

# Annual Report 2022

Encouraging one another to follow Jesus wherever we live, work, and play.

# **Table of Contents**

Agenda	4
Members in Memoriam 2022	5
Membership Statistics for 2022	6
Consolidated Statement of Financial Position	7
Statement of Financial Activities	8
Covenant Foundation Financials	10
Administration	11
Children & Family Ministry	12
Communications	13
Congregational Care	14
Discipleship	15
Institute for Missional Formation	17
Foundation	18
Mission	19
Preschool and Child's Day Out	21
VISIONS (Older Adults)	22
Visitor & New Members	23
Worship and Music	24
Youth Ministry	25
2022 Officers	27
2022 Committee Leadership	28
2022 Staff	31





# **Agenda**

### Covenant Presbyterian Church Austin, Texas

# **Annual Meeting of the Congregation Annual Meeting of the Corporation**

April 2, 2023

Following the 11:00 a.m. worship service Fellowship and Education Building room FE 200

Welcome Thomas Daniel

Scripture Reading Thomas Daniel

**Opening Hymn** – Great is Thy Faithfulness (v.1-2)

Michael Shuman

Great is thy faithfulness, O God my Father; there is no shadow of turning with thee; thou changest not, thy compassions, they fail not; as thou hast been thou forever wilt be.

Refrain:

Great is thy faithfulness!
Great is thy faithfulness!
Morning by morning new mercies I see:
all I have needed thy hand hath providedGreat is thy faithfulness, Lord, unto me!

Summer and winter and springtime and harvest, sun, moon, and stars in their courses above join with all nature in manifold witness to thy great faithfulness, mercy, and love. [Refrain]

# **Director Reports & Introduction**

Elizabeth Moore-Dir. of Children & Family Ministry, Jake Pluenneke-Dir. of Youth Ministry, Kathryn Sedberry-Dir. of Adult Discipleship, Michael Shuman-Dir. of Music, Mary Priscilla "MP" Garcia-Dir. of Communications, Jerry Wise-Dir. of Contemporary Worship & Journey Choir, Whitney Bell-Dir. of Mission.

Financial Report 2022 and 2023 Budget Duane Dube

Foundation Report Randy Erben

Election of Deacon Moderator Thomas Daniel

Patrick Schmidt Class of 2024

Election of 2023-2024 CNC Tom Smith

(Congregational Nominating Committee)

Members at Large:

Leslie Bagby, John Blitch, Elizabeth Clough, Evangeline Herring



April 2, 2023

4

# **Agenda**

# Members in Memoriam JANUARY - DECEMBER 2022

Jon Wasson

Michael Shuman

5

Hester White January 18, 2022 James Raper February 11, 2022 Sandy Youman February 25, 2022 Linda Rutherford April 29, 2022 Dick Pritchett May 5, 2022 Howard Johnson June 14, 2022

**Bob Harold** June 20, 2022 Georganna Swenson July 3, 2022 Hazel Nichols July 9, 2022

Roy Keezel August 15, 2022 Jessica Mann Charters August 17, 2022 Mary Margaret Wells August 19, 2022 Chuck Roth August 24, 2022

Sue Breuer September 29, 2022 Ray Thompson October 3, 2022

Eleanor Wiener October 10, 2022 Joanne Myers December 1, 2022 Eleanor Hurst December 12, 2022

December 17, 2022 **Butch Looney** December 24, 2022 Dot Johnson

**Closing Hymn** - Great Is Thy Faithfulness (v.3)

# Reception of the Annual Report

Thomas Daniel

Pardon for sin and a peace that endureth, thy own dear presence to cheer and to guide, strength for today and bright hope for tomorrow, blessings all mine, with ten thousand beside! [Refrain]

Refrain:

Great is thy faithfulness! Great is thy faithfulness! Morning by morning new mercies I see: all I have needed thy hand hath provided--Great is thy faithfulness, Lord, unto me!



April 2, 2023

ACTIVE MEMBERSHIP DECEMBER 31, 2021*		1743
New Members - Profession of Faith and Reaffirmation of Faith - 17 and under	34	
New Members - Profession of Faith and Reaffirmation of Faith - 18 and over	59	
New Members - Transfer of Letter	24	
New Members - Other Gains (restored to Active Status from Inactive Status)	1	
Total Gains		118
Losses for Transfer of Letter out	-6	
Losses for Death	-16	
All Other Losses (moved from Active Status to Inactive Status)	-35	
Total Losses		-57
ACTIVE MEMBERSHIP - DECEMBER 31, 2022	1	804

# Ten years of Membership 2012 - 2022

TOTAL MEMBERSHIP
1793
1801
1370
1474
1528
1598
1689
1749
1761
1743
1804

<sup>\*</sup> COVID-19 Pandemic



April 2, 2023

# **Consolidated Statement of Financial Position**

Covenant Presbyterian Church December 31, 2022 and 2021

### **ASSETS**

	2022	2021	Change \$
Current Assets			
Cash and cash equivalents	\$6,361,537	\$4,872,443	\$ 1,489,094
Prepaid expenses	31,923	19,417	12,506
	6,393,460	4,891,860	1,501,600
Noncurrent Assets			
Property and equipment, net	11,529,047	12,025,880	(496,833)
Long-term receivable	180,000	230,000	(50,000)
TOTAL ASSETS	\$ 18,102,507	\$ 17,147,740	\$ 954,767

### LIABILITIES AND FUND BALANCE

Current Liabilities			
Accounts payable	\$ 4,866	\$ 74,634	(\$69,768)
Accrued payroll	8,188	13,028	(4,840)
Deferred contributions	208,525	260,303	(51,778)
Prepaid tuition	43,997	39,221	4,776
Columbarium deposits	64,000	60,000	4,000
	329,576	447,186	 (117,610)
Long-Term Debt			
TOTAL LIABILITIES	\$ 329,576	\$ 447,186	\$ (117,610)
Without Donor Restriction	15,915,933	14,050,724	1,865,209
With Donor Restriction	 1,856,998	 2,649,830	 (792,832)
Total Net Assets	\$ 17,772,931	\$ 16,700,554	\$ 1,072,377
TOTAL LIABILITIES AND NET ASSETS	\$ 18,102,507	\$ 17,147,740	\$ 954,767
NOTE: UNRESTRICTED CASH	\$ 2,876,965	\$ 3,412,482	\$ (535,517)

Financial statements presented above are internally prepared and unaudited. Covenant's 2022 audit report is available upon request. Please contact Administrator.



