

COVENANT PRESBYTERIAN CHURCH
MEETING OF SESSION
MONDAY, FEBRUARY 14, 2022
7:00 P.M.
CONSENT AGENDA

ACTION ITEMS

1. Approval of January 26, 2022, Session Meeting Minutes (pp. 2-3). Tommy Lawson, Clerk of Session, moves that the minutes of this meeting be approved as written.
2. Approval of January 30, 2022, Congregational Meeting Minutes (pp. 4-6). Tommy Lawson, Clerk of Session, moves that the minutes of this meeting be approved as written.
3. Approval of Called Session Meetings Minutes from January to receive new members (p. 7). Tommy Lawson, Clerk of Session, moves that the minutes of these meetings be approved as written.
4. Approval of request for changes to active roll (p. 8)
5. Approval of baptisms (p. 9)
6. Approval of guest minister (p. 10)
7. Approval of 2021 church statistical report (p. 11))

INFORMATION ITEMS

1. January 2022 Treasurer's Report (pp. 12-13)
2. Clerk's Communications (p. 14)

FUTURE EVENTS

- | | | |
|---------------|------------------|-----------------------|
| • February 27 | Mission Festival | 9:00 A.M – 12:45 P.M. |
| • March 2 | Ash Wednesday | 12:00 and 7:00 P.M. |
| • March 14 | Session Meeting | 7:00 P.M. Zoom |

**COVENANT PRESBYTERIAN CHURCH
MINUTES OF THE SESSION MEETING ON
WEDNESDAY, JANUARY 26, 2022**

Call to Order and Opening Prayer – Bob Henderson, Moderator

The moderator called the meeting to order at 7:40 p.m. via Zoom and opened with scripture and prayer.

Determination of Quorum and Adoption of Agenda

The moderator declared that a quorum was present.

The agenda and consent agenda were adopted as written. Betty Graybeal asked a question about an item in the consent agenda about a communication from Cedar Grove Presbyterian Church thanking Covenant for its recent donation. Bob Henderson explained the Covenant purchased a new furnace for Cedar Grove.

Administration – Liz Ward, Assistant Treasurer

Liz Ward reported at year-end 2021 we were positive \$45,362 income vs. expenses (see attachment). Income was under budget by \$580,003 mainly due to the Child Development Center (CDC) not being at full enrollment and the impacts of the COVID-19 pandemic on food services, Recreation Wing, and other user-based revenue sources. Pledges exceeded expectations by \$112,360. Expenses were down \$625,365 (compared to budget) from prudent expense management, reduced CDC staff from not being at full capacity, and lower personnel costs due to open positions earlier in the year.

Liz Ward reviewed the 2022 Budget (see attachment), which reflects revenues 6.3% higher than the 2021 budget and 19.1% higher than 2021 actuals. She said the CDC and preschool are on their way back to being fully operational. Expenses are budgeted 6.3% above the 2021 budget and 20.2% above 2021 actuals. The 2022 budget was approved.

Personnel	No Report
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Planning and Evaluation	No Report
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Ministry Reports:

Congregational Life	No Report
Education	No Report
Engagement	No Report
Mission and Outreach	No Report
Worship	No Report

Clerk's Report – Tommy Lawson

Tommy Lawson said that current COVID-19 guidelines will remain in place until further notice. Guidelines state that masks (preferably N-95 or KN94) must be worn while attending Worship services or any indoor activity or event. We will continue to use the rolling 7-day average of the overall test positivity rate of 5.5% or less in Mecklenburg County as our guideline in making changes to the current policies for activities, including Worship, Sunday school, facility usage, recreation wing, food services, and overnight trips.

Old Business/New Business

Staff Announcements/Pastoral Concerns

Lucy Crain thanked Session for participating in last year's 21-Day Racial Challenge. She said that Diversity scholar, Eddie Moore, who created the Challenge, will bring the White Privilege Conference to Charlotte March 9-12, 2022. She said more information will be available in the Windows on Covenant newsletter.

