

# **ANNUAL REPORT 2017**

**Presented to the congregation  
February 4, 2018**



# **GRACE COVENANT PRESBYTERIAN CHURCH**

## Annual Report - 2017

**Active Members - December 31, 2016 550**

### Gains - 2016

Affirmation and Reaffirmation of Faith 7

Transfers from other churches 5

Other Gains 0

Total Gains 12

Subtotal 562

### Losses - 2016

Deaths 18

Transfers to other churches 5

Other losses 3\*

Total Losses 26

**Active Members - December 31, 2017 536**

*\* This number reflects a purging of the inactive members to the roll.*

## **Administration and Personnel (A & P) Committee Annual Report for 2017**

GCPC has about 16 paid positions. Of these 16 positions, the church pays benefits for 5 staff members who participate in the benefits program. As part of the Board of Pensions (BOP) benefits program, the rules of our denomination require the church to fully cover the pastor's BOP benefits. Besides our pastor, there are four others who qualify to receive benefits. Others do not work sufficient hours to qualify for BOP benefits according to the rules of the BOP. For over 25 years, we have felt that full-time staff deserved to be included in our benefits program.

One of our tasks is to be responsible stewards of your contributions and to keep personnel costs to a reasonable level. This year we reviewed several options on how to keep costs down. Based on this review and discussions with the Finance Committee, we brought our recommendations to the Session who decided to maintain all salary and benefits at their current level. Finance and Stewardship Committee reviewed our recommendations and in light of ending the 2017 year with a surplus of over \$20,000, and being able to grant raises while balancing the 2018 budget, elders approved a 2% Cost of Living for all non-ordained staff members. We will continue to review personnel costs throughout the year, including exploring future options for benefits.

A & P also had lengthy discussions regarding Maynard's increasing role and responsibilities to the campus of GCPC by serving the Orlando Presbyterian Church (OPC). As some of you know, because of the hearts of some of these individuals, GCPC was planted/started as a sister church of First Presbyterian Church of Orlando. Therefore, we felt an obligation as a connectional church to support the OPC congregation to give them time to decide the future of their congregation.

In April 2017, A & P Committee hosted its' annual staff luncheon. This luncheon gives the committee and staff a chance to fellowship together. It is also an opportunity for the committee to discuss personnel and staffing issues with the staff and for the staff to ask questions of the committee. We hope to continue this practice in 2018.

The committee also discussed changes to the personnel manual and are working on adding topics not currently contained in the manual as well as updating, changing, or removing topics as required. We also monitor current state and federal regulations for any changes to labor laws to ensure we follow the laws applicable to churches.

The work of this committee is usually behind-the-scenes but has a very important role in the church. This work could not be done without the dedication and efforts of its' members. Those who serve on the A & P Committee include Jim Malcolm, Chairperson; John Womack and Bill Tompkins, Session members; Maxine Gokee, Karen Straight, and Tracy Umpierre each of whom have extensive human resources (HR), supervisory, and personnel policy experience and knowledge. As Chairperson, I would like to thank each one of these members for their efforts.

Respectfully submitted,  
Jim Malcolm

## BUILDING AND GROUNDS REPORT

### Mission of Building and Grounds Committee

The Buildings and Grounds Committee is responsible for the maintenance and preservation of physical assets owned by Grace Covenant Presbyterian Church, including the grounds, buildings, furniture, fixtures, equipment and church-owned vehicles.

### Routine expense accounts:

Landscape Maintenance	Misc. Outside Repair Services
Mechanical Systems	Housekeeping Supplies
Fire & Security Systems	Misc. Maintenance Supplies
Elevator Maintenance	Unplanned Repair Services
Pest Control	Bus

Acronyms --
AC: Air conditioning
CH: Conway Hall
JCMH: John Calvin Memorial Hall
MoW: Meals on Wheels
SBCC: Small Blessing Child Care
SH: Smith Hall
StC: Share the Care Adult Day

Facilities usage: Beyond our worship and Sunday school activities, the Grace Covenant campus has been used by groups or for activities from 20 to 30 times each week.

### Persistent Problems Addressed in 2017 (Asset: Subject; Action taken)

Asset	Subject	Action Taken
Sanctuary	Temporay Roof Repair	Remove memorial steeple; shingle patches
2nd story walkway	Temporay Roof Repair	shingle patches
Covered walkways	Temporay Roof Repair	roof patch with membrane system patch
Campus; NE corner	Fallen Tree; Hurricane Irma	Tree cutdown; parial debris removal
CH	Exterior steel doors	Painted: East
JCMH - StC	Exterior steel doors	Painted: North & South
JCMH - MoW	Exterior steel doors	Painted: East
SH -- hallways	Replacement of ceiling tiles	hand prints; more inviting to children
Sanctuary	More space close to Altar	Removed 1st row of pews
CH - SBCC	Daikin AC system	Maintenance: condensation & drainage lines
JCMH - StC	AC system	Restored 25% of performance; need replacement before spring 2018
Bus	Electrical & mechanical systems	Performed necessay repairs
SH	External Mold & Air Quality Report	Odor is not mold related
Campus	Landscape & gen. building maint.	held workdays
Campus	Signage	added 3 exterior banners for "You are here"

## CHRISTIAN EDUCATION COMMITTEE ANNUAL REPORT 2017

*The Christian Education Committee plans and oversees many areas of ministry that as a whole strive to present a program that provides an environment in which the faith of the members of Grace Covenant can grow and be enriched. It is also the goal of the committee to offer opportunities for members to grow in community and relationships while learning together.*

**SUNDAY SCHOOL:** Classes meet each Sunday morning from 9:30 - 10:30 and offer a place where all people, from infants to adults may grow in their understanding of God's love for them. Elementary classes have a rotation-style learning system in which the same topic is presented in different learning styles for several weeks at a time. Teachers, who deserve special thanks every week, were honored with a luncheon in February. Adults are able to choose from four different continuing classes: The Doorpost, The Earl Tyson Class, Present Word and Seekers. Youth classes are divided into Middle School and High School. Those not attending a class, but seeking fellowship during the hour, have been attending the Koffee Klatch meeting in Conway Hall.

