

**Covenant Presbyterian Church
Meeting of Session
Monday, August 10, 2020
7:00 P.M.
CONSENT AGENDA**

ACTION ITEMS

1. Approval of June 8, 2020 Session Meeting Minutes (pp. 2–5). Deana Cooper, Clerk of Session, moves that the minutes of this meeting be approved as written.
2. Approval of Called Session Meetings Minutes from June to receive new members (p. 6). Deana Cooper, Clerk of Session, moves that the minutes of these meetings be approved as written.
3. Approval of request for changes to active roll (p. 7).
4. Approval of baptisms (p. 8).

INFORMATION ITEMS

1. June and July 2020 Treasurer's Report (pp. 9–12).
2. Framework for Covenant's Response (p. 13).
3. 2020-21 Scholarship Information (p. 114).
4. Clerk's Communications (p. 15).

FUTURE EVENTS

- August 15 Presbytery Meeting
- August 23 Daniel Heath's Ordination 9:30 A.M. and 11:00 A.M.
- September 14 Session Meeting, 7:00 P.M.
- September 20 Congregational Meeting, 10:30 A.M.
- January 10, 2021 Ordination and Installation of Elders class of 2023

**COVENANT PRESBYTERIAN CHURCH
MINUTES OF THE SESSION MEETING ON
MONDAY, JUNE 8, 2020**

Call to Order and Opening Prayer – Bob Henderson, Moderator

Moderator Bob Henderson called the meeting to order at 7:00 pm via Zoom web meetings. He opened the meeting with a devotional and prayer.

Determination of Quorum, Adoption of Agenda, and Adoption of Consent Agenda

The moderator declared a quorum was present and the Agenda as written. The Consent Agenda was adopted with two amendments as follows:

Page 5: The earliest anticipated campus opening date should be June 26.

Page 12: In paragraph four, the full scripture reference was omitted (Matthew 25: 31-46).

CDC Advisory Group – Mary Nell McPherson, Helen Richards

From inception of the Child Development Center (CDC), Covenant committed to reserving 25% CDC seats for children receiving financial assistance and further committed to funding financial assistance equal to 25% of tuition. Currently only 12 of the 22 financial assistance seats are occupied.

The CDC Advisory Group completed an analysis of the impact various levels of financial assistance would have to families at various levels of Charlotte Area Median Income. They found that a 25% award has no impact for middle and low-income families because they cannot afford the remaining 75% of the monthly tuition. They concluded to have meaningful impact, financial assistance award must be at least 50% and preferably 75%, particularly for those families with more than one child under the age of five. Based on this research, the Advisory Group brought three recommendations regarding financial assistance awards as follows:

- Increase financial assistance awards to an average of 50% of tuition, subject to the continued availability of funds.
- Adopt the goal of raising this average to 75% by December 2025.
- Covenant's Finance Committee will determine when the Financial Assistance Endowment is sufficiently funded to allow incremental increases to the average financial assistance award up to 75%.

After some discussion, a motion to amend the CDC Financial Assistance policy to allow for awards as high as 50% of tuition was made and approved. Further, the moderator requested that the Advisory Council hold two information sessions to allow for more exploration of the recommendations to pursue additional endowment funding and raise financial assistance awards to the 75% level.

Administration – Bill McNairy, Treasurer

Income and expenses are both under budget due to the impacts of Covid-19 and the precautions being taken to keep the campus closed for most activities. For the month of May, Covenant experienced a loss of (\$38,309), less than the budgeted May loss of (\$71,760), as lower CDC receipts were more than offset by lower expenses in CDC, Personnel, Admin and Ministries. Year-to-

date net income was \$394,817, higher than budgeted by \$119,786 due to lower Personnel costs and strong pledge receipts in January.

Major balance sheet changes reflect the contribution of final \$800,000 Capital Campaign commitment into the CDC Scholarship Endowment, receipt of a Paycheck Protection Program loan from Towne Bank (pursuant to the CARES Act and backed by the Small Business Administration), appreciation in market value of endowment funds, and a distribution to pay for the balance of an HVAC project in the Education Wing started in the fall of 2019.