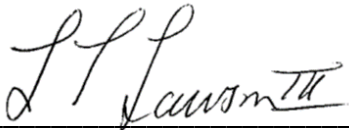
Grace Lindvall said that Covenant is hosting a session on Feb. 28 at Queens University with Dr. Yolanda Pierce, Professor and Dean of the Howard University School of Divinity and author of "In My Grandmother's House," which many Covenant members read last year as part of a focus on Diversity, Equity, and Inclusion, and Dr. Miroslav Volf, Henry B. Wright Professor of Theology at Yale Divinity School and author of "Exclusion & Embrace." The session is titled "A World of Difference: A Conversation with Miroslav Volf and Yolanda Pierce."

Katherine Kerr shared pastoral concerns.

Closing Prayer

Katherine Kerr closed with prayer, and the meeting was adjourned at 8:20 p.m.

Respectfully submitted,

Handwritten signature of Tommy Lawson in cursive script.

Tommy Lawson, Clerk

Handwritten signature of Robert W. Henderson in cursive script.

Robert W. Henderson, Moderator

**COVENANT PRESBYTERIAN CHURCH
MINUTES OF THE CONGREGATIONAL MEETING
JANUARY 30, 2022**

Call to Order and Opening Prayer – Bob Henderson, Moderator

The moderator called the meeting to order at 10:32 A.M. and opened with a prayer.

Purpose

The Moderator stated the purpose of the meeting to present the annual budget and to approve changes to the terms of call for ordained and installed staff.

Presentation of Budget

The Moderator introduced Liz Ward, Chair of the Finance Committee and Assistant Treasurer, to present the budget. A copy of the budget was shared on screen and were available to attendees.

For 2021, Covenant finished the year with net income of \$45,362. This was due to extraordinary generosity on the part of church members and intense management of expenses in an extremely difficult year.

For 2022, ministry chairs and staff created a budget of integrity to support the mission and vision of the church in 2022 based on pledges received thus far and ministry plans for the coming year. Income and expenses for the year are anticipated to be \$5,735,150. Attendees were offered the opportunity to ask questions. No questions were asked.

Presentation of Proposed Changes to Annual Terms of Call

The Moderator requested that Ordained Staff and immediate family please be dismissed and asked Liz Ward to present the changes to terms of call. The Moderator left the meeting and turned the meeting over to the Clerk of Session, Tommy Lawson.

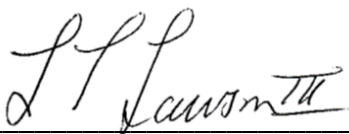
Liz Ward presented the proposed changes to terms of call for Bob Henderson, Katherine Kerr and Grace Lindvall. Copies of the Proposed Changes to Annual Terms of Call (Effective 2/1/2022) were available to attendees.

Liz Ward asked if there were questions and none were presented. She then made the motion that the Changes to Terms of Call be approved as presented. Tommy Lawson, Clerk of Session, restated the motion that the Changes to Terms of Call be approved as presented and asked for a second to the motion. The motion was seconded. There were no questions. The Motion was approved as presented.

Tommy Lawson closed the meeting with prayer.

The meeting was adjourned at 10:45 A.M.