April 2, 2023

7

# **Statement of Financial Activities**

Covenant Presbyterian Church For the Years Ended December 31, 2022 and 2021

	2022	2021	Change \$	
GENERAL FUND				_
REVENUE				
Pledged Offering	\$3,267,056	\$3,116,634	\$	150,422
Unpledged Offering	1,553,473	1,290,256		263,217
Miscellaneous Revenue	90,115	341,780		(251,665)
TOTAL GENERAL FUND REVENUES	\$4,910,644	\$4,748,670		\$161,974
EXPENDITURES				
Personnel	2,365,129	2,299,410		65,719
Administration	1,149,065	846,418		302,647
Communications	77,726	28,956		48,770
Children & Family	46,118	90,169		(44,051)
Youth	47,595	26,155		21,440
Discipleship	46,168	21,463		24,705
Congregational Care	31,988	13,664		18,324
Worship	58,651	49,484		9,167
Visitor & New Member	8,324	2,498		5,826
Mission	691,609	665,606		26,003
Institute for Missional Formation	111,740	406,133		(294,393)
Foundation Support (CPF)	10,000	200,000		(190,000)
TOTAL GENERAL FUND EXPENDITURES	\$ 4,644,113	\$ 4,649,956	\$	(5,843)
GENERAL FUND NET SURPLUS	\$266,531	\$98,714	\$	167,817

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# **Statement of Financial Activities**

# Covenant Presbyterian Church For the Years Ended December 31, 2022 and 2021

		2022		2021		change \$
DESIGNATED FUNDS						
REVENUES						
Administration				\$1,120		(1,120)
Building		903,761		475,375		428,386
Children & Family		24,465		10,550		13,915
Columbarium				12,000		(12,000)
Congregational Care		25,000		900		24,100
Discipleship		29,456		2,313		27,143
Food Service		35,006		968		34,038
Institute for Missional Formation		104,100		400,050		(295,950)
Memorial Fund		24,975		6,677		18,298
Mission		280,601		220,975		59,626
Pastor Housing		4,669		5,636		(967)
Personnel		150,000		150,000		-
Preschool		825,295		333,304		491,991
Women's Ministry Bible Study (WMBS)		5,198		4,172		1,026
Worship		16,864		16,169		695
Youth Ministry		49,932		10,119		39,813
TOTAL DESIGNATED FUND REVENUES	\$	2,479,322	\$	1,650,328	\$	828,994
EXPENDITURES						
Administration	\$		\$	1,120		(1,120)
Building	Ψ	724	Ψ	110,000		(1,120)
Children & Family		4,036		3,612		424
Columbarium		710		700		10
Congregational Care		710		7,932		(7,932)
Discipleship		15,278		2,626		12,652
Food Service		9,107		843		8,264
Institute for Missional Formation		81,030		34,602		46,428
Memorial Fund		2,590		6,642		
Mission		2,370		149,893		(4,052) 130,018
Pastor Housing		2//,/11		147,073		130,010
Personnel		110,189		_		110,189
Preschool		443,411		272,975		170,436
Foundation Support		200,000		2/2,//3		200,000
• •				4.420		
Women's Ministry Bible Study (WMBS)		5,683		4,430		1,253
Worship Youth Ministry		6,270 46,696		2,280 17,280		3,990 29,416
•	•		-		•	
TOTAL DESIGNATED FUND EXPENDITURES	\$	1,205,635	\$	614,935	\$	590,700
DESIGNATED FUND SURPLUS		\$1,273,687		\$1,035,393		\$238,294

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April 2, 2023

# **Covenant Presbyterian Foundation**

For the Years Ended December 31, 2022 and 2021

### **ASSETS**

	2022	2021	С	hange \$
Account Balances Frost Bank Texas Presbyterian Foundation	\$208,091 1,406,909	\$65,173 1,409,728	\$	142,918 (2,819)
Total Assets	\$ 1,615,000	\$ 1,474,901	\$	140,099

Note: Covenant Presbyterian Foundation carries no liabilities.

### INCOME & EXPENSES (Annual)

	2022	2021	Change \$
Income & Unrealized Gains			
Cash Income	\$18,628	\$42,129	\$ (23,501)
Realized Gains (Losses)	486,375	8,042	478,333
Unrealized Gains (Losses)	(779,909)	101,122	(881,031)
Total Investment Income	\$ (274,906)	\$ 151,293	\$ (426,199)
Contributions	428,500	11,000	417,500
In Memoriam	6,505	26,917	(20,412)
Total Gifts Received	435,005	37,917	397,088
Total Income & Unrealized Gains	160,099	189,210	(29,111)
Expenses & Grants			
Foundation Lecture Series Expenses	20,000	-	20,000
Total Grants Made	20,000	-	20,000
Total Expenses & Grants	20,000		20,000
Net Surplus (Deficit)	140,099	189,210	(49,111)
Average rate of return for Covenant Portfolio at TPF	-7.2%	12.2%	
Benchmark: Lipper MATA Moderate Index	-9.2%	12.4%	

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### **Administration**

### Darleen Kleinhenz, Director of Operations

The primary function of the Administration Committee is to work in support of the Session and all committees to achieve Covenant's mission and ministry objectives. The committee provides general oversight for the administration of Covenant Presbyterian Church. In exercising its duties to help ensure the church's continuing vitality, the committee is organized to develop and implement efficient systems and cost-effective solutions for managing risk, maintaining the physical plant, and providing for the daily operations of the church. The committee is comprised of professionals who have vast experience in engineering, facilities and construction management, commercial heating and air conditioning systems, landscaping, academia and administration.

The Administration Committee, together with its subcommittees on landscape and technology, recognize that all resources contributed to the church are a sacrificial expression of our donors' faith and commitment. The committee endeavors to achieve the greatest measure of economy, productivity, accountability, and transparency.

In addition to regular items of maintenance, repair and maintenance, the Administration Committee did the following items in 2022:

- Our analog phone system was replaced with a VoIP (Voice over Internet Protocol) phone system. This new system is completely portable, allowing our staff increased accessibility.
- A new scheduling software was installed allowing us to better manage our spaces, resources, and services.
- The lighting in the Sanctuary was upgraded to LED, reducing our power consumption while providing superior lighting quality.
- Throughout our campus, three HVAC units were replaced.

To enhance campus safety, a scanning sensor and updated door closer were added to the FEB South Portico door. Two additional security cameras and a panic button for the Eaton Hall Nursery were purchased.

There are many devoted members at Covenant who contribute their gifts of time, talent, and treasure by actively supporting the ongoing work of this committee. They maintain and repair facilities, equipment, and grounds; fold, stuff and prepare mailings; paint the facilities; test and maintain plumbing and irrigation systems; review and approve financial records and sign checks; drive vehicles for group outings; answer telephones; compile and maintain membership records; perform data entry-a host of things that keep the church running smoothly. To our numerous volunteers, whose consistent and faithful services further the ministry of Jesus Christ at Covenant Presbyterian Church, we especially owe these kind individuals acknowledgements and thanks for their dedication and excellent work in 2022.