Personnel – No Report

Planning & Evaluation – Jerry Jernigan, Chair

Plaza Presbyterian: Conversations with Plaza regarding merger were ended by Plaza as they wish to seek other alternatives by contacting one or more other churches who might help them rebuild Plaza at its current site. Their position was conveyed by Ron Martin, head of their task force. A letter from their Clerk regarding their decision has been requested. Rex Reynolds, Ralph Falls, Lauren Heald, Lecia Horne, Alan Atwell and Ian Clark were commended for their work and hours of effort while serving on the P&E's task force. A recommendation was made that a documented timeline of work and a copy of our proposal be forwarded to the Presbytery so they will be informed in more detail regarding our discussions.

Potential Property Purchase: We have signed a non-binding LOI with the property owners expressing our intent to prepare and execute an Option to Purchase Agreement. We will pay \$100,000 for the Option and if we later exercise it and purchase the property, that \$100,000 will be applied toward the \$1.9 M purchase price. They have until May 31, 2021, to get their membership's approval of the Option to Purchase Agreement. Once it is signed, we have a 75-day due diligence period during which we can back out for any reason. Assuming we go forward, the option will expire after 15 months. Assuming we exercise the option and buy the property, they can stay as a tenant for up to 2 years but not beyond June 30, 2023. The main reason for these dates being so far out is that their Board needs to educate their membership about their current status, the cost of upfitting, and possibilities of a new facility on newly acquired property they have yet to identify. Our next step is to determine when to commence the drafting of the Agreement.

A "whole and just world": Our Mission Statement declares, in part, that Covenant "bravely works toward a whole and just world". P&E is charged in the Operations Manual to "plan for and evaluate the church's long-range implementation of its mission." The civil unrest and protest against racial injustice in our country make more urgent our need to consider and discern what Covenant is doing and what it should be doing to promote "a whole and just world". At our Elder retreat in January, we spent some time on exercises to help us become more sensitive to language and behavioral patterns in the context of diversity. These are skills most of us need help in mastering and they are needed if the Session is to accurately measure what Covenant is doing and what it should do in the context of racial justice. P&E will be back with more recommendations regarding this topic. In the meantime, it is recommended that Session members commit to read one or more writings on these subjects and that we discuss them during each Session meeting for the remainder of this year. It would be appropriate and most efficient if our Senior Minister and Clerk would identify writings for us to read and to communicate that to us before the next regularly scheduled meeting of the Session.

Ministry Reports:

Education – Sarah Gaston, Chair

Vacation Bible School will be canceled for this year.

Sunday School (on-line) will continue through the summer.

In order to help fill the void left by the reduction of in-person opportunities, a Podcast series is being developed. These will be primarily scriptural discussions.

The Education Ministry is committed to providing education/discussion opportunities regarding racism in the near future.

Mission & Outreach – Derek Thomas, Chair

Derek Thomas provided highlights of the Presbytery Meeting held via Zoom call on Tuesday, May 18, 2020. He reminded the Session of upcoming meetings scheduled on August 15 and October 27 and asked that anyone interested in representing Covenant contact him prior to the meetings.

Congregational Life – No Report

Engagement – No Report

Worship – No Report

Clerk's Report – Deana Cooper, Clerk of Session

The elder nominating committee will be chaired by Mary Delk and Joe Taylor as co-chair. Other members of the committee include Amy Capitano, Bill Cathey, Kerry Hamilton, Jessica Mallicote, Brad Moore, Scott Roehrig, Jordan Schriefer, and Anne White. The deadline for nominations is July 2 and there will be a congregational meeting scheduled in September for approval.

The Session retreat is tentatively scheduled for January 8 & 9, 2021 and the installation/ordination of the new class of elders will be on January 10.

The Re-Opening Task Group recently met and all camps for the months of July and August will be cancelled. Depending on state/local guidelines, the Rec Wing will re-open on August 1 for personal fitness by appointment only. Kevin will offer a once a week outside exercise class beginning July 6. Employees, small group meetings and in-person worship services will not begin until Phase Three, at the earliest.

The Clerk reminded the Session of the long standing tradition at Covenant where elders recognize an individual's service by attending their funeral and sitting as a group. Since COVID-19 we have been unable to honor this tradition. The Clerk recognized elders who have recently passed: Bob Hord, Elder Emeritus, Mary Sadler Johnson, Dick McClintock, Bill Meanor, Elder Emeritus, and John Ramsey, Elder Emeritus.

The Clerk challenged Session members to participate in the racial justice opportunities listed on the web site.