**PASTOR'S BIBLE STUDIES:** Dr. Pittendreigh led Bible Studies on Wednesday mornings, conducting a series of studies on the books of Psalms, Ecclesiastes and Revelation. These studies will resume next year beginning with a focus on Genesis.

**LENT:** Following dinner on Wednesdays members chose from three classes for study and reflection. The class leaders this year were Jim Pate, Kristen Stieffel and Winifred Rutherford. On Maundy Thursday, the committee provided dinner before the Communion service in the Sanctuary. The Saturday morning before Easter, children and their families--including the families from Small Blessings--gathered for a time of crafts and egg hunting at our annual Easter Eggcitement. On Easter morning the classes gathered to release butterflies and decorate the Cross of Love

**VACATION BIBLE SCHOOL:** The four-day Vacation Bible School was a great experience as the children gathered for a visit to the "Maker Fun Factory:" and explored stories which enforce that each child is created by God--built for a purpose". The gym was transformed into a wild and wacky factory. The week ended with a picnic in Conway Hall for parents and children. The offering for the week was collected in pennies as a contest between boys and girls. The collection was given to

the Eccleston Elementary to purchase shoes for students in need. The children at VBS also brought in gently used shoes to share.

**SMALL BLESSINGS BIBLE SCHOOL:** For the third year, members of Grace Covenant presented a Bible School for the students attending the Small Blessings. Using the “Maker Fun Factory” theme, we had a fun-filled week with this special group. We were blessed to have some of our youth serving as leaders in this event.

**FAMILY FUN NITES:** The third Tuesday of each month, a group gathers for a covered dish dinner, lots of fellowship and a crazy game or activity. This is a very relaxing time when members of all ages share some quality time with each other.

**SMALL BLESSINGS SUNDAY:** The Small Blessings Board is under the umbrella of the Christian Education Committee. Their report is separate from this, but for the third year we had a special Sunday designated as Small Blessings Sunday. The children from Small Blessings sang during the 10:45 service which all the families and staff were invited to attend. Following the service, a reception was held in Conway Hall and a tour of the Small Blessings Childcare Center was offered.

**TRUNK OR TREAT:** We organized and presented the annual Trunk or Treat event which was attended by church members, Small Blessings families and the Cub Scouts of Pack 42 as well as several neighborhood families. Dinner was served, games were played and a great time was had trunk or treating outside.

**FAMILY COMMUNION CLASS:** In September, elementary students were invited with their families to a class to explore the sacraments of the Presbyterian Church focusing on Communion. This year we had two students who attended sharing lunch together and learning in a family situation about these special acts of our faith.

**LIBRARY:** Our library, located in Smith Hall, room 4, continues to grow as people donate books in honor or memory of loved ones. Special bookracks are placed in the hallways of both floors of Smith Hall and filled with children’s books.

**CHRISTMAS ALTERNATIVES:** The response to the ministries highlighted this year was most generous. This is designed to encourage people to look at their celebration routine before it becomes too hectic. Gift ideas are offered to encourage giving a “gift that keeps on giving”. Members purchased gifts totaling over \$3000 in support of these ministries. Those groups highlighted this year include: Duvall Home, the Good Shepherd School in Haiti, Habitat, Heifer Project, Missionary ministries of Dan and

Elizabeth Turk, Quilters, Pet Alliance, Scholarship Fund, Presbyterian Disaster Assistance, United Against Poverty, and Russell Home. Operation Christmas Child Boxes were filled by the congregation and the families of Small Blessings and 40 bags of goodies were prepared for the Share the Care clients which meet daily in John Calvin Memorial Hall.

**HANGING OF THE GREENS:** This service is a fun way to kick-off the Advent season and prepare the sanctuary for the holidays. We gathered on the Friday night before the first Sunday in Advent to make decorations and gifts, ate a dinner of chili and hot dogs and then gathered in the Sanctuary for a service of decoration for the season. Special thanks to Nancy Nordman for her appearance in the service entitled the "Perfect Picture."

**REINDEER GAME DAY WITH SMALL BLESSINGS:** Members of the CE committee played Christmas games and helped create a take-home craft with the children of Small Blessings on the Wednesday morning before Christmas. A great time was had by all.

**MAKING MEMORIES-BUILDING GINGERBREAD HOUSES:** this was the fifth year of this activity...offering a time for families to come together for fun together during the rush of the season. More than 30 families (some with 6 in a family) from Grace Covenant and Small Blessings came and created spectacular houses...making memories together. The gym was alive with happy voices and kids full of sugar! Houses not taken home were donated.

**HEALTH COMMITTEE:** Lifeline Screening came twice for screenings offering a great outreach to the community. Blood pressure checks were offered following the service on the first and third Sundays.

**SCHOLARSHIP COMMITTEE:** This committee is under the umbrella of Christian Education. This committee reviewed and rewarded scholarships to members of the church family. Receiving a scholarship this year was Jessi Hope.

Many thanks to committee members for their commitment this year: Chair, Kristen Stieffel, Shirley Adamission, Paula Craig, Morgan DeMarco (chair of Small Blessings Board), Minette Mullings, Trudy Phelps, Ann Taylor, Sandee Smith and Candy Vander Weide

Scholarship : Paula Craig, Jane Heppner, Ann Taylor and Robert Taylor

**CONGREGATIONAL FELLOWSHIP**  
**Sub-committee of Christian Education Committee**

*The Congregational Fellowship Committee seeks to promote the sense of community within the congregation and to our visitors who worship with us.*

Each January, the committee plans, prepares and serves the Annual Congregational Dinner held in conjunction with the Annual Meeting.