# **Children & Family Ministry**

### Elizabeth Moore, Director of Children and Family Ministry

2022 started with changes to the Children & Family Ministry department as long-time director Christy Milam departed in January and the Interim Director Joey Neugart started shortly after. Joey, Elizabeth, Stephanie, the Children's committee, and many others worked hard to continue providing all of Covenant's families with programming that was designed to foster community and continue teaching all of the children in our care about the love of Jesus.

Our Sunday morning attendance consistently grew throughout the year, and we started seeing numbers that were pre-pandemic. Thankfully our dedicated volunteer pool and our fantastic nursery caregiver staff were able to grow as well. A successful pod-style volunteer program was introduced that assigned each teacher and helper to a grade level/class pod. This program encouraged accountability, deepened relationships between volunteers, and took some of the burden off of staff from last minute cancellations. Our volunteer paperwork was streamlined to allow for e-signatures, which continued to support the goal of making volunteering in Children's an easy yes. We continued using the Orange curriculum for Nursery, Preschool Sunday school, and K-3rd students, as it allows each group to experience an age-appropriate themed unit that has Bible stories and verses, life applications, and interactive games each month. 4th and 5th grade continued meeting in small groups to delve deeper into the Bible and their dedicated teachers helped guide them in their faith journey with scripture discussion, connection games, and prayer.

Spring and summer brought many families together to create space for community and connection. Our 2nd Annual Lent event had kids young and old hunting for eggs and our volunteer appreciation event celebrated all of the people who give their time to our ministry. Summer kicked off with an outdoor movie night in the church parking lot, followed by a family game night in late June, an Amy's Ice Cream meetup in July, and ended with a family movie night at Alamo Drafthouse in August.

Fall celebrated the start of a new season as kids received their back to school blessings and 1st graders received their Bibles. Communion Conversation was hosted as families learned about the Lord's Supper together and our beloved Trunk or Treat was highly attended with church families and community members. The director search committee brought exciting news to the ministry with Elizabeth Moore accepting the role of Director, Katie McFarlane accepting the new role of Associate Director, and Stephanie Campbell taking on new responsibilities as the Curriculum & Volunteer Coordinator.

2022 came to a close with a wonderful event filled with families, carols, and celebrating the Advent season. It also marked the end of Joey's time as Interim Director as the ministry thanked him for hearing God's call to lead during this transitional year. As the new Children & Family ministry team looks forward to the future, we are excited to serve beside our wonderful committee and volunteers, who join us in our desire to follow Jesus wherever we live, work, and play.



# **Communications**

### Mary Priscilla "MP" Garcia, Director of Communications

The communications team serves behind the scenes to help ministries reach the right people at the right time in the right way. In 2022 we managed over 100 unique messaging initiatives and created over 1,000 unique deliverables for the ministries we serve. Visit **covenant.org/art** to see some of our favorites.

# **Notable Projects**

WEBSITE OVERHAUL We partnered with design agency, Historic, to rebuild covenant.org from the ground up. The project spanned April-September and addressed three main areas of concern.

- 1. Homepage: Create a welcoming and visitor focused first impression.
- 2. Calendar: Implement a more cohesive calendar with segmented views for specific areas of ministry.
- 3. Worship Online: Improve the livestream and video storage system.

In addition, the new website is built on a mobile responsive platform, is easy to edit, and has SEO built in.

LIVESTREAM We expanded our team and livestream capacity by adding a part-time Video & Livestream Lead. This role manages the tech/AV team in the Sanctuary and ensures the livestream is a high-quality experience every Sunday. Each week around 150 congregants tune in live online for our 9:30 a.m. worship service. Livestreaming also enables us to host overflow space for onsite services that reach capacity.

Additionally, we now support the streaming of memorial services and special events. Our videos are viewed live and later in the week. In 2022 our online video content had over 30,000 views.

BULLETIN REDESIGN We combined the three weekly bulletins into one for a more cohesive bulletin experience across our three Sunday services. This new format provides a full page for Covenant Prays and a full page for weekly announcements. The new bulletin is eye-catching and is designed to be taken home and referenced throughout the week.



# **Congregational Care**

Jill Williams, Associate Pastor for Congregational Care and Mission

Congregational Care involves everyone in the Covenant community, empowered to care for one another. We see this happening in four primary areas: Prayer Ministry, Care in Relationships, Care in Transition and Care in Illness/Death.

With the campus open in-person, Deacons could focus on creative deaconing and prayer for Care Group members. Deacons were also able to meet in person for the monthly Deacon Meetings. The January meeting was cancelled due to the freeze and spike in COVID-19 cases. In February, we had the Rev. Stephen Murray speak to us about "Your Prayer Life." In April, we had a special guest speaker, Dr. James Marroquin, discuss "Anatomy of Spiritual Needs During Illness." Deacons celebrated high school graduates with the delivery of Tiff's Treats in late May. Our May and June deacon meetings included the Rev. Jill Williams discussing "Cultivating Listening." Amy Skaggs helped organize a new member panel for our June meeting. After the summer hiatus, we gathered back together starting in September and enjoyed "Creative Deaconing" with a panel of various deacons. We congregated on the patio for Meet your Deacon Month in October with excellent attendance and enthusiasm. Then for our October meeting, our guest speaker was Julie Kouri of Fostering Hope. She shared "Compassion Building Training." In November, we ended 2022 with the Rev. Nancy McCraine, Director of Volunteer and Bereavement Services of Hospice Austin, who enlightened us with "Bearing the Light in Unbearable Times."

Our Prayer Warrior Team carried on their essential work of praying remotely for prayer requests communicated through Covenant's website, phone, or email.

The Prayer Shawl group gathered and met once a month to pray over the shawls they created. Nancy Bissell has stepped up to lead the Prayer Shawl group and shares shawls and baby blankets with Chaplain Mike Adams of St. David's North Austin Medical Center. They also contributed shawls, crochet hooks, knitting needles, and 15 skeins of yarn for the Cuba mission trip.

Care in illness and end-of-life care continued with the Hospital Team and Deacons making visits and phone calls. Walking the Mourner's Path was able to gather in person. We had two sessions: February 12-April 2, and the moderators were Bob Peterson and Anne Wheeler with 9 participants; the second session was from September 29-November 17, and the moderators were Leslie Bagby and Tom Hutchison with 8 participants.

