routine tasks such as trimming trees and shrubs, cleaning the grounds, gardening, setting up and taking down Christmas trees, replacing burned out bulbs,

Building & Grounds Committee (continued)



cleaning out closets and the list goes on. It would be unfair to attempt to list everyone and forget someone, but a shout out is due to Bob Schaefer who year in and year out manages the volunteer call list of some thirty people for whatever needs attention, and routinely takes on many small tasks himself.

It is clear from all of this that the Church exists because it is a community that gives time, talent, and finances to make the mission of Covenant possible. Yes, we are a community of members that benefit from the building and the grounds, but the larger community we serve with our building and what we give as congregation is what really matters in service to Christ. As we look forward to a new year, we also look forward to a welcoming space that is more functional, more energy efficient, safer, and more effective in fulfilling our mission to serve the Lord.

In the not to distant future, we will need to upgrade our parking lot, and address potential improvements in access for people. And so there is always much to plan and many opportunities for people to get involved.

Respectfully submitted,
Tom Blewett, Chair

Clerk of Session

Laurie Jones

The following summarizes the change in membership of
Covenant Presbyterian Church 2022:

Active members as of December 31, 2021: 750

Plus new members during 2022

By letter of transfer: 6

By reaffirmation/confession of faith: 13

Total new members in 2022: 19 → **+19**

Less membership losses in 2022

By letter of transfer: 1

By death: 11

Other: 5

Total loss of members in 2022: 17 → **-17**

Total membership as of December 31, 2022: 752

Other Statistics

Sacrament of Holy Communion served to entire congregation: 13

Sacrament of Holy Communion served to individuals/small groups: 12

Weddings: 0

Memorial services and funerals: 10

Baptisms: 10

2022 Session Members:

Class of 2022

S. Hanauer/J. Guequierre

Julie Sadowsky

Doug Rohn

Class of 2023

Eric Girard

Amy Poland

Faith Windsor-Leonard

Class of 2024

Monica Mark

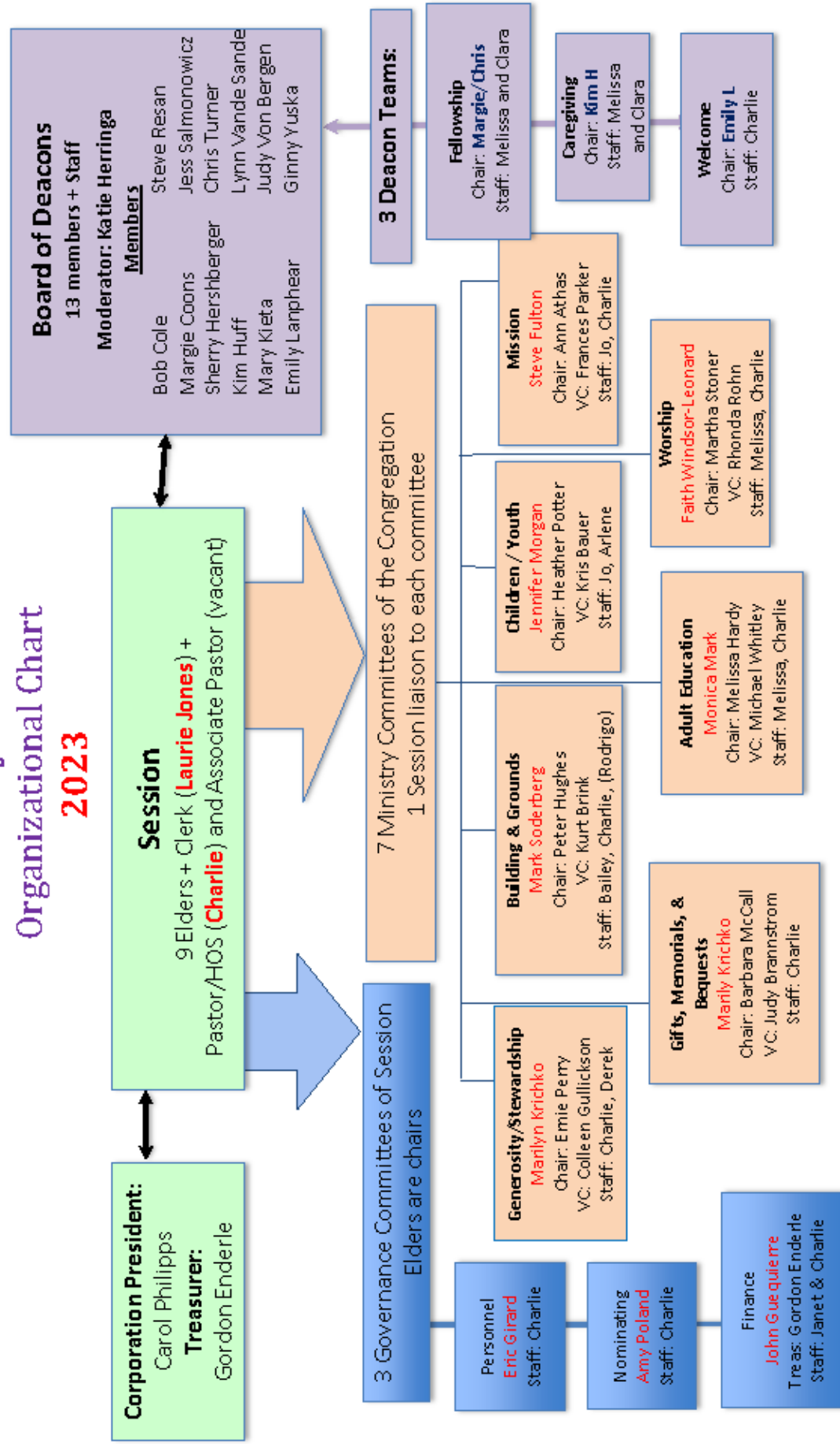
Jennifer Morgan

Mark Soderberg

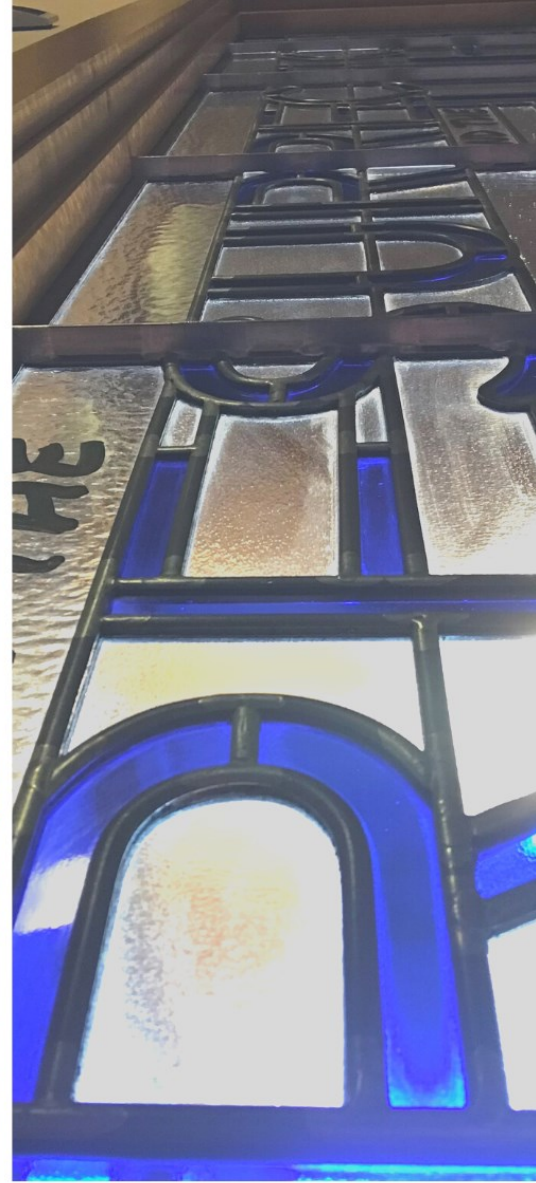
Laurie Jones, Clerk of Session
Pastor Charlie Berthoud, Moderator

Covenant Presbyterian Church Organizational Chart

2023



- 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 2024.
- Deacons (purple box) have 12 members, plus pastoral care staff.



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