Old Business/ New Business

Staff Announcements / Pastoral Concerns

Zoom worship will begin on June 14 at 9:30.

Congregational Life and Mission & Outreach are jointly sponsoring a Zoom cooking class to prepare Texas Hash. It will be led by Ben and Jessica Mallicote on Tuesday, June 16 at 7:00 PM.

Julia Watkins moves into her new apartment at The Mezzanine on Wednesday, June 10.

Pastoral concerns were shared.

Closing Prayer

Katherine Kerr closed the meeting with prayer and the meeting was adjourned at 8:56 pm.

Respectfully submitted,



Deana Cooper, Clerk



Robert W. Henderson, Moderator

**Covenant Presbyterian Church
Called Session Meetings
June 7, 14, 21, and 28, 2020**

Covenant held four Called Session Meetings for the purpose of receiving new members. Lora Borrelli introduced the following new members and information:

June 7

Eric Kristensen Reaffirmation

Marie Kristensen Reaffirmation

June 14

Joel Lanik Reaffirmation

Teri Lanik Reaffirmation

June 21

Elizabeth King Reaffirmation

Dan King Reaffirmation

Kate Martin Transfer Letter--Riverside Presbyterian Church, Jacksonville, Fl

Patrick Martin Reaffirmation

June 28

Kathryn Judy Transfer Letter--First Presbyterian Church, Concord, NC

Logan Judy Reaffirmation

Active (confirmed) members as of 7/31/20: 2429

2020 new members as of 7/31/20: 46

2020 new affiliate members as of 7/31/20: 4

New members since last report: 10

2020 transfers as of 7/31/20: 2

2020 deaths as of 7/31/20: 16

Motions of acceptance were made, seconded and approved. Each meeting adjourned with prayer.

Respectfully submitted,



Deana Cooper, Clerk



Robert W. Henderson, Moderator

**Covenant Presbyterian Church Session Meeting
Request for Changes in the Active Roll**

Removed from Active Roll Per Request

Name _____ **Transferred to:** _____

Derann Smoak Remove from roll per request

**Covenant Presbyterian Church
Session Action Item
Summary**

SUBJECT: August 2020 Baptisms

DATE: August 10, 2020

Report From: Baptism Committee

Chair: Casey Unger

Background: Baptism must be approved by the Session.

Process to Date: Parents requested that their children be baptized in August 2020.

Budget Impact: None

Actions Taken or Recommendation: The Baptism Committee, with the support of the Ministry of Worship, recommends approval of the following baptisms in August 2020:

Sunday, August 9, 2020
Connor Rhys Kelly
Parents – Heather and Greg Kelly

Sunday, August 16, 2020
Grace Eileen Moore
Parents – Heather and Stephen Moore

Motion: The Baptism Committee, with the support of the Ministry of Worship, moves to approve the baptisms of Connor Rhys Kelly and Grace Eileen Moore in August 2020.

Covenant Presbyterian Church Monthly Financial Comments June 2020

Income Statement Comments

Income: Receipts for June were under budget by about (\$10,000), resulting in year-to-date total receipts being under budget by (\$235,708). The significant June shortfall related to the Covenant campus being closed (severely limiting receipts from the CDC, Rec Wing and Food Service), was largely offset by pledge receipts coming in higher than budgeted. In spite of being closed, CDC parents continued to respond to our request, contributing nearly 50% of tuition amounts.

Year-to-date pledge receipts remain favorable to budget, reflecting 58% of the full-year budget amount, which is above historic trends. The CDC budget reflects a full enrollment assumption on each of the income and expenses side.

Expenses: CDC expenses year-to-date were lower than budget by (\$196,107), due to not being at full staff or full enrollment (see above). Despite the campus being closed for most of the month, all staff were paid as if June were normal. Nevertheless, Personnel expense was favorable to budget, by (\$154,462) year-to-date, due to open positions. Like with the CDC, Personnel expense is budgeted as if all roles are filled, but most open positions are not being filled at this time in an effort to partly offset income shortfalls.

With the exception of Mission & Outreach, Ministry expenses were below budget for the month, generally due to the campus being closed.

The Bottom Line: The June bottom line reflected a loss of (\$45,013), less than the budgeted June loss of (\$135,485), as lower CDC receipts were more than offset by higher pledge receipts and lower expenses in CDC, Personnel, Admin and Ministries. Year-to-date net income was \$349,805, higher than budgeted by \$210,258 due to lower Personnel costs and strong pledge receipts.