We continued to have in-person memorial services on Covenant's campus. Our dedicated Memorial Service Reception Team re-engaged their ministry of hospitality to families and guests by offering receptions after the memorial services.

Deacons chose to host a Prayer Vigil during the 2022 election on November 8. The vigil was well attended, with more than 50 attendees.

A Silent Retreat was held December 3 on the Covenant campus for the first time; previously, it was held in Belton, Texas. We reserved the entire campus dedicated to various areas for the members to pray. With the event at Covenant, our attendance was higher than in years past, with more than 20 members.

We understand our unique role in Covenant's vision to encourage one another to follow Jesus wherever we live, work, and play. We look forward to the year ahead and the vital work of prayerfully discerning how to empower the congregation to do direct care for the glory of God and benefit of all people as we follow Jesus, wounded and healing, together.



# **Discipleship**

### Kathryn Sedberry, Director of Adult Discipleship

The Discipleship Committee continues to support a broad range of studies and groups at Covenant that help to collectively fulfill Covenant's mission to encourage one another to follow Jesus wherever we live, work, and play. Studies and groups continued to adjust their meeting schedules according to how the pandemic ebbed and flowed.

# 2022 Discipleship Initiatives

SMALL GROUPS Small group numbers saw an increase in 2022, as many people began feeling comfortable and eager to be with others in person. Around 35 active small groups in 2022.

STUDIES AND CLASSES Our largest studies and classes, such as Lamplighters, Monthly Women's Bible Study, Men in the Word, and Koinonia Sunday school, went back to meeting in person in 2022. All groups maintained a virtual participation option for members who were traveling or otherwise unable to attend in person.

SERMON DISCUSSION GUIDE The majority of small groups continue to use the sermon discussion guide as their primary source of study. A link to the guide is posted online along with each week's sermon and is included in the weekly email newsletter for small group leaders.

DAILY DEVOTIONAL We continue to produce an electronic daily devotional, Monday through Friday. Readings include scripture passages from the Lectionary, a confessional reading from the PC(USA) Book of Confessions, and an evening Examen prayer guide. The subscriber list grew from 700 to over 800 in 2022, with much of the growth attributed to the Lent Devotional described below.

LENT DEVOTIONAL We produced another online Lent Devotional in 2022 and distributed it through the Daily Devotional email. A writing team of six Covenant members contributed daily reflections to the devotional.

MAUNDY THURSDAY Maundy Thursday in-home group gatherings returned after being cancelled in 2021. Fourteen homes hosted 240 Covenant members and guests for a potluck dinner, fellowship and Maundy Thursday commemoration. The pastoral staff and 15 ruling elders presided over communion and a brief worship service at each home.

REEL MINISTRY Cancelled in 2021, Reel Ministry 2022 was welcomed back by film fans in 2022! Approximately 200 Covenant members and guests attended free film screenings over four Wednesday evenings in July at Alamo Drafthouse. We were joined by filmmaker Matt Hinton for his movie *Parallel Love*; writer and film critic Alyssa Wilkinson for *Driveways*; local pastor and theologian David Taylor for *Ready Player One*; and *Minari*, hosted by Reel Ministry founders Pat Schmidt and Don Zappone.



# **Discipleship**

ADVENT DEVOTIONAL Printed copies of the 2022 Advent Devotional were available on campus beginning on the first Sunday of Advent, and digital copies were available online. A writing team of Covenant members provided daily reflections, which were complemented by recipes, poetry, traditions, and suggested family practices in this devotional which has become a treasured part of our Advent journey together as a community.

YOUNG ADULTS Two new young adult small groups were formed last year as a result of connections made at monthly young adult brunches. Attendance at these brunches increased during the past year, as we continued to see the young adult population grow at Covenant.

FORMATION COHORT The Formation Cohort initiative was placed under the umbrella of Discipleship in 2022. A product of our partnership with Fuller Seminary, this program was previously under its own committee, the Institute of Missional Formation. No cohort took place in 2022, but the year was spent planning and promoting the 2023 Cohort which began January 2023.



# **Institute for Missional Formation**

Abbey Gray, Elder Liaison for IMF

# **Courageous Conversations**

In 2022, the Institute for Missional Formation hired Allen Hilton, though his organization House United, to facilitate training and opportunities to practice civil dialogue in anticipation of the mid-term elections. The purpose was to remind our community that our differences are assets, not threats, and to experience the truth of this claim. Allen Hilton conducted several training sessions with church staff and leadership, participated in a joint dialogue sermon, and conducted two "Courageous Conversations" in 2022 which were open to all members of the congregation. Work with Allen Hilton continues into 2023.

### Love Letter Fund

In 2022, the Love Letter Fund (LLF) provided a grant to Comal Fajita House to create a program in which young employees can be exposed to internship and apprenticeship opportunities, as well as educational programs and assistance. The goal of this program is to broaden the realm of possibilities for the young employee through exposure and opportunities, as well as financial and moral support and mentorship. Comal's first employee to go through this program was able to receive their driver's license and apply for and be accepted to college (for which they also applied for and received financial aid). This process has increased the young employee's prospects, as well as their ability to care for themselves and their extended family. In July 2022, LLF's part-time employee, Jewel Stone, left Texas to attend graduate school in New York. The position remains unfilled, and there has been no LLF activity since Summer 2022.

### **Tech Task Force**

In February 2022, IMF hired Tod Bolsinger as a consultant to lead a task force focused on how Covenant might proactively think about using technology as a way to encourage each other to follow Jesus wherever we live, work, and play. The task force was comprised of Thomas Daniel, Jon Wasson, MP Garcia, Page Harris, Steve Goldsmith, Jacob Clark, and Abbey Gray. The task force met monthly between February 2022 and January 2023. Three meetings were in person and the remainder were held on Zoom. The task force focused on questions about the relationship between technology and formation and experimented with prototypes. Tod Bolsinger made a presentation to Session in February 2023, asking Session to define its goals. Session continues to take up this issue in 2023.