Respectfully submitted,



Tommy Lawson, Clerk



Robert W. Henderson, Moderator

Covenant Presbyterian Church									
2022 Approved Budget									
				2021		2021		2022	
		20 Act Total		Budget		Year End		Budget	
INCOME								\$ 3,285,000	
Pledge/Anticipated Contributions		\$ 3,139,300		\$ 3,010,000		\$ 3,122,360			
Miscellaneous Contributions		\$ 361,969		\$ 346,700		\$ 284,099		\$ 423,000	
Investment Income		\$ 281,029		\$ 280,000		\$ 287,205		\$ 300,700	
Other Income		\$ 25,908		\$ 35,000		\$ 14,186		\$ 35,000	
Recreation Wing Income		\$ 21,743		\$ 85,500		\$ 61,483		\$ 94,500	
Food Service Income		\$ 40,014		\$ 70,000		\$ 60,309		\$ 82,000	
Child Development Center Income		\$ 712,204		\$ 1,350,000		\$ 880,351		\$ 1,147,500	
Preschool Income		\$ 160,204		\$ 128,000		\$ 91,595		\$ 219,300	
Ministry Trip Income		\$ 11,185		\$ 90,600		\$ 14,210		\$ 148,150	
Total Income/Receipts For Budget		\$ 4,753,556		\$ 5,395,800		\$ 4,815,797		\$ 5,735,150	
EXPENDITURES								\$ 109,850	
Worship		\$ 64,960		\$ 109,850		\$ 83,216			
Congregational Life/Care		\$ 15,229		\$ 34,850		\$ 16,192		\$ 30,950	
Engagement		\$ 4,358		\$ 7,500		\$ 5,298		\$ 9,750	
Mission and Outreach		\$ 479,233		\$ 573,000		\$ 454,332		\$ 618,000	
Education		\$ 43,723		\$ 147,500		\$ 70,741		\$ 148,750	
Preschool		\$ 179,207		\$ 169,450		\$ 158,518		\$ 308,000	
Administration		\$ 528,731		\$ 619,997		\$ 605,035		\$ 615,000	
Food Service		\$ 35,603		\$ 69,500		\$ 47,267		\$ 69,500	
Recreation Ministries		\$ 28,111		\$ 19,650		\$ 9,899		\$ 31,260	
Child Development Center		\$ 912,188		\$ 1,191,117		\$ 939,133		\$ 1,136,880	
Personnel		\$ 2,232,195		\$ 2,453,386		\$ 2,380,805		\$ 2,657,210	
Total Expenditures		\$ 4,523,538		\$ 5,395,800		\$ 4,770,435		\$ 5,735,150	
Income Over Expenditures		\$ 230,018		\$ -		\$ 45,362			
Percent of Total Expenses									
				2021		2021		2022	
				Budget		Actual		Budget	
Worship				2.04%		1.74%		1.92%	
Congregational Life/Care				0.65%		0.34%		0.54%	
Engagement				0.14%		0.11%		0.17%	
Mission and Outreach				10.62%		9.52%		10.78%	
Education				2.73%		1.48%		2.59%	
Preschool				3.14%		3.32%		5.37%	
Administration				11.49%		12.68%		10.72%	
Food Service				1.29%		0.99%		1.21%	
Recreation Ministries				0.36%		0.21%		0.55%	
Child Development Center				22.07%		19.69%		19.82%	
Personnel				45.47%		49.91%		46.33%	
				100.0%		100.0%		100.0%	
Approved 01/26/2022									
Summary									
\$ 0									

PROPOSED CHANGES TO ANNUAL TERMS OF CALL 2022 (Effective 2/1/2022)

MINISTER	2021	2022	CHANGE FROM 2021
BOB HENDERSON			
Salary (Cash + Housing Allowance)	182,819	188,424	
Automobile Allowance	4,000	4,000	
Subtotal Direct Compensation	186,819	192,424	3.0%
Study Allowance	3,000	3,000	
Total Benefits (Denominationally mandated) *	63,745	64,647	1.4%
TOTAL	253,564	260,071	2.6%
KATHERINE KERR			
Salary (Cash + Housing Allowance)	104,120	107,334	
Automobile Allowance	3,000	3,000	
Subtotal Direct Compensation	107,120	110,334	3.0%
Study Allowance	2,500	2,500	
Total Benefits (Denominationally mandated) *	47,829	49,264	3.0%
TOTAL	157,449	162,098	3.0%
GRACE LINDVALL			
Salary (Cash + Housing Allowance)	74,250	76,568	
Automobile Allowance	3,000	3,000	
Subtotal Direct Compensation	77,250	79,568	3.0%
Study Allowance	2,500	2,500	
Total Benefits (Denominationally mandated) *	34,492	35,527	3.0%
TOTAL	114,242	117,595	3.0%

* Benefits as prescribed and required by the PC (USA). Includes medical, pension/retirement, death & disability insurance and 1/2 SECA (Self Employed Contributions Act) Tax.