Balance Sheet Comments

Significant changes in the Balance Sheet as of June 30, as compared with May 31, were as follows:

Lines 22 and 33: Primarily reflects Capital Campaign receipts (Line 33) exceeding operating loss for June (Line 36).

Line 26 and 32: Reflects market appreciation of endowment funds in May.

Lines 36: Reflects expenses exceeding income for June.

Covenant Presbyterian Church		Period ending: 06/30/20				Y-T-D Actual as % of Annual Budget					
INCOME STATEMENT		YTD Budget	YTD Actual	YTD Variance	Annual Budget	2020	2019	2018	2017	2016	2015
Income:											
1	Pledge Receipts	\$ 1,566,000	\$ 1,730,916	\$ 164,916	\$ 3,010,000	58%	50%	48%	50%	52%	53%
2	Misc Contributions	\$ 176,000	\$ 197,360	\$ 21,360	\$ 395,700						
3	Investment Income	\$ 143,000	\$ 140,513	\$ (2,487)	\$ 286,000						
4	Other Receipts	\$ 24,000	\$ 11,153	\$ (12,847)	\$ 55,000						
5	Food Service	\$ 57,000	\$ 23,466	\$ (33,534)	\$ 110,000						
6	Recreation Wing Rec	\$ 50,500	\$ 21,422	\$ (29,078)	\$ 145,000						
7	Child Development	\$ 661,800	\$ 345,243	\$ (316,557)	\$ 1,323,600						
8	Preschool Receipts	\$ 172,800	\$ 160,084	\$ (12,716)	\$ 310,000						
9	Youth Trips	\$ 23,675	\$ 10,410	\$ (13,265)	\$ 70,700						
10	Adult Trips	\$ 9,850	\$ 8,350	\$ (1,500)	\$ 67,400						
Total Income		\$ 2,884,625	\$ 2,648,917	\$ (235,708)	\$ 5,773,400	46%	46%	47%	49%	53%	53%
Expenses:											
11	Worship	\$ 55,025	\$ 40,431	\$ (14,594)	\$ 112,650						
12	Congregational Life	\$ 13,450	\$ 4,781	\$ (8,669)	\$ 34,850						
13	Engagement	\$ 4,000	\$ 1,532	\$ (2,468)	\$ 7,500						
14	Mission & Outreach	\$ 221,175	\$ 221,169	\$ (6)	\$ 618,000						
15	Education	\$ 59,650	\$ 38,523	\$ (21,127)	\$ 156,400						
16	Administration	\$ 307,600	\$ 271,846	\$ (35,754)	\$ 621,750						
17	Food Service	\$ 34,000	\$ 21,538	\$ (12,462)	\$ 69,500						
18	Recreation Ministries	\$ 23,825	\$ 27,711	\$ 3,886	\$ 32,650						
19	Child Development	\$ 627,674	\$ 431,566	\$ (196,107)	\$ 1,240,248						
20	Preschool	\$ 158,525	\$ 154,321	\$ (4,204)	\$ 318,900						
21	Personnel	\$ 1,240,155	\$ 1,085,693	\$ (154,462)	\$ 2,477,600						
Total Expenses		\$ 2,745,078	\$ 2,299,112	\$ (445,966)	\$ 5,690,048	40%	48%	48%	50%	48%	46%
Net Income		\$ 139,547	\$ 349,805	\$ 210,258	\$ 83,352						
BALANCE SHEET			June	May	Change						
Assets:											
22	BB&T Checking/Savings	\$ 3,572,637	\$ 3,546,900	\$ 25,737							
23	M&F, Towne, WF Holding & Rosebro	\$ 729,705	\$ 729,563	\$ 142							
24	Petty Cash	\$ 350	\$ 350	\$ -							
25	Accounts Receivable and Advances	\$ 37,918	\$ 35,876	\$ 2,042							
26	Endowment Fund Mkt Value	\$ 13,960,762	\$ 13,533,245	\$ 427,517							
27	Real Estate Funds	\$ 2,025,000	\$ 2,025,000	\$ -							
Total Assets		\$ 20,326,373	\$ 19,870,934	\$ 455,439							
Liabilities:											
28	Accounts Payable and Misc. Accruals	\$ 511,772	\$ 510,602	\$ 1,170							
Total Liabilities		\$ 511,772	\$ 510,602	\$ 1,170							
Fund Balances:											
29	Donor Advised	\$ 112,844	\$ 112,844	\$ -							
30	Infrastructure Fund/Cornerstone Incon	\$ 239,229	\$ 239,229	\$ -							
31	Payable to Endowment Corpus	\$ 8,125	\$ 2,770	\$ 5,355							
32	Restricted End/Cornerst & Real Estate	\$ 15,985,762	\$ 15,558,245	\$ 427,517							
33	Restricted Funds	\$ 2,375,691	\$ 2,309,212	\$ 66,479							
34	Non-Budgeted Benevolences	\$ 145,173	\$ 145,163	\$ 10							
35	Section 125 Plan	\$ 7,671	\$ 5,565	\$ 2,106							
36	Genl Fund Balance	\$ 812,723	\$ 857,735	\$ (45,013)							
37	Columbarium	\$ 49,629	\$ 51,744	\$ (2,115)							
38	Reserve Fund Balances	\$ 77,754	\$ 77,824	\$ (70)							
Total Fund Balances		\$ 19,814,601	\$ 19,360,332	\$ 454,269							
Total Liab. & Fund Balances		\$ 20,326,373	\$ 19,870,934	\$ 455,439							