**The Fourth Thursday at the Garden** has grown in popularity throughout the year. All are invited to join together for dinner and fellowship at the Olive Garden Restaurant on East Colonial Drive each fourth Thursday at 6:30 pm.

**The Church Retreat** was held once again at CedarKirk Camp and Conference Center. This traditional Memorial Day retreat is always well attended with over 60 individuals. Dr. Pittendreigh led several worship and devotional experiences and again brought several of his telescopes to share with everyone. In 2018 we are adding a **Retreat Cruise to the Bahamas**. This is not a replacement, but an addition to our retreat programs.

**The Lenten Dinners**, held each Wednesday during Lent, are the responsibility of this committee. In 2017, the committee provided simple, delicious, nutritious dinners. We had a great turnout for the 6 weeks.

**On the Sunday following Easter** (traditionally known at “low Sunday”), the committee sponsored a Pot Luck dinner following the 10:45 service.

In support of the annual Music Camp in July, the fellowship committee provided decorations and snacks between the worship service and the presentation to the church family.

In August, the committee presented an after-worship Ice Cream Social to celebrate **Rally Day Sunday**. Also, in August, Grace Covenant welcomed Presbytery’s FISH to our campus and this committee coordinated the eat and drinks for the event.

In October, the Madagascar Network had their annual meeting at Grace Covenant. This committee provided lunch for the participant one of the days of their

conference.

In November, the **Grace Covenant Annual Picnic** was a delicious success. Special thanks to the Blair family for their continued participation in the preparation of this delicious meal.

**The Thanksgiving Dinner** is coordinated by this committee. This is an opportunity for good food and warm, loving fellowship for this annual meal on Thanksgiving Day.

**The Hospitality Committee**, which is under the umbrella of this committee, graciously continues to provide refreshments for the hospitality time following the 10:45 service each Sunday and provides a special cake for each baptism.

The Congregational Fellowship Committee and the Hospitality sub-committee are very thankful to all the volunteer helpers who arrive early to decorate and set the tables, prepare and serve the meals and then stay late to clean up! As always, we welcome new members to the team. We work hard, but we have a lot of fun and fellowship in the process.

Susan Smith, chair, Billie Baker, Jo Blair, Ruth Combs,  
Sue Denson, Ann Taylor, and Candy Vander Weide, Staff Liaison

## Finance Committee 2017 Annual Report

- Net Income for the year was positive for the first time in 15 years.
- Total income was up to \$670,427, which is an increase over 2016.
- Session has approved a balanced budget for 2018.

2:52 PM  
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Cash Basis

### Grace Covenant Presbyterian Church Profit & Loss Budget vs. Actual January through December 2017

	Jan - Dec 17	Budget	\$ Over Budget	% of Budget
<b>Income</b>				
SunTrust BAP Interest Earned	13.00	6.00	7.00	216.7%
SunTrust MM Interest Earned	31.83	18.00	13.83	176.8%
Charles Schwab Account	0.76			
Church School	404.36	500.00	-95.64	80.9%
Conway Hall Program Receipts	29,590.50	18,600.00	10,990.50	159.1%
Exp Recovery	0.00			
Initial Offering	306.75	300.00	6.75	102.3%
PILP Mission Market Interest	10.61	8.00	2.61	132.6%
Facilities Use	5,555.00	1,700.00	3,855.00	326.8%
Orlando Presbyterian Church	5,595.00	5,820.00	-225.00	96.1%
Per Capita Giving	4,045.15	4,876.00	-830.85	83.0%
Recorded Offering	549,661.97	534,160.00	15,501.97	102.9%
Share the Care	19,212.00	19,212.00	0.00	100.0%
Small Blessings Child Care	56,000.00	56,000.00	0.00	100.0%
<b>Total Income</b>	<b>670,426.93</b>	<b>641,200.00</b>	<b>29,226.93</b>	<b>104.6%</b>
<b>Gross Profit</b>	<b>670,426.93</b>	<b>641,200.00</b>	<b>29,226.93</b>	<b>104.6%</b>
<b>Expense</b>				
Payroll Expenses	0.00			
Bldgs & Grounds	33,489.36	23,305.00	10,184.36	143.7%
Transportation	1,059.63	151.00	908.63	701.7%
Christian Education Expenses	5,045.15	4,535.00	510.15	111.2%
Congregational Fellowship	-607.31	897.00	-1,504.31	-67.7%
Finance	62,352.83	64,200.00	-1,847.17	97.1%
General & Adm	85,870.84	82,900.00	2,970.84	103.6%
Outreach	30,031.64	29,000.00	1,031.64	103.6%
PERSONNEL	413,278.03	424,207.00	-10,928.97	97.4%
Tech. Budget	2,088.29	1,320.00	768.29	158.2%
Worship	4,185.04	3,085.00	1,100.04	135.7%
College/Family/Youth Ministry	6,778.91	7,600.00	-821.09	89.2%
<b>Total Expense</b>	<b>643,572.41</b>	<b>641,200.00</b>	<b>2,372.41</b>	<b>100.4%</b>
<b>Net Income</b>	<b>26,854.52</b>	<b>0.00</b>	<b>26,854.52</b>	<b>100.0%</b>

## Functionality Committee

### Annual Report 2017

Since 2014, the Functionality Committee has focused on gathering information from various sources to determine ways to enhance the functionality of the Sanctuary building. The committee identified four (4) topical areas which design features could be separated. These four areas included Safety, Accessibility, Welcoming, and Technology. We met with general contractors to get their input regarding the processes to making any remodeling/renovations. We met with a representative of the Presbyterian Investment and Loan Program (PILP) to get input on potential financial implications to any anticipated project. From all the information gathered by the committee over the past 3 years, we have been advised, and concluded, we have yet more information gathering to conduct. We were advised to conduct studies of our facilities. These studies would provide us with information specific to our Sanctuary building.