# **Covenant Presbyterian Foundation**

Randy Erben, Trustee and Chair of Covenant Foundation

# **Activity**

The Foundation is charged with providing benefits to the Church as requested by the Church's session when projects and activities are beyond the Church's budget. Since its creation in 1998, the Foundation has made over \$1.3 million in grants to benefit the Covenant community. The Foundation has made grants to help retire church debt in 2006, 2011, and 2014. The Foundation was able to assist New Covenant Fellowship (Covenant's new church development) with a grant to acquire office equipment needed to support its mission. The Foundation has also contributed to Pastoral Housing Funds in 1999 and 2014. The Foundation has assisted with education efforts (2003 and 2005), the handbell program (2010), improvements in the Sanctuary (2000) and provided Bibles for the Sanctuary so that each person who came to worship at Covenant would have a Bible at their chair (2018). In 2015, the Foundation launched an outreach effort with the goal of educating Church members about a theologically sound approach to managing their finances, estate planning, end-of-life issues, and other money matters. In 2019, the Foundation funded Covenant's Foundation Speaker Series, which debuted on February 28, 2020, and resumed on January 28-29, 2022. The Foundation has committed to supporting the Speaker Series for seven more years. In 2020-2021, the Foundation began working with the National Christian Foundation (NCF) and held a virtual seminar by NCF for the congregation in April 2021. NCF is a Christian-based non-profit company that advises churches in how to accept gifts other than cash or stocks (which Covenant now has the ability to do), which facilitates a new category of donations to the Foundation and the church. In February 2023, the Foundation pledged a \$500,000 gift to the upcoming church Capital Campaign.

As of Dec. 31. 2022, the Foundation has an asset balance of \$1,615,000, the bulk of which is invested with the Texas Presbyterian Foundation.

# History

In 1998, a longtime Covenant Presbyterian Church member left a bequest of \$1 million as seed capital for the Covenant Presbyterian Foundation, Inc. The member wanted to benefit the church and saw a foundation as a sustainable, effective way to ensure that funds would be available when the church needed them most. The Foundation was set up as a nonprofit charitable organization, qualified under Section 501 (c)(3) of the Internal Revenue Code of 1986. In keeping with the wishes of the donors, its mission is to "carry out charitable, religious and educational purposes of Covenant Presbyterian Church." A seven-member board of trustees, all of whom are Covenant Presbyterian members, governs the Foundation. The board is elected for three-year terms by the entire congregation and is responsible for prayerful stewardship of the Foundation's funds.

# **Organization**

The Foundation's funds are invested in a balanced portfolio that allows for moderate, long-term growth. The board of trustees takes the long view in its management of the Foundation's assets. Since most bequests are willed to the Foundation and payable after the death of the donor, the Foundation serves as a bridge between generations in the life and history of the Church. Requests for grants from Foundation funds by the Session are considered for approval by the Foundation's board of trustees, which has ultimate authority about whether to approve the grant requests.



# **Mission**

### Whitney Bell, Director of Mission

2022 was a year of growth for mission outreach at Covenant Presbyterian Church. The generosity of Covenant and its members, along with Session's commitment to outward-focused ministry, led to \$773,435 in expenditures for missions. The year was filled with extraordinary examples of Covenant members and mission partners living life in generous ways - truly following Jesus wherever we live, work, and play.

The Mission Committee continues to be a catalyst for service by informing, encouraging, and enabling the congregation to join with God in blessing His people and seeking justice. In 2022, the Mission budget again focused on ministries that experience significant participation from Covenant members – including Manos de Cristo, Street Youth Ministry, Texas Reach Out Ministries, and Austin Voices for Education and Youth. It was a delight to continue to watch our local mission partners re-engage with volunteers as we all adjusted to a vaccinated world. We also added a new mission partner, Vecina, an organization that trains volunteer attorneys to assist individuals seeking legal help with immigration issues. This partnership has been a great avenue for Covenant attorneys to use their vocation to serve those in need. More than twenty attorneys attended trainings, and many have taken on cases.

Several unique developments in 2022 are worthy of mention:

Thanks to the generosity of Covenant's members, the Mission Committee was allocated a budget surplus from 2021 of \$200,000. As we prayed together about where God was guiding these funds, it became apparent that one of the largest barriers to human flourishing in our city continues to be the issue of homelessness. The Mission Committee felt led to look at organizations working upstream to prevent individuals from becoming homeless in the first place. After much consideration and research, the surplus was allocated among Foundation for the Homeless, Family Eldercare, and Community First! Village. Each of these organizations is doing amazing work to create and provide affordable housing for those in need, as well as help those on the verge of homelessness to find ways to stay housed. Portions of the surplus were also provided to Vecina to assist in its work with immigrants.

2022 was also an amazing year for Covenant, in that we were able to engage our campus, members, and staff in many different mission-related activities:

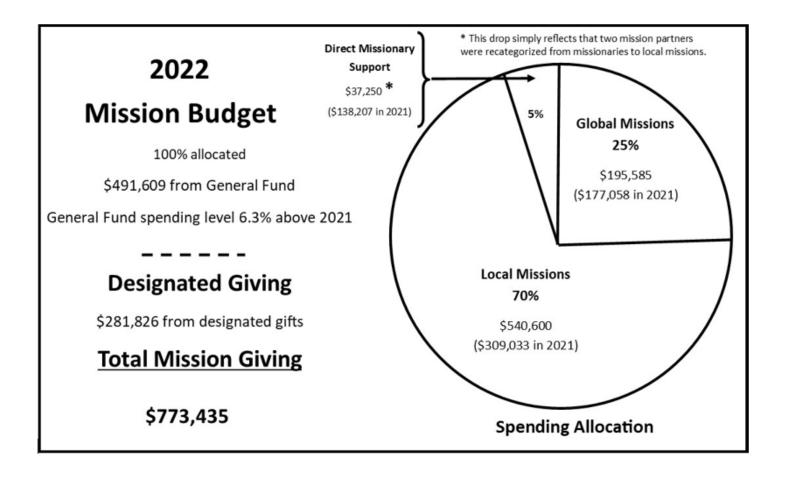
- In March, forty volunteers served at Community First! Village. This was an amazing way for us to learn more about how they engage our unhoused community and participate in getting them housed.
- In July, Covenant hosted another shower event with our mission partner, Helping our Neighbors. These events are a wonderful use of our campus and volunteers. This event was done in partnership with Austin Public Health, which provided health screenings; Sunrise Homeless Navigation Center, which brought social workers on-site to provide resources; and Birds Barbershop, who gave haircuts and beard trims to our homeless neighbors. More than forty Covenant members participated in this extraordinary event.
- During Love Austin, sixty Covenant youths partnered with Texas Reach Out, Austin Voices, and the Refugee Ministry to serve in our city.



# **Mission**

- In September, in partnership with Congregational Care and Children's Ministry, we launched
  our Fostering Hope partnership and invited the congregation to learn about the need for
  foster families and how we can offer support to those who feel called into this ministry. We
  hosted thirty-five congregants for an informational luncheon, and two weeks later more than
  ninety individuals attended a training with Fostering Hope.
- In September, a small team visited our mission partner in Belize to reaffirm that relationship and visit friends we had not seen since pre-pandemic.
- In November, sixteen church members traveled to Cuba for a glorious reunion with our sister church in Luyano.