Covenant Presbyterian Church Monthly Financial Comments July 2020

Income Statement Comments

Income: Receipts for July were under budget by about (\$15,000), resulting in year-to-date total receipts being under budget by (\$251,369). The July shortfall related to the CDC not being at full enrollment, as well as the rest of the Covenant campus being closed, and was largely offset by pledge receipts coming in higher than budgeted. As planned, July receipts included the second semi-annual distribution from the General Endowment.

Year-to-date pledge receipts remain favorable to budget, reflecting 63% of the full-year budget amount, which is above historic trends. The CDC budget reflects a full enrollment assumption on each of the income and expenses side.

Expenses: CDC expenses year-to-date were lower than budget by (\$227,944), due to not being at full staff or full enrollment (see above). Personnel expense was favorable to budget, by (\$203,972) year-to-date, due to open positions and due to funding certain hourly staff not working while the campus has been closed with the employee relief fund. Like with the CDC, Personnel expense is budgeted as if all roles are filled, but most open positions are not being filled at this time in an effort to partly offset income shortfalls.

Expenses for all Ministries were below budget for the month, generally due to the campus being closed.

The Bottom Line: The July bottom line reflected income of \$93,440, favorable to the budget—a loss of (\$22,728)—by \$116,268, as lower CDC receipts were more than offset by higher pledge receipts and lower expenses in CDC, Personnel, Admin and Ministries. Year-to-date net income was \$443,245, higher than budgeted by \$326,426 due to strong pledge receipts, lower Personnel costs and lower Administration costs.

Balance Sheet Comments

Significant changes in the Balance Sheet as of July 31, as compared with June 30, were as follows:

Lines 22: Primarily reflects net income for July, less the portion that went into the accounts on Line 23.

Line 23: Primarily reflects the second semi-annual distribution from the General Endowment.

Line 26 and 32: Reflects market appreciation of endowment funds in June, net of the second semi-annual distribution of \$136,572 into the operating budget.

Lines 36: Reflects net operating income for July.