The studies we have been advised to perform on our facilities include a Line of Sight study and an Acoustical study. Other studies the committee could also have performed are a Lighting study and a Technology study. We are currently looking at having these studies done. To have these studies done costs money. The church has received a donation designated to cover some, if not all, of the costs to conduct the studies. With the information from these studies, the church should be able to make decisions on what changes should, or could, be made to the Sanctuary to accomplish the goals of the remodel/renovations (i.e. Safety, Accessibility, Welcoming, and Technology). We would also be in a better position to prioritize funding and improvements. We will be able to take the information from these studies and present them to any contractor whom the church would consider completing a remodel/renovation of the Sanctuary building. We hope to begin this process in January 2018 and anticipate completion of some of the studies by Easter.

Members of the congregation have commented about needed repairs, renovations, remodels, etc. for years. Almost everyone in the congregation would agree there are changes needed to improve the appearance and functionality of the Sanctuary building for all who use it. The largest obstacle we must overcome is money. Where will we get the money to make improvements we want or which the building needs? The committee observed now is not the time for a capital funds campaign. However, members of the congregation have contributed to projects and special offerings that meant something to them personally or to programs in which they participate. Our Sanctuary building needs attention. There are safety issues that should be addressed.

Visitors should feel welcomed when they come to a function in our Sanctuary. Everyone should be able to participate in worship events such as weddings, funerals, Sunday services, baptisms, ordination/installation, communion, choir, hand bells, etc. without obstacles of accessibility, lighting, technology, adequate space, etc.

With that in mind, how many of you would be willing to contribute financially to addressing these needs? For example, if you, or a family member, has trouble hearing the activities that go on in a worship service such as the sermon, choir, announcements, etc., would you contribute to the installation of an improved hearing assist and sound system for the Sanctuary that would address this issue? If you, or a family member, has trouble seeing the screens on Sunday morning, would you contribute to installing an improved technology system enhancing the visual aspects of the worship service? Lighting is another area needing to be improved. Replacing the doors to the Sanctuary is needed. I could go on and on. The inevitability of all this is many of the improvements being considered by the Functionality Committee will need to be addressed at some point when equipment begins to fail (i.e. projectors, air conditioning units, etc.) or safety becomes an issue (i.e. better lighting, doors allowing for exiting in the event of an emergency but also allowing them to be locked from the outside, etc.). You can begin to contribute to the building fund today and continue to contribute as much as you can over an extended period. If everyone were to do that, as we get enough money, those funds can be used to make needed improvements based on a priority list the Functionality committee is working to create which will be presented to the Session for approval. The issues with the Sanctuary building will be addressed based on the priorities established however, priorities may change as the project continues. If equipment fails that needs replacing, priorities would change to address the immediate need. Begin contributing to the designated fund to be used for needed repairs and renovations to the Sanctuary and not wait until the Functionality Committee finishes its' work. In this way, the funds will be available to do projects once the work of the Functionality Committee is completed and the Session approves a priority list.

I also would like to take this opportunity to thank the members of the Functionality Committee who have faithfully worked for 3 long years and have given advice and suggestions so that this project can go from a dream to reality. The committee members are: Diana Ibarra, Scott Porter, David Alchin, Robert and Ann Taylor, Craig Marquis, Joe Waddell, John Neusaenger, Jim Malcolm, and Dr. Maynard Pittendreigh. These servants have practiced what the scriptures say in James 2:14, "What good is it, my brothers and sisters if you say you have faith but do not have works? Can faith save you?" Will you do the same to show your faith for God's work here at Grace Covenant Presbyterian Church?

Below is a poem from M.S. Lowndes speaking of God's timing. This committee has struggled with knowing when it is God's timing for us to improve our Sanctuary building rather than when it is ours. We know our Sanctuary needs attention, but it will not be by our timetable but God's. Still, we can be ready to act when it is God's time.

### **God's Timing**

The vision that God has given  
And the things that He has planned,  
May not happen right away  
Or in ways that we understand  
For often God's preparing us  
For when that day arrives  
When we will see the outworking  
Of God's vision in our lives

Though it tarries, wait for it,  
For it will surely come  
God's timing never comes too late,  
He'll accomplish what He's begun  
God is never slow to act;  
He will surely bring it to pass  
We need not be anxious and despair,  
But have peace within our hearts  
For when it comes, we'll be released  
Into what the Lord's prepared,  
So we will fulfil all that He's planned  
As we are being gently led.

© By M.S.Lowndes

Respectfully submitted,  
Jim Malcolm

## Outreach Committee 2017 Annual Report

*The Outreach Committee is responsible for membership growth and for funding and participating in mission programs.*

**Those serving on and assisting the Outreach Committee in 2017 were:** Rance and Lynn Ellis, “M” and Joe Waddell, Jody Litchford, Sue Denson, Donna Throneburg, Patricia Finch, Herschel Hughes, Rich and Kristi McCarey, John and Debbie Womack, Diana Ibarra, Sandra Whitten, Patricia Lyons, Candy Vander Weide, Judith Roberts, and Trudy Phelps, Chairman.

### **Budget:**

Funds for Outreach activities are derived from three sources:

**The Church Operating Budget:** GCPC supports the programs of the Presbyterian Church, including Presbytery, Synod and General Assembly. The amount contributed is determined by the Finance Committee at the beginning of each year based on the church’s estimated income for the year. These contributions (given monthly) totaled \$28,800 in 2017. In addition, \$3,900 was donated to Presbyterian Theological Seminaries. These funds appear in the budget as a line item for “Outreach” but are in reality a pass-through. Traditionally, Grace Covenant has endeavored to be a “tithing” church and give 10 percent of the operating budget to programs that serve our community and the world (such as the Russell Home, United Against Poverty, and other programs, in addition to support for the Turks, our missionaries in Madagascar). However, in recent years, the tithes and offerings have not been sufficient to allow us to continue this, so no benevolences are disbursed from the church operating budget.