2022 was a year of renewed energy and passion for the mission team, and we feel excited and motivated for what 2023 has in store. We hope even more members participate in the opportunities to serve in the coming year, and we pray for God's guidance about how everyone at Covenant can participate in missions, as we seek to follow Jesus wherever we live, work, and play.





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# Preschool and Child's Day Out

Laura Hargrave, Director of Covenant Preschool and Child's Day Out

Our 2021-2022 school year ended in May of last year with 85 children attending Preschool and Child's Day Out on the second and third floors of the Fellowship and Education Building. In the fall of 2022, we began the year with 95 children and 21 staff members. We have been building up our program slowly from pre-pandemic numbers and were able to open two new classrooms. CPP continues to serve as a bridge to the Austin community by offering an affordable early childhood play-based education that is licensed by the Texas Department of Health and Human Services.

Families are drawn to the school for its excellent reputation for qualified and caring staff members and beautiful, clean facility. Many of our staff have their teaching certification in Early Childhood Education and/or decades worth of early childhood experience. Staff continue to receive four hours of training annually as part of our state licensing requirement. We provide important parent teacher conferences every spring to discuss individual child growth and development. We strive to partner with families to help raise their children and refer those who need additional help to the appropriate resources.

Approximately 20% of our students are church members; the remaining students and their families are continually welcomed and included as part of our church community. We invite all our preschool families to worship, attend campus wide events including Trunk or Treat, Advent and Christmas services.

The 2022 spring fundraiser we hosted, raised over \$16,000. The fundraiser is a community building event as well a fun way to raise funds that go directly to the preschool's operating budget and help support enrichment programs such as music and Spanish. In addition, these funds enable us to offer a discount to Covenant staff and teaching staff and give us the ability to grant 2-3 scholarships each school year.

Easter Chapel, Grandparents and Special Friends Day, and Graduation were other great opportunities to share Christ's love with our children and teach them how to pray and play! We offered a Scholastic Book Fair in the spring. We also hosted a Back to School BBQ, Dad's Pizza Night, and Christmas Chapel for all families.

Last summer, the Preschool offered three weeks of "Camp Covenant." Children attend one-week themed sessions which are all taught by our trained staff. Summer camp also provides new families a "preview" of what preschool looks and feels like during the normal school year at a much more relaxed and unstructured pace.

CPP is blessed to have a home on the Covenant Presbyterian Church campus and is looking forward to a spectacular 2023 in which we continue to minister to the young families that surround us!



# **VISIONS (Older Adults)**

Beth Daniel, Parish Associate for Older Adults Ministry

# Very Interesting Seniors Investigating Our New Season

There are currently three programs under the VISIONS Ministry - Kairos, Armchair Travelers, and Presentations (formerly VISIONS Luncheon.)

**Kairos** meets on the first and third Thursdays of the month at 10 am (September - May.) The class format includes a video presentation followed by discussion using an accompanying study guide. Beth Daniel serves as facilitator using questions provided in the materials. January - May of 2022, Kairos continued in the online format adopted in 2020 due to the pandemic. Videos were accessed online, and the study discussion took place over Zoom. September - December of 2022, the class met in-person. Both online and in-person, the Kairos class has grown and been well attended. We work to ensure that each lesson stands alone, even when part of a series or study. This allows for new people to drop by without preparation, and allows regular attendees to miss a class without worrying about falling behind.

**Armchair Travelers** is "Seeing the world through the lens of a camera." On the first Thursday in the month at 7 pm there is a program presented by a member of the Covenant family. We use the FE200 equipment and large screen to enjoy beautiful pictures from around the world. Participants enjoy a coffee break with cookies supplied by volunteers. Chairpersons Marv and Bretna Hackert recruited presenters from September to May. Armchair Travelers continued in the online format, (adopted in 2020 due to the pandemic) from January - May, and September of 2022. The ministry thrived in this new format, enjoying some of its largest numbers. In October - December of 2022, the group met in-person, but included an online option for those unable to attend.

**Presentations** are offered on the third Tuesday of the month at 10:00 a.m. in FE200 from September through May. The program offers refreshments, fellowship, and a presentation. Topics vary but include music, informational, and spiritual programs. Chairpersons John and Suzanne McFarlane recruited presenters. January - March of 2022, Presentations continued in the online format adopted in 2020 due to the pandemic, with monthly presentations recorded and emailed to the approximately 200 people in the VISIONS community. April, May, and September - December of 2022, Presentations returned to in-person gatherings. The leaders and volunteers are working hard to rebuild the ministry now that we meet on campus again, albeit at a different time and without a meal. The September gathering was our largest at almost 100 people. The attendance averaged 30-40 people in the late fall.



# **Visitor & New Members**

Amy Skaggs, Visitor & New Member Coordinator

# **Mission Statement**

The mission of the Visitors & New Members Ministry is welcoming visitors and integrating new members. Our goal is for all members and visitors to be known and cared for in the Covenant family.

### Overview

Over the past year, our ministry has continued to help visitors and new members feel welcomed and connected at Covenant. Our committee consists of eight members which help make decisions on how we can better serve Covenant's visitors. Committee members include Amy Skaggs (staff), Jen Harold (elder liaison), Katie Seutter, (Chair), Maureen Crawley, Donna Thomas, Corie Rodenbusch, David Erard, and January Pfiester.

### **Welcome Team**

The Welcome Team is a group of wonderful volunteers that greet at the Welcome Table, Sanctuary entrance, and Fellowship and Education Building (FEB) entrance and are the initial contact with visitors to our campus, welcoming as well as providing directions or answering any questions. Donna Thomas continues as our Welcome Team coordinator and Sandy Blitch oversees communication with the Welcome Team by sending weekly reminders to our greeters. We have over 50 greeters willing to serve. The Welcome table has a home outside of Covenant Hall and the branded tablecloth helps welcome visitors to Covenant. Our Welcome Team is committed to an act of hospitality on our campus.

# **Visitor Support**

The coffee bar continues to be a wonderful point of contact for those walking through the Fellowship and Education Building. Not only is the coffee bar a great point of contact for visitors, but it provides a great stop along the way when heading to Sunday school classes. Our volunteer team has been reinstated since COVID, and is led by committee member, David Erard. With David as team lead, this has freed-up Amy to be present at the Welcome Table and on the patio to greet visitors.

A welcome email was sent each week to first-time visitors to give them a point of contact. Regular visitors that have not had contact over time also get a welcome email and an invitation to the Explore Membership Class.