Covenant Presbyterian Church		Period ending:			07/31/20						
INCOME STATEMENT	YTD Budget	YTD Actual	YTD Variance	Annual Budget	Y-T-D Actual as % of Annual Budget						
					2020	2019	2018	2017	2016	2015	
Income:											
1	Pledge Receipts	\$ 1,696,000	\$ 1,907,276	\$ 211,276	\$ 3,010,000	63%	56%	55%	55%	57%	58%
2	Misc Contributions	\$ 181,000	\$ 200,585	\$ 19,585	\$ 395,700						
3	Investment Income	\$ 280,000	\$ 277,085	\$ (2,915)	\$ 286,000						
4	Other Receipts	\$ 32,800	\$ 19,195	\$ (13,605)	\$ 55,000						
5	Food Service	\$ 63,000	\$ 23,578	\$ (39,422)	\$ 110,000						
6	Recreation Wing Rec	\$ 56,300	\$ 21,603	\$ (34,697)	\$ 145,000						
7	Child Development	\$ 772,100	\$ 408,271	\$ (363,829)	\$ 1,323,600						
8	Preschool Receipts	\$ 172,800	\$ 160,204	\$ (12,596)	\$ 310,000						
9	Youth Trips	\$ 23,675	\$ 10,010	\$ (13,665)	\$ 70,700						
10	Adult Trips	\$ 9,850	\$ 8,350	\$ (1,500)	\$ 67,400						
	Total Income	\$ 3,287,525	\$ 3,036,156	\$ (251,369)	\$ 5,773,400	53%	55%	56%	57%	60%	60%
Expenses:											
11	Worship	\$ 60,987	\$ 40,775	\$ (20,212)	\$ 112,650						
12	Congregational Life	\$ 16,700	\$ 6,881	\$ (9,819)	\$ 34,850						
13	Engagement	\$ 4,375	\$ 1,564	\$ (2,811)	\$ 7,500						
14	Mission & Outreach	\$ 247,954	\$ 241,683	\$ (6,271)	\$ 618,000						
15	Education	\$ 67,833	\$ 32,234	\$ (35,600)	\$ 156,400						
16	Administration	\$ 352,010	\$ 303,620	\$ (48,390)	\$ 621,750						
17	Food Service	\$ 36,400	\$ 23,208	\$ (13,192)	\$ 69,500						
18	Recreation Ministries	\$ 24,525	\$ 28,040	\$ 3,515	\$ 32,650						
19	Child Development	\$ 730,420	\$ 502,475	\$ (227,944)	\$ 1,240,248						
20	Preschool	\$ 171,825	\$ 158,726	\$ (13,099)	\$ 318,900						
21	Personnel	\$ 1,457,677	\$ 1,253,705	\$ (203,972)	\$ 2,477,600						
	Total Expenses	\$ 3,170,706	\$ 2,592,911	\$ (577,795)	\$ 5,690,048	46%	54%	56%	58%	56%	54%
	Net Income	\$ 116,819	\$ 443,245	\$ 326,426	\$ 83,352						
BALANCE SHEET											
			July	June	Change						
Assets:											
22	BB&T Checking/Savings		\$ 3,539,927	\$ 3,572,637	\$ (32,710)						
23	M&F, Towne, WF Holding & Rosebro		\$ 864,422	\$ 729,705	\$ 134,716						
24	Petty Cash		\$ 350	\$ 350	\$ -						
25	Accounts Receivable and Advances		\$ 39,221	\$ 37,918	\$ 1,303						
26	Endowment Fund Mkt Value		\$ 14,063,291	\$ 13,960,762	\$ 102,529						
27	Real Estate Funds		\$ 2,025,000	\$ 2,025,000	\$ -						
	Total Assets		\$ 20,532,211	\$ 20,326,373	\$ 205,838						
Liabilities:											
28	Accounts Payable and Misc. Accruals		\$ 511,655	\$ 511,772	\$ (117)						
	Total Liabilities		\$ 511,655	\$ 511,772	\$ (117)						
Fund Balances:											
29	Donor Advised		\$ 110,844	\$ 112,844	\$ (2,000)						
30	Infrastructure Fund/Cornerstone Incom		\$ 239,229	\$ 239,229	\$ -						
31	Payable to Endowment Corpus		\$ 8,965	\$ 8,125	\$ 840						
32	Restricted End/Cornerst & Real Estate		\$ 16,088,291	\$ 15,985,762	\$ 102,529						
33	Restricted Funds		\$ 2,378,847	\$ 2,375,691	\$ 3,156						
34	Non-Budgeted Benevolences		\$ 151,423	\$ 145,173	\$ 6,250						
35	Section 125 Plan		\$ 8,550	\$ 7,671	\$ 878						
36	Genl Fund Balance		\$ 906,162	\$ 812,723	\$ 93,440						
37	Columbarium		\$ 52,777	\$ 49,629	\$ 3,148						
38	Reserve Fund Balances		\$ 75,468	\$ 77,754	\$ (2,286)						
	Total Fund Balances		\$ 20,020,556	\$ 19,814,601	\$ 205,955						
	Total Liab. & Fund Balances		\$ 20,532,211	\$ 20,326,373	\$ 205,838						

**Covenant Presbyterian Church
Session Information Item
Summary**

SUBJECT: Framework for Covenant's Response

DATE: August 10, 2020

Report From: Planning & Evaluation Board

Chair: Jerry Jernigan

The current national pause to acknowledge injustice in our society, specifically racial injustice, feels different from pauses in the past. Sparked by the murder of George Floyd and others, statues are coming down, buildings and schools are renamed, trademarks are abandoned and conversations about racism are deeper and more open.