**Designated Funds:** Some donations to the church as designated by the donor for a particular purpose, such as general Outreach, the Haiti Relief fund, Presbyterian Disaster Assistance, Two Cents per Meal, and Special Offerings. These donations are sent immediately to the recipient organizations and, therefore, the amounts are not reflected in our budget.

**The Outreach Endowment Budget:** The Grace Covenant Foundation, which has been funded by past donations and bequests (including a large bequest from Ann Stegman), provides a 5% return of the principal every year, of which 85% is designated for Outreach in order to supplement (not replace) the other sources of funding for Outreach activities and benevolences. Funds from the Outreach Endowment, which totaled \$46,808 in 2017, were used make contributions to a variety of programs for

our congregation, our community, and for wider mission. Scholarships were provided for the all-church retreat at Cedarkirk, assistance was provided for mission trips by youth, mailings were sent to advertise our church to our neighbors, and a community event, Talk Like A Pirate Day, was held. Expenditures for our congregation totaled 42% of the Outreach Endowment budget. Donations were made to Presbyterian Disaster Assistance and to the PCUSA Conference center at Montreat. About 9% of the Outreach Endowment budget went to PCUSA causes. Donations (totaling 23% of the Outreach Endowment budget) also were made to support missions in our community such as the Russell Home, Daily Bread, and United Against Poverty, among other organizations. Donations to world mission totaled 26% of the Outreach Endowment budget and were given to the Good Shepherd School in Haiti, My Neighbor's Children, and AIR Guatemala, an organization that builds water cisterns. Support for the Turks also came from the Endowment budget. Without the funds from the Endowment, GCPC would not be able to make benevolent donations, given our present budget situation. The spiritual question remains---do we want to depend on Ann's generosity to this degree for meeting these important needs or to use it as a supplement, as we believe she intended. The Outreach Committee would like to see a more balanced level of support.

**Outreach Committee Strategic Plan:** Outreach projects will be evaluated, strategically, based on the project's contribution to building church community by adding new members, improving relationships within the church, and nourishing a spirit of outreach in our church family by meeting important mission needs, both locally and internationally. Examples of such projects might be scholarships, mission trips, defraying training program costs, family and youth retreats and camps, and donations to organizations that "change lives."

**Major Accomplishments in 2017:**

**Raising awareness for Outreach:** In 2017, we worked to inform the congregation about Outreach activities and also about the Special Offerings of the PCUSA. We also revamped our bulletin board and added bins for the collection of donated items.

**Hoops for Haiti and the Good shepherd School:** The 8<sup>th</sup> annual Hoops for Haiti basketball game on March 28 raised about \$1300 for the Good Shepherd School in Port-au-Prince. In addition to the donations and sale of food at the basketball game, Small Blessings Child Care presented a check for more than \$5000 from their annual Hops for Haiti.

**Other mission work:** We supported the work of the Turks in Madagascar. Grace

Covenant also hosted the meeting of the Madagascar Network, a Presbyterian group that supports mission work in Madagascar. We provided a dinner for the attendees. Grace Covenant also made a donation to the Central Florida Presbytery Cuba Mission fund for assistance with providing transportation and training for Cuban church workers.

**Youth trips:** Funding from the Outreach Endowment assisted with expenses for the college youth mission trip to Atlanta and with trips to Montreat conference center (high school) and to the Montreat middle school conference at Maryville College, TN.

**Thornwell:** Our support of Thornwell continued and included providing information about Thornwell's local program, Building Families.

**United Against Poverty:** Grace Covenant was a sponsor for UAP's annual fundraiser, Quack Attack, a 5K run, in February. Volunteers also worked at UAP during the year.

**Family Promise:** Church members served as hosts to families at our local Family Promise location, Conway United Methodist Church, 4 times during the year.

**Share the Care:** The church continues to be involved with the elder care center, organizing parties during the year. Children from Small Blessings Child Care also visited Share the Care.

**Coalition for the Homeless:** Supper was prepared and served at the Coalition on the fifth Friday of months having five Fridays, in concert with the Seekers Sunday School class.

**Daily Bread:** volunteers from Grace Covenant served lunch at Daily Bread in October. About 300 people were served each day.

**Eccleston Elementary School:** A total of \$1695 was donated to buy school uniform shirts for needy students. Food was collected for the school's food pantry during November and gift cards were donated to be given to "Grannies" from the neighborhood who volunteer at the school. UP grocery cards also were donated to the school to help families.

**UAP Grocery cards and One-day bus passes:** Grocery cards and bus passes were purchased for church staff to give to needy people who request help from the church.

**“Three Churches, One Location”:** We worked with the two other churches that meet at our facility, Orlando Presbyterian Church and the Ministerio Restauracion y Esperanza, to plan joint events for our members and combine our outreach to our community. This year “Talk Like a Pirate Day” in September was a combined event for the community and was a welcome diversion after Hurricane Irma. The annual church picnic in October was attended by members of all three churches. We continued the direct mailing campaign to many people who live around our church.

**Directional signs for our campus:** In order to help visitors, find their way around, we funded the design and placement of signs in several locations.

**50<sup>th</sup> Commemoration of the Vietnam War:** The Outreach Committee recommended, and the Session approved, our application for Partnership status with the U.S. Government’s official 50<sup>th</sup> Commemoration of the Vietnam War Program. As a partner, we have obligated the church to conduct two ceremonies each year for the next three years to help meet the program objectives of honoring the service and sacrifice of Vietnam War era veterans and their families, especially the families of servicemen and women casualties, those missing or wounded, and former POWs.

**Continued impact of the Pulse Shooting.** In 2016 our community experienced a tragedy with the mass shooting at the Pulse Nightclub. Dr. Pittendreigh and the Presbytery Disaster Assistance led us through the immediate comfort and response. One of the immediate responses was to arrange through the Orange County Sheriff’s Office and the Orlando Mayor’s Office an ongoing support group with counselors to help the first responders who were at the Pulse on the night and in the days following the shooting. Because of the confidential nature of this ministry, many of our members may be unaware that this continued throughout 2017.