**COVENANT PRESBYTERIAN CHURCH
CALLED SESSION MEETINGS
SUNDAYS, JANUARY 9 & 16, 2022**

Covenant held two Called Session Meetings each on a Sunday morning for the purpose of receiving new members. Lora Borrelli introduced the following new members and information:

January 9, 2022

Jim Harvie	Reaffirmation of Faith
Colleen Harvie	Reaffirmation of Faith
Analea von Seggern	Transfer Letter--Immanuel Presbyterian Church, McLean, VA
Katie Shivers	Reaffirmation of Faith

January 16, 2022

Danielle Shaffer	Reaffirmation of Faith
Richie Shaffer	Reaffirmation of Faith

Active (confirmed) members as of 1/31/22: 2501

2021 new members as of 1/31/22: 6

2021 new affiliate members as of 1/31/22: 0

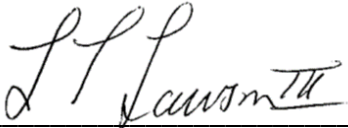
New members since last report: 6

2021 transfers as of 1/31/22: 0

2021 deaths as of 1/31/22: 2

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

Respectfully submitted,



Tommy Lawson, 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:
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None at this time.

**COVENANT PRESBYTERIAN CHURCH
SESSION ACTION ITEM
SUMMARY**

SUBJECT: March and April Baptisms

DATE: February 14, 2022

Report From: Baptism Committee

Chair: Walker Doermann

Background: Baptisms must be approved by the Session.

Process to Date: Parents request that their children be baptized in March and April 2022.

Budget Impact: None

Actions Taken or Recommendation: The Baptism Committee recommends approval of the following baptisms that will occur in March and April 2022:

March 6, at the 11:00 a.m. service in the Covenant sanctuary
Margot Helene Hoffman
Parents – Allison and Ryan Hoffman

April 10, at the 11:00 a.m. service in the Covenant sanctuary
Frances Ann Yarbrough
Parents – Frances and Tyler Yarbrough

April 24, at the 9:30 a.m. service in the Covenant sanctuary
Molly Rhodes Hallen
Parents – Morgan and Jeff Hallen

Motion: Motion to approve the baptisms of Margot Helene Hoffman, Frances Ann Yarbrough, and Molly Rhodes Hallen.

Covenant Presbyterian Church
Session Action Item
Summary

Subject:	2022 Wedding – Guest Minister Request	Date: February 14, 2022
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Report From: Worship Ministry/Wedding Committee

Chair: Nancy Atwell

Background: According to the Book of Order, Session must approve the participation of an outside minister at a Covenant wedding.

Process to Date: The June 25, 2022, wedding of Hannah Houser and Ryan Finlay will include the participation of a non-Covenant minister. Therefore, in accordance with the Book of Order, the Wedding Committee would like to bring the following motion to Worship Ministry for approval and transmittal to the January 2022 Session meeting.

Budget Impact: None

Actions Taken or Recommendation: The Wedding Committee recommends that Reverend Neil Dunnavant, Executive Pastor, First Presbyterian Church of Greensboro, be approved to officiate the wedding ceremony of Hannah Houser and Ryan Finlay on June 25, 2022, at Covenant Presbyterian Church.

Contact Information:

Rev. Neil Dunnavant, Executive Pastor, First Presbyterian Church of Greensboro

(P): (336) 478-4707

(E): ndunnavant@fpcgreensboro.org

617 North Elm Street

Greensboro, NC 27408

Motion: The Wedding Committee moves the approval of a non-Covenant minister to officiate the wedding of Hannah Houser and Ryan Finlay on June 25, 2022.