It is unclear why this time is different but it probably is related to the belief, held by many, that our country is close to losing what it could become and if we don't act now in a substantial and lasting way, it (and we) will be lost. There is also the vitriolic divide in the U.S. and the belief that the common citizens must take the lead on reducing this divide.

In such a setting as this, what is a Christian to do? What we are always called to do: consider Jesus' teaching of the two great commandments and implement them in our lives.

For Covenant, this Christian response (the "Response") should include an examination of our community of faith, our systems and structure, and our history, so to identify racial injustice, racial inequity and racism or identify that within our faith community which supports the same. In doing this as a community of faith, we invite each member to do the same individually. Our Response should include the following:

1. Pray for God's guidance.
2. Educate ourselves.
3. Say it out loud; i.e. acknowledge the continuing racism in our culture, systems and ourselves.
4. In our self-examination, keep our focus on racial injustice, racial inequity and racism. There are other areas where inequities exist, but for this Response we should not dilute our efforts.
5. Ask each Covenant Ministry and Personnel to identify three actions it can take to further our Response, insisting that each action be measurable. Then measure success or failure of the actions on a regular basis, at least annually.
6. Pray for openness to change and for humility. Work for the former.
7. Offer opportunities and guidance for healing, renewal and reconciliation.
8. Create a structural mechanism within Covenant to address yet-to-be discovered racial issues with respect to Covenant's history, buildings and mission.
9. Communicate our Response to our membership on a regular basis.

Part of the Response entails examination of Covenant's physical buildings and the art contained in them including, but not limited to, the History and Mission Windows, and the pulpit and chancel carvings. A task force of P&E should be appointed for this purpose. In looking at representations that involve individuals or acts supportive of racism, we should understand the purpose of their inclusion; determine if their continued presence supports racial injustice or celebrates racism or racist history; and if it is determined that they do, make a recommendation regarding their presence. In making this study, the task force should obtain outside views regarding the same from respected sources.

P&E is a logical committee to coordinate the Response for Covenant since all six Ministries are represented on the Board and because it is charged to determine how Covenant is fulfilling its stated mission. Such coordination is, of course, done for and subject to Session's approval.

**Covenant Presbyterian Church
Session Information Item
Summary**

SUBJECT: Scholarship Awards for the 2020-21 Academic Year

DATE: June 8, 2020

Report From: Finance Committee

Background: The Finance Committee is responsible for promoting and awarding scholarships to assist qualified individuals with undergraduate or graduate education costs consistent with the stated purpose of the underlying scholarship funds. A Scholarship Subcommittee of the Finance Committee carries out this work and makes recommendations for approval to the Finance Committee.

Process to Date: Jeff Stewart and Katie Cornwell served on the Scholarship Subcommittee promoting and recommending scholarships for the 2020-2021 academic year.

Budget Impact: None. These scholarships are paid out of Covenant's restricted scholarship funds.

Actions Taken: The Finance Committee has approved the following scholarship awards recommended by the Scholarship Subcommittee for the upcoming 2020-21 academic year for a total of \$13,750.

Undergraduate Scholarship Fund – Scholarships totaling \$2,500 to one rising sophomore. The current balance is \$25,310 with annual income of approximately \$7,500.

Reverend John R. Rosebro Memorial Fund - \$7,500 to 2 graduate students pursuing master's degrees in Divinity (M.DIV) at Union Presbyterian Seminary. The current balance is \$17,795 with annual income of approximately \$4,100.

Dr. Charles W. Robinson Christian Service Study Fund – \$3,750 to one graduate student pursuing master's degrees in Divinity (M.DIV). The current balance is \$8,144 with annual income of \$5,800.

Because the process stresses that awards are need-based, the identities of the recipients are kept strictly confidential.

**Covenant Presbyterian Church
Session Information Item
Summary**

SUBJECT: Clerk Communications

FROM: Deana Cooper, Clerk

Communication has been received from the following organizations in acknowledgement of donations:

- Friends of Accion (Accion Ministries)
- Meck Min
- Greg Barnette
- Charlotte Family Housing