**In 2018, we continue to pray for guidance in being living witnesses we can be of God’s love. We invite all Grace Covenant members to participate in the many opportunities to serve God’s people, both as a volunteer and as a faithful steward.**

## Technology Committee 2017 Annual Report

The Technology Committee is responsible for the computers, network, video display in the sanctuary and phones connections. The work of Doug, Scott, John and Joseph is critical to managing the cost of technology for GCPC, as they freely contribute their time, talents and surplus equipment. Some members of the Committee contribute funds in the form of payment of invoices on behalf of the Church.

There was one major project of 2017 and that was upgrading the PC's to Office 2016 and Windows 10 to assure continued security from Microsoft and here are some of the other actions taken:

1. The sanctuary projectors continue to be the major challenge for the Committee but especially Doug, as he has worked to keep them bandaged together using spare parts.
2. In September, Doug began the process of backing up the staff PC's to a portable hard drive in case of a "catastrophic" loss.
3. Doug also assures the continued access to the .to domain by keeping that registration paid.

The Committee remains aware of the potential for significant changes in the sanctuary audio and video presentations via the Functionality Committee. As there is no specific plan from that Committee that will impact the current systems, the Technology Committee will continue to 'duct tape' the current systems to keep them in production.

Equipment was offered to GCPC from Orlando Presbyterian Church and the equipment was evaluated. It was determined that the OPC equipment was not an upgrade to the existing, functioning equipment currently in use.

I also served as the liaison between the session and the Functionality Committee and attended several meetings during the year. Please review that Committee's report on their work during the year.

Respectfully submitted,  
John Neusaenger  
Technology Committee

## Worship Committee 2017 Annual Report

*The focus of the Worship Committee is to oversee all aspects of worship including organizing events to enhance your worship experience.*

Worship continues to be a highlight of the life of our church. We are blessed with outstanding sermons from Dr. Pittendreigh, who continues to deliver well-researched, relevant sermons that engage us. We are blessed with the music ministry of both Dr. Miller and Mrs. Browning, providing a wonderful quality and variety of music for our worship. Our volunteers who greet, usher, clean the sanctuary, provide flowers, maintain the media system, and do all the things that come together on Sundays are all a blessing to us.

We celebrated the Sacrament of the Lord's Supper on the first Sunday of each month as well as Maundy Thursday and Christmas Eve.

This year the Worship Committee sponsored the following events:

Renewal of Baptism Service early in the year

Youth Sundays

Boy Scout Sunday

Music Camp

Harp Society concert

Ash Wednesday and Maundy Thursday

Easter Sunday Sunrise Service breakfast

Easter Sunday Choir breakfast

Usher's Appreciation Luncheon

The Hand Bell choir

Pentecost Sunday

Young Artist Months (Feb and Oct)

The Hanging of the Greens

Advent and Christmas Eve services

This year we hosted the Good Friday worship for the Presbyterians of Orlando's Downtown.

We continue to work with Dr. Pittendreigh on worship planning and other special events and services.

We could not accomplish any of these events and services without our committee members. We want to thank Michael Hester, Chairperson, Dr. Maynard Pittendreigh, Nick Pazar, Wendy and Jim Malcolm, Barbara Browning, Dr. Kelly Miller, Craig Marquis, Marian Bauer, Sarah and Don Lein.

Special Thanks to Michael Hester for securing Elders and Deacons to serve communion in 2017; to Marian Bauer, Carol Manno, Sara and Don Lein for preparing the elements for communion each month; to Barbara D'orio for coordinating extended communion; and to Wendy and Jim Malcolm and Sandee Smith for organizing the Ushers Luncheon.

We are always looking for new members and suggestions to improve your worship experience. If you have any ideas, please contact any committee member for information.

We look forward to continuing to make your worship experience inspirational, exciting and motivating. With that said, 2018 promises to be an exciting year!

Respectfully submitted,  
Michael Hester  
Chairperson

## Youth Committee 2017 Annual Report

The youth committee expresses our deepest gratitude to the number of parents and church members who have supported the youth by prayer, encouragement, sharing their gifts of time, journeys and faith relationships, and outright bursts of laughter!!!

2017 was kicked off with a winter retreat trip to Give Kids the World Village to give of our time and service. This retreat set the tone for our year to come which had a major emphasis on serving others. We volunteer at GKTW most months on the first Saturday and are involved in another form of service on another day of the month. We typically meet for youth group on the third Sunday of each month.

In April, we held a planning retreat where members of the committee and youth planned activities for the upcoming year. Special thanks to Mary Solik and her family for hosting us at their beach condo.

Highlights from our year included:

Winter Retreat at Give Kids the World Village located in Kissimmee. Approximately 18 youth and adults attended this mission focused retreat

Sunday Night Youth Group has continued to average 10-15; Students have enjoyed non-competitive team building games, a community meal, and worship/small group study together.

Three youth (Chloe Neusaenger, McKenzie Elliott, and Zachary Gallagher) along with Jimmy serve on the PYC (Presbytery Youth Council) which meets regularly throughout the year to plan and lead events for youth from around the Presbytery.

Helped with Hoops for Haiti

Led multiple fundraisers that involved the students serving the congregation: including our famous spaghetti dinner, calendar sales, chili cook-off, and golf tournament among others

The youth and their families were represented at the All Church Retreat held at Cedarkirk over Memorial Day Weekend

14 Youth and adults attended Montreat Conference for High School Youth in North Carolina in June

For the first time 15 youth and adults attended Montreat Conference for Middle School Youth in Tennessee in July.

We hosted a youth group from Chinatown in California and helped show them some of the sights of Orlando through the fun of a Road Rally Scavenger Hunt. They also were blessed with 'good ole Southern cooking' thanks to the leadership of "M" Waddell and the Outreach committee. They were able to do some mission work as well as experience the Magic Kingdom.