# **New Members**

Our Explore Membership class was held in February, April, and September 2022. The Explore Membership class curriculum focuses on our three spiritual practices of Solitude, Community, and Service. We are in close collaboration with Adult Discipleship to provide on-ramps for new members, encouraging them to join Sunday school classes, small groups, and connect with different ministries. We had 84 people join Covenant in 2022.

The Explore Membership Team Leaders are: Amy Skaggs, Kathryn Sedberry, Whitney Bell, Beth Voorhees, Laura Tuma, Michael Maham, Pansy and Elliott Flick.



# **Worship and Music**

Michael Shuman, Director of Music Ministry Jerry Wise, Director of Contemporary Worship

2022 was a year of growth in worship. Covenant used the revised lectionary throughout the year. From Easter Sunday to Hanging of the Green in all services to the candlelit Christmas Eve services, Covenant continued to grow deeper through the year and found new energy as we gathered together to glorify God through worship.

Both the **Sanctuary Choir** and **GraceNotes** presented their musical offerings throughout the year. From Good Friday with GraceNotes to Sanctuary Choir presenting John Rutter's Gloria during Advent, the choirs added a rich musical element to our community's worship.

The **Pro Musica Handbell Ensemble** was an important part in our congregation's life during 2022. Linda Rutherford was honored on February 13 during the 9:30 service to celebrate her retirement. With her passing just a few weeks later, her contributions to the handbells, the music area, the Cuban outreach, and Covenant as a whole will be remembered, and she will be greatly missed.

Each and every week is a joy to play and lead with the **Worship Band** at the 11:00 service. There is a core team on rotation, and everyone is starting to sync with each other on a musical and spiritual level. Special musicians like Ange K (vocalist) or Geoff Manyin (cello) add variety to the sound throughout the year.

The **Children's Choirs** and **Journey** continue to lead music in worship and learn the vital role that music can play in a person's life and faith. The children helped with the Palm Sunday procession, presented an end of the year program for their parents, and continued to grow in faith and numbers in the fall. **Journey** joined with **GraceNotes** during the Good Friday service and continued to offer their musical gifts when able including singing in the 11:00 worship service in the fall.

Several staff members made transitions throughout 2022. Linda Rutherford was mentioned above. John Schmidt also retired as Covenant's organist at the end of May. Michael Shuman took over organ duties for service music and Yu-Hsin Teng joined as pianist for the choirs in August. Courtney Supple and her family moved away from Austin in August so there was a need for a new Children's Choir Coordinator. Elizabeth Gilligan continued as one of the Children's Choir Directors and began her duties as Handbell Director. She also agreed to serve as interim coordinator for the children's choirs. It's been a busy year of transitions, but the music staff is a joy to work with.

We are grateful for all the volunteers that serve in worship. These include musicians, tech crew, communion servers, ushers, lay liturgists, prayer team, and decorators. Worship could not have the same effect without them.



# **Youth Ministry**

### Jake Pluenneke, Director of Youth Ministry

2022 was a huge year for Covenant Youth Ministries! We were able to reengage and connect with our kids again without restrictions. We restarted many of our favorite traditions and events while adding some new special ways, with Jesus at the center of it all. Here are some highlights and a few adjustments that were made in 2022.

# Spring 2022

Our Middle School and High School small groups were able to reengage and connect fully again! We continued our small group meetings on Sunday mornings and our large group meetings on Wednesday evenings. We had on average 39 youth join us on Sunday mornings compared to 29 the spring before. On Wednesday nights, our youth groups met on the 4th floor. We had an average of 29 kids join us for our mid-week programing.

# **Confirmation 2022**

We resumed Confirmation in 2022 after a three-year hiatus. 47 kids attended the class! Mentored by 15 elders and deacons. Of these, 42 kids were confirmed, and seven were baptized. It was such a joy to resume our confirmation class and get to connect with so many amazing kids.

# Love Austin 2022

Love Austin 2022 was a great success. In 2022 we were able to bring back one of our favorite traditions at Covenant again in all of its glory. We were able to serve alongside our friends at Austin Voices and Texas Reach Out. We had 70 kids and volunteers join us for this event. Love Austin is all about getting to serve our city, having fun, and hanging out with all our friends and leaders while learning about and experiencing God. It was extraordinary!

# Belize 2022

Sadly, due to the pandemic, our directors and pastors made the hard decision to cancel the trip in March to Belize again. We were able to resume this trip in 2023 and took a group of 18 back to Belize City.

# Summer 2022

Summer 2022 was our first full summer back! We started off by trying something brand new. Our High School kids were able to go on a seven-day trip backpacking in the mountains of New Mexico with Wilderness Trek! A group of 23 students hiked over 25 miles and got to experience God through nature and each other. It was a wonderful experience and something that we are planning for in 2023. The rest of the summer was filled with monthly pool parties, worship nights, and movie nights.

# Fall 2022

As Fall began, Middle and High School groups ramped back up. We were so excited to kick off the school year in person again. We started off the fall with Sunday morning in-person small groups, and Wednesday night Youth group. We averaged 54 kids on Sunday mornings and 35 kids on Wednesday evenings.



# **Youth Ministry**

# Fall Retreats- Middle School Game Day 2022

This year we built on the momentum from separating out our MS and HS Retreat. We hosted our Second "Middle School Game Day" and were blessed with 50 kids for this retreat which was completely sold out. We spent time at Austin Park's and Pizza and then had a big lunch and played games at the Northwest Rec Center while finishing the day with a movie night back on campus on the 4th floor. It was a great day to gather our middle schoolers together.

# Fall Retreats-High School 2022

Our high schoolers were able to go to our second High School-only fall retreat at Camp Champions. We had 50 high schoolers and volunteers go to Marble Falls for a weekend which was full of fellowship, Jesus, and fun. It was such a special weekend as this retreat restarted one of our most cherished traditions. We were able to do the high ropes course for the first time, while enjoying special games and traditions we have always done, such as leader hide-and-seek.

This year, our Youth Program was able to grow in some very special ways as our kids spent time together, with leaders, and with Jesus, all while having fun along the way. We continue to be incredibly blessed with our fantastic group of leaders and volunteers! We are excited to see what 2023 has in store.