2021 Church Statistical Report			
Church	Covenant	PIN	21216
Presbytery	Charlotte		
Address	1000 E Morehead St, Charlotte, NC 28204-2888		
Phone	704-333-9071	Fax	704-333-0386
Email			
Web Site	www.covenantpresby.org		
Membership			
Prior Active Members	2435	Adjusted membership	2435
Gains	28	Losses	14
Certificate		Certificate	
Youth Professions	26	Deaths	20
Professions & Reaffirmations	42	Deleted for any Other Reason	8
Total Gains	96	Total Losses	42
Total Ending Active Members	2489		
Baptisms		Average Weekly Worship Attendance	630
Presented by Others	41	Female Members	1610
At Confirmation		Friends of the Congregation	3
All Other	1	Ruling Elders on Session	32
		Do you have Deacons?	No
Age Distribution of Active Members		People with Disabilities	
25 & Under	196	Hearing impairment	
26 - 40	778	Sight impairment	
41 - 55	625	Mobility impairment	
56 - 70	467	Other impairment	
Over 70	423		
Total Age Distribution	2489		
Christian Education			
Birth - 3	123	Grade 7	31
Age 4	51	Grade 8	22
Kindergarten	52	Grade 9	26
Grade 1	45	Grade 10	18
Grade 2	39	Grade 11	10
Grade 3	47	Grade 12	10
Grade 4	42	Young Adults	513
Grade 5	33	Over 25	872
Grade 6	29	Teachers/Officers	186
		Total Christian Education	2149
Racial Ethnic			
Asian/Pacific Islander/South Asian		Native American/Alaska Native/Indigenous	
Black/African American/African Middle Eastern/North African Hispanic/Latino-a		White Multiracial	
		Total Racial Ethnic	0
Financial Data			
Annual Income	6,291,150	Mission Expenses	454,300
Annual Expenses	7,456,253	Personnel Expenses	2,380,805
		Facilities Expenses	605,035
Thursday, January 27, 2022			



**COVENANT PRESBYTERIAN CHURCH
SESSION INFORMATION ITEM
SUMMARY**

Subject: Treasurer's Report

From: Katie Cornwell, Treasurer

**Covenant Presbyterian Church
Monthly Financial Comments
January 2022**

Income Statement Comments

Income: Pledge receipts totaled \$611,959, below budget by 3%. January Pledge Receipts accounted for 19% of the full-year budget, in line with the historical trend of 17-21%.

Historically, the Child Development Center (CDC) budget has reflected a full enrollment goal spread evenly over the 12 periods. This year the budget reflects a gradual enrollment that increases throughout the year on each of the income and expense lines. However, enrollment is not currently meeting the budgeted goal for January and there is an ongoing risk of decreased income due to COVID closures in the classroom.

Expenses: All expenses were favorable to budget for January. CDC expenses were lower than budget by (\$9,616) due to not being at full staff or full enrollment. Personnel expenses were lower than budget by (\$5,349) due to open positions.

The Bottom Line: Net Income for January was \$512,477, lower than budgeted by (\$19,916). This was driven primarily by the lower percentage of Pledge Receipts and the budget variances mentioned above.

Balance Sheet Comments

The balance sheet continues to be healthy. Significant changes in the Balance Sheet as of January 31, 2022, as compared with December 31, 2021 were as follows:

Lines 23, 26, & 32: Reflects distribution of Cornerstone Endowment income

Line 28: Reflects recognition of 2022 Pledge Prepayments

Covenant Presbyterian Church					Period ending:	01/31/22									
INCOME STATEMENT			YTD Budget	YTD Actual	YTD Variance	Annual Budget	Y-T-D Actual	as %	of Annual Budget						
							2022	2021	2020	2019	2018	2017			
Income:															
1	Pledge Receipts	\$	633,300	\$	611,959	\$	(21,341)	\$	3,285,000	19%	21%	20%	19%	18%	17%
2	Misc Contributions	\$	55,000	\$	54,211	\$	(789)	\$	423,000						
3	Investment Income	\$	146,400	\$	146,455	\$	55	\$	300,700						
4	Other Receipts	\$	(2,000)	\$	(2,080)	\$	(80)	\$	35,000						
5	Food Service	\$	5,000	\$	3,657	\$	(1,343)	\$	82,000						
6	Recreation Wing Re	\$	4,500	\$	3,386	\$	(1,114)	\$	94,500						
7	Child Development	\$	90,000	\$	71,539	\$	(18,461)	\$	1,147,500						
8	Preschool Receipts	\$	28,000	\$	28,343	\$	343	\$	219,300						
9	Youth Trips	\$	1,500	\$	1,500	\$	-	\$	76,150						
10	Adult Trips	\$	-	\$	-	\$	-	\$	72,000						
	Total Income	\$	961,700	\$	918,969	\$	(42,731)	\$	5,735,150	16%	17%	18%	18%	17%	17%
Expenses:															
11	Worship	\$	11,550	\$	11,481	\$	(69)	\$	109,850						
12	Congregational Life	\$	450	\$	353	\$	(97)	\$	30,950						
13	Engagement	\$	150	\$	129	\$	(21)	\$	9,750						
14	Mission & Outreach	\$	1,467	\$	625	\$	(841)	\$	618,000						
15	Education	\$	9,300	\$	8,205	\$	(1,095)	\$	148,750						
16	Preschool	\$	25,000	\$	24,948	\$	(52)	\$	308,000						
17	Administration	\$	50,231	\$	47,093	\$	(3,138)	\$	615,000						
18	Food Service	\$	4,250	\$	3,109	\$	(1,141)	\$	69,500						
19	Recreation Ministrie	\$	20,290	\$	19,884	\$	(406)	\$	31,260						
20	Child Development	\$	73,000	\$	63,384	\$	(9,616)	\$	1,136,880						
21	Personnel	\$	233,620	\$	227,280	\$	(6,340)	\$	2,657,210						
	Total Expenses	\$	429,308	\$	406,492	\$	(22,816)	\$	5,735,150	7%	6%	7%	6%	8%	8%
Net Income			\$	532,392	\$	512,477	\$	(19,916)	\$	-					
BALANCE SHEET				January	December	Change									
Assets:															
22	Truist (BB&T) Checking/Savings	\$	3,011,744	\$	2,900,630	\$	111,114								
23	M&F, Towne, WF Holding & Rosebr	\$	1,743,008	\$	1,353,283	\$	389,726								
24	Petty Cash	\$	350	\$	350	\$	-								
25	Accounts Receivable and Advances	\$	35,618	\$	32,363	\$	3,255								
26	Endowment Funds Mkt Value	\$	17,844,675	\$	18,234,400	\$	(389,726)								
27	Real Estate Funds	\$	2,025,000	\$	2,025,000	\$	-								
	Total Assets		\$24,660,395		\$24,546,025		\$ 114,369								
Liabilities:															
28	Pldge Prepaymts, A/P, & Accruals	\$	140,851	\$	435,164	\$	(294,313)								
	Total Liabilities	\$	140,851	\$	435,164	\$	(294,313)								
Fund Balances:															
29	Donor Advised	\$	360,978	\$	360,978	\$	-								
30	Infrastructure Fund/Cornerstone Ir	\$	331,212	\$	166,515	\$	164,697								
31	Payable to Endowment Corpus	\$	1,325	\$	1,300	\$	25								
32	Restricted End/Cornerst & Real Est	\$	19,869,675	\$	20,259,400	\$	(389,726)								
33	Restricted Funds	\$	2,636,325	\$	2,530,225	\$	106,099								
34	Non-Budgeted Benevolences	\$	83,822	\$	83,822	\$	-								
35	Section 125 Plan	\$	(7,205)	\$	(7,523)	\$	318								
36	Genl Fund Balance	\$	1,063,270	\$	550,793	\$	512,477								
37	Columbarium	\$	57,426	\$	55,731	\$	1,695								
38	Reserve Fund Balances	\$	122,716	\$	109,620	\$	13,097								
	Total Fund Balances		\$24,519,543		\$24,110,861		\$ 408,682								
	Total Liab. & Fund Balances		\$24,660,395		\$24,546,025		\$ 114,369								

**COVENANT PRESBYTERIAN CHURCH
SESSION INFORMATION ITEM
SUMMARY**

Subject: Clerk's Communications

From: Tommy Lawson, Clerk

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

- Amani Children's Foundation
- Presbytery of Charlotte
- Faith Ministries
- Reaching Avery Ministry
- Hope Haven
- The Relatives