A few of our youth went to Cedarkirk for summer camp

Led a back to school supply drive and donated collected items to local elementary schools

Attended an Orlando City Soccer Game in September

Youth Sunday was held in October

Had a very successful "Turkey Drive in November to help give turkeys to families in need at Dover Shores Elementary School

Went gleaning at Long and Scot Farms in October

Led multiple Parents Night Out Fundraisers for GCPC and Small Blessings Families

Served at United Against Poverty multiple times

Had work days at the church cleaning the Youth room and the bus.

Remembering our Baptismal promises and keeping them in mind, parent and congregation involvement is one of the main keys in program growth. We are encouraging other adults to get to know the youth in order to build deeper Christian relationships throughout the congregation. This could be helping on Sunday nights, being a driver to events, or being a Lock-in or Retreat/Summer trip chaperone. Adult

members are encouraged to take a "test drive" and it does not have to be a full-time job! We invite everyone to find a niche that fits and matches the gifts God has given you.

We are blessed to have a great group of youth and youth parents; it has been a privilege to get to know them, spend time with them, laugh with them, work with them and pray with them. Again, we are grateful to be a part of such a supportive congregation, and appreciate your continued support of this important mission field!

Elder Liaison for Youth: Carole Pate

Youth Committee members: Carolyn Castagno, Brian Gallagher, Jane Neusaenger, Matt Schlichenmaier, Keith Vetter, and Mary Widick.

Submitted by  
Carole Pate

## PRESBYTERIAN WOMEN'S COUNCIL REPORT FOR 2017

All women of the church are part of the Presbyterian Women and are invited to participate in a Circle that meets regularly and provides an inclusive, caring community of women.

There are three active circles at Grace Covenant offering Bible study, church and community projects and fellowship for spiritual growth and personal enrichment. Ruth, Dorcus and the Circle of Light meet monthly.

The Presbyterian Women's Council meets quarterly on the 1st Saturday of the month and consists of a moderator, co-moderator, secretary, treasurer, circle representatives and committee representatives for missions, Conway Hall kitchen concerns, sunshine, membership and community action. All Grace Covenant women are invited to attend. Following are donations we have made this year, and our source of income this year has come from the sale of pecans.

### DONATIONS:

GCPC quilting for local hospitals and other causes  
Chair for church office  
Replaced vacuums (2) for church

### EVENTS:

Supervised Christmas stocking program for Salvation Army

## **Board of Deacons Annual Report 2017**

Members of the 2017 Board included; Judith Roberts, Eugene Lang, Winifred Rutherford, Scott Porter, Frank Quiett, Sue Denson, Anne Hughes, Donna Throneburg, Sue Nordman, Shelia Heinemann, Elizabeth Giles, and Maritza Kreeger.

The Board was very active and dedicated to serve the oath they accepted at Ordination, and fulfill the role of the Deacon, stated as; Serving compassion ministry; via visiting shut-ins or those in the hospital, coordinate and deliver home meals, provide transportation for those in need, send care packages to college students, honor our military with cards, assist with family support at memorial services, and assorted activities that support and serve the church and the congregation.

To that end, the Board made well over 1090 contacts with our members, via phone calls, visits, sending cards, providing transportation or assist with extended communion. A separate card ministry of some 437 cards, included; get well wishes, birthday greetings, sympathy cards, welcome to new members, thank you for serving for our military members. Cards were sent to members who have volunteered to serve the needs of the church, as well as those who answered the call to serve as officers, be they Deacons or Elders, and thanking those who completed terms of service in 2017.

The Board members were also very visible with church projects including; work day, serving communion, acting as greeters or ushers, supporting the "Meal Train" and delivering food to shut-ins. Further they were active by volunteering at the Outreach Center, coordinating the Patriotic Sing and Christmas Caroling and cookies events, and perhaps the most fulfilling, serving as family support at memorial service.

As individuals, many of the Deacons supported additional church activity, the community and other charitable events.

While the services of our Deacons completing their terms, Judith, Scott ,Winifred, & Gene will be missed, the Board of 2018 will continue the excellent tradition of serving.

Respectfully submitted,  
Gene Lang, Moderator

**SMALL BLESSINGS CHILD CARE BOARD**  
**Under the umbrella of the Christian Education Committee**  
**2017 Annual Report**

*Small Blessings Child Care is a place where children are respected, nurtured and treasured. As a ministry of Grace Covenant Presbyterian Church, we are dedicated to providing a secure, loving atmosphere and quality early-childhood education in a Christian environment, while meeting the childcare needs of our families.*

Small Blessings is an integral part of the church and its ministry to the community. Small Blessings is operated on a Covenant established by the church's governing body, the session, with a Governing Board appointed by the Session to oversee its operation. Board members serve a three-year term with a seated elder serving as the moderator each year. The board members for 2017 were Morgan DeMarco, Chair, Jana Adams, Debbie Cooper, Paula Craig, Kimberly Dent, Janice Grierson, Steve Hedrick (parent representative) and Michael Kest and Kim Cliett, director of Small Blessings and Candy Vander Weide as ex-officio members.

**2017 Summary**

As of December 31, 2017, the enrollment of Small Blessings Child Care was 98 children. During the calendar year, Small Blessings contributed \$56,000 to the Church.

Weekly chapel services are provided by Candy Vander Weide in the church sanctuary.

Children participated in Hops for Haiti raising over \$5,000.

The April Annual Art Show was once again an amazing adventure.

End of the Year and graduation programs were held in May.

Great Summer activities and field trips including participation in Vacation Bible School and an end of the summer water day.

Open House in September to welcome parents and provide information.

Small Blessings Sunday in October; the children from Small Blessings sang in the 10:45 service. A reception was held in Conway Hall following the service.

The annual Christmas Program in December was presented by the 4 year old classes with hot chocolate served on the “porch” following the program. Reindeer Games, a Christmas activity day was presented by Grace Covenant. The children also filled boxes for Operation Christmas Child which were delivered with the Grace Covenant boxes.