# 2022 Officers **Covenant Presbyterian Church**

### The Session

Thomas Daniel, Moderator and Melanie Williamson, Clerk

### Elders

### **CLASS OF 2023**

Leslie Bagby Dianne Erlewine Mary Moore Tom Smith Joey Wells

# **CLASS OF 2024**

Craig Crutchfield Harry Evans Abbey Gray Megan Poore Jim Troiano

### **CLASS OF 2025**

Dave Ashton Mike Barnes Jen Harold **Emily Ross** Doug Wolfe

Jill Williams, Associate Pastor for Congregational Care and Mission Jon Wasson, Associate Pastor for Discipleship

# The Board of Deacons

### **CLASS OF 2023**

Diane Murray

Nancy Murray

**Bob Peterson** 

Carol Smith

Patrick Schmidt

Marty Swanger

Frank Warren

Susie Allen Robbie Albracht Kim Barnes Sandy Blitch Tyler Borders Kathy Caskey Linda Daugherty Pierre Dossa Debbie Fincher John Fincher Elliott Flick Pansy Flick Lindsay Hadlock Jaeweon Kim Clayton Klutts Jen Kost Stephanie Kurio John Listi Larry Loessin Brewster McCracken Travis Mellard Kathryn Millington-Garza Ellen Miura Mary Murchison

### **CLASS OF 2024**

Brynn Anderson Susan Ashton Wendell Bell Nancy Bissell Cherrylynn Burris Kay Davenport Veronica Divine Tom Hutchison Jill Jacobs-Tunks Amy Johnson Karen Maxwell Julie McClellan Sherry Millington Ken Moore Elaine Peterson Dan Pucci Barbara Rogers Monroe Talley Kelly Tarun Kristen Tritle Danielle Walker Diane West Anne Wheeler Kathy Willis

### **CLASS OF 2025**

James Ballard Jim Barnette Jennifer Cheatham Sheryl Evans Judy Fox **Gray Fuller** Helen Gilbert Jennifer Jones Ron Kessler Vicki Kessler Andrew Lenharth Cindy Martin Dan Martin Garv McIntosh Courtney McNelis Michelle Michel Janna Nash Lee Polson Sherry Polson Sonny Rhodes Carolyn Schluckebier Adele Trigg **Becky Wells** Mary Wilson

Will Wilson Barbara Worley

# **Foundation Trustees**

**CLASS OF 2025** 

Clay Cowan

April 2, 2023 27



Kate Murphy

# **2022 Committee Leadership**

As of December 31, 2022

### **Administration Committee**

Dave Hoffman, Chair Chuck Volk (Jan-Apr) & Mike Barnes (May-Dec) Elder Liaisons Duane Dube & Darleen Kleinhenz, Staff Liaisons

### Children & Family Ministry

Emily Cunningham, Chair Mary Moore, Elder Liaison Joey Neugart & Jon Wasson, Staff Liaison

### Communications & Technology

Tom Hall, Chair Craig Crutchfield, Elder Liaison MP Garcia, Staff Liaison

### Congregational Care

Leslie Bagby, Chair & Elder Liaison Jill Williams, Staff Liaison

### **Congregational Nominating Committee**

Leslie Bagby & Tom Smith- Co-Chairs Thomas Daniel & Jill Williams Staff Liaisons

# Discipleship Committee

Laura Tuma, Chair Emily Ross, Elder Liaison Jon Wasson & Kathryn Sedberry, Staff Liaisons

### Finance Committee

Wick Alexander, Congregation Treasurer Tom Smith, Elder Liaison Duane Dube, Staff Liaison

### **Foundation Trustees**

Randy Erben, Chair Joey Wells, Elder Liaison Duane Dube, Staff Liaison

### Institute for Missional Formation (IMF)

Ethan Burris, Chair Abbey Gray, Elder Liaison Thomas Daniel, Staff Liaison

### Mission

Michael Knisely, Chair Jim Troiano, Elder Liaisons Whitney Bell & Jill Williams, Staff Liaisons

### Personnel/Human Resources

Karen Harrell, Chair Dianne Erlewine, Elder Liaison Thomas Daniel & Duane Dube, Staff Liaisons

### Session

Melanie Williamson, Clerk of Session Thomas Daniel, Moderator

### Visitor & New Member Committee

Katie Seutter, Chair Beth Newton, Elder Liaison Thomas Daniel & Amy Skaggs, Staff Liaisons

### VISIONS (Senior Ministries)

Beth Daniel, Staff Liaison

### Worship & Music

Harry Evans & Megan Poore, Chairs & Elder Liaisons Michael Shuman & Thomas Daniel, Jerry Wise, Staff Liaisons

### Youth Ministry

Trina Martin (Jan-May), Chair; Kelley Green & Nicole Wayman (Aug-May) Co-Chairs Doug Wolfe, Elder Liaison Jake Pluenneke, Staff Liaison



# **Program Staff**

Whitney Bell, Director of Mission

Beth Daniel, Parish Associate for Older Adult Ministry

Thomas Daniel, Senior Pastor, Head of Staff

Duane Dube, Administrator and Chief Operating Officer

Mary Pricilla "MP" Garcia, Director of Communications

Laura Hargrave, Director of Preschool

Darleen Kleinhenz, Director of Operations

Katie McFarlane, Associate Director of Children & Family Ministry

Christy Milam, Director of Children & Family Ministry (Jan)

Joey Neugart, Interim Director of Children & Family Ministry (Feb-Dec)

Jake Pluenneke, Director of Youth Ministries

Kathryn Sedberry, Director of Adult Discipleship

Michael Shuman, Director of Music Ministry

Jon Wasson, Associate Pastor of Discipleship

Jill Williams, Associate Pastor for Congregational Care and Mission

Jerry Wise, Director of Contemporary Worship

Jessica Wortman, Youth Worship Leader (Musician)

# **Administrative Staff**

Stephanie Campbell, Curriculum and Administrative Coordinator to Children and Family Ministries

Maureen Crawley, Administrative Assistant to the Senior Pastor

Veronica "Roni" Divine, Interim Part-Time Administrative Assistant to Congregational Care and Mission

Jennifer English, Receptionist/Scheduling Coordinator

Donald Griffin, Lead Custodian (Nov)

Kim Kieschnick, Staff Accountant

Mary Helen Mitchell, Memorial Services Coordinator

Elizabeth Moore, Childcare & Administrative Coordinator

Chris Paton, Administrative Assistant to Worship and Music

Melissa Helm Ray, Graphic Design and Webmaster

Jesse Reyes, Custodian

Amy Skaggs, Visitor & New Member Coordinator

Emily Taylor, Assistant Preschool Director

### Music Staff

Courtney Supple, Children's Choir Coordinator (Jan-Aug)

Elizabeth Gilligan, Director of Handbells, Interim Children's Choir Coordinator

Yu-Hsin Teng, Pianist

Sheryl Evans, Children's Choir Staff

Barb Miaso, Children's Choir Staff

Linda Rutherford, Handbell Director (Retired in February, died April 29<sup>th</sup>.)

John Schmidt, Organist (Retired in May)



Encouraging one another to follow Jesus wherever we live, work, and play.



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