Many Small Blessings families participated in other church activities such as Easter Eggcitement, Halloween Trunk or Treat, Pirate Day and the Making Memories Gingerbread activity.

During 2017, the board was pleased that there were no major building-related issues. One continuing issue is identifying ways to make the driveway safer for drop-off and pick-up. Our thanks to the Building and Grounds committee and others for their attention and support to the Small Blessings ministry.

## Pastor's Terms of Call

*This is for information only, as there is no change is recommended for 2018.*

	November 11, 2012	January 2018
Compensation:		
Salary	\$40,000	\$40,000
Housing	\$40,000	\$40,000
<b>Total</b>	<b>\$80,000</b>	<b>\$80,000</b>
Allowances and Reimbursed Expenses:		
Professional Expenses (travel, auto, etc)	\$ 3,600	\$ 3,600
Continuing Education Expenses	\$ 1,000	\$ 1,000
Book Expenses	\$ 350	\$ 350
General Assembly Attendance	\$ 1,000	\$ 1,000
<i>\$2,000 is used every other year</i>		
Social Security Tax Allowance	\$ 6,120	\$ 6,120
Other:		
○ Full participation in the Major Medical and Pension Plan		
○ Vacation: 4 weeks		
○ Study Leave: 2 weeks		
○ General Assembly attendance: 1 week, every other year		

**GCPC FOUNDATION INC BOARD OF TRUSTEES  
2017 ANNUAL REPORT  
GRACE COVENANT PRESBYTERIAN CHURCH**

The main purpose of the GCPC Foundation is to responsibly manage our four funds. These funds are the GCPC Endowment Fund, the Alexandra Whitmer Youth Fund, the Dr. Robert Eckard Benevolent Fund and the Nonrecurring Capital Expenditure Fund. In early 2018 distributions from the funds will be made for the Youth of GCPC, for the Pastor's Good Sam discretionary use and Outreach benefiting both the local community and the larger world community.

It is very exciting to report we received gifts of \$10,100 this year. In January the Endowment Fund received a \$100 gift and the Alexandra Whitmer Youth Fund received a \$10,000 contribution in November. Seeing these funds grow through the generosity of our congregation members and friends of Grace Covenant is exhilarating. Supporting Grace Covenant with a special outright gift is always greatly appreciated. You can designate your gift for any of our funds.

When you give to any of the funds you ensure the continued vitality of Grace Covenant's commitment to furthering our Mission. A gift of any amount is a blessing on the future of our church.

As chairman, I would like to recognize and thank the members of the Board of Trustees for their dedication and participation during the past year:  
David Alchin, Margaretta Douglas, John Tracy and Bruce Lampman.

Respectfully Submitted,

John Womack, Chairman

GRACE COVENANT PRESBYTERIAN FOUNDATION

**GCPC Endowment Fund** - Created in December, 2013. Since its creation it has distributed \$207,000 toward mission efforts.

Balance at 9/30/17	\$1,289,133.57
Contributions	\$0.00
Capital Gains Reinvested	\$9,509.71
Dividends Reinvested	\$3,844.87
Change in market value	\$36,331.86
Disbursements	\$0.00
Balance at 2/31/17	<u>\$1,338,820.01</u>

**Alexandra Whitmer Youth Fund** - Created in January 2003, in memory of Alexandra Whitmer

Balance at 9/30/17	\$2,560.94
Contributions	\$10,000.00
Capital Gains Reinvested	\$700.61
Dividends Reinvested	\$38.02
Change in market value	(\$262.93)
Disbursements	\$0.00
Balance at 2/31/17	<u>\$13,036.64</u>

**Dr. Robert Eckard Benevolence Fund** - Created in October 2007 in honor of Dr. Eckard

Balance at 9/30/17	\$17,548.85
Contributions	\$0.00
Capital Gains Reinvested	\$1,004.49
Dividends Reinvested	\$86.09
Change in market value	\$51.37
Disbursements	\$0.00
Balance at 2/31/17	<u>\$18,690.80</u>

**Nonrecurring Capital Expenditures** - Created in January 2015 to address long-term, major facilities issues.

Balance at 9/30/17	\$28,124.04
Contributions	\$0.00
Capital Gains Reinvested	\$1,609.80
Dividends Reinvested	\$137.96
Change in market value	\$82.36
Disbursements	\$0.00
Balance at 2/31/17	<u>\$29,954.16</u>

Total Account Balance \$1,400,501.61

## AGENDA

### Annual Congregational Meeting of Grace Covenant Presbyterian Church February 4, 2018

#### Opening Prayer and Welcome

#### Written Reports submitted for your Information:

Annual Membership Report  
Standing Committee Reports  
    Administration and Personnel  
    Building and Grounds  
    Christian Education  
        Congregational Fellowship Sub-Committee  
    Finance and Stewardship  
    Outreach Committee  
    Worship Committee  
    Youth Committee  
Presbyterian Women's Council Report  
Board of Deacons Report  
Report of Small Blessings Child Care Board

*(The Congregational Meeting recesses as we continue with meetings of the Foundation and Corporation)*

#### Annual Meeting and Report of the GCPC Foundation, Inc.

##### Call To Order

##### **Election of two Trustees for the Foundation**

Nomination from the Session of two individuals to serve a three-year term in the class of 2020: David Alchin and Jim Pate.

*(If you make additional nominations from the floor, please secure the permission of your nominee before offering his or her name for consideration)*

#### Annual Meeting of the Corporation - Grace Covenant Presbyterian Church, Inc.

##### Call to Order

Nominations from the Session to serve as Trustees of the Corporation and election of:

*President - Kristen Stieffel  
Secretary - Rhonda Edmiston  
Treasurer - Rob Cumbus*

#### Annual Congregational Meeting Resumes

**Motion:** That the Session be commissioned to review and approve the minutes of this congregational meeting.

**Adjournment of the meeting of the Congregation and Closing Prayer**