

**COVENANT PRESBYTERIAN CHURCH
MEETING OF SESSION
MONDAY, FEBRUARY 10, 2020
7:00 P.M.
CONSENT AGENDA**

ACTION ITEMS

1. Approval of December 9, 2019 Session Meeting Minutes (pp. 2-4). Deana Cooper, Clerk of Session, moves that the minutes of this meeting be approved as written.
2. Approval of January 10, 2020 Session Meeting Minutes (pp. 5-7). Deana Cooper, Clerk of Session, moves that the minutes of this meeting be approved as written.
3. Approval of January 22, 2020 Session Meeting Minutes (pp. 8-9). Deana Cooper, Clerk of Session, moves that the minutes of this meeting be approved as written.
4. Approval of January 26, 2020 Congregational Meeting Minutes (p. 10). Deana Cooper, Clerk of Session, moves that the minutes of this meeting be approved as written.
5. Approval of Called Session Meetings Minutes from December and January to receive new members (pp. 11-12). Deana Cooper, Clerk of Session, moves that the minutes of these meetings be approved as written.
6. Approval of request for changes to active roll (p. 13)
7. Approval of baptisms (p. 11)
8. Approval of 2019 church statistical report (p. 15)

INFORMATION ITEMS

1. January 2020 Treasurer's Report (pp. 16-17)
2. Engagement Ministry Year End Report (p. 18)
3. Clerk's Communications (p. 19)

FUTURE EVENTS

- | | | |
|---------------|------------------------|---|
| • February 23 | Mission Festival | 9:00 a.m. – 1:00 p.m. Rec Wing |
| • February 26 | Ash Wednesday services | 12:00 p.m. Chapel & 7:00 p.m. Sanctuary |
| • March 9 | Session Meeting | 7:00 p.m. Peek Music Room |

**COVENANT PRESBYTERIAN CHURCH
MINUTES OF THE SESSION MEETING ON
MONDAY, DECEMBER 9, 2019**

Call to Order

Moderator Bob Henderson called the meeting to order at 6:30 pm in the Peek Music Room and shared an email received from Lucy Wambua, with Renguti School in appreciation of her visit.

Examination of Elders

The newly elected class of elders was in attendance - Liza Christy, Katie Cornwell, John Downs, Betty Graybeal, Jeff Hallen, Lecia Horne, Phil Koonce, Ben Mallicote, Ashley Roehrig, Paul Steffens and youth elders, Tyler Bacon and Danny Barchi. The Session and new elders broke out into four groups for a period of examination and sharing of faith journeys. On behalf of their groups, Anna Ferone, Marilynn Mickle, Lauren Sawyers and Adam Schauer, affirmed that the elders had been satisfactorily examined and moved that their exam be sustained until their ordination and/or installation. A motion was made for the entire class and unanimously approved.

Determination of Quorum and Adoption of Agenda

The Moderator declared that a quorum was present and the agenda was adopted. The Consent Agenda was also approved and adopted with the following changes:

Action Item No 5. Approval of changes to the Operations Manual (pp. 10-12) was pulled and moved to P&E report.

November Session Minutes, Education Report – Page 4 of 18, last paragraph on Ministry Architect Update was amended to read: ... Planning a meeting to update parents on Youth Impact Team progress, details on the Interim search process for Director of Middle School and explain how the Youth Ministry will continue through June, 2020.

Administration - Adam Schauer, Chair/Treasurer

Budget is trending in line of prior years, with year-to-date through November. The Balance Sheet remains healthy with focus on Stewardship Campaign. We are just over \$2mil in pledges of the our \$3mil goal for 2020. A total of 352 pledges have been received to date. The Stewardship Committee will be making calls to members who have made prior pledges in the next few weeks.

Personnel Report - Mary Delk, Chair

Updates - Alyssa Pacheco will be joining Covenant in January as the Interim Middle School Youth Leader. She will graduate from Queens University later in December. Alyssa has worked previously with the summer CROSS program through Myers Park Presbyterian Church and The Grove.

The *Director of Children's Ministries* Committee continues to work through applications for qualified applicants. Continued prayers for this committee.

Ken Muenster, Director of Operations, has resigned. A task force will be named to look at the position and for changes to the job description before posting.

Tim Ross, Custodial staff, will be out for at least six weeks after tearing his achilleas. Creative ways to use volunteers around the Covenant campus are being discussed.

CDC – there are currently five staff position vacancies and two floaters.

Year-End Review of Personnel Committee – Nine search committees were formed during 2019 that involved 40 members, along with additional volunteer involvement with support staff.

Mary thanked the Session, along with Staff Members for their support. She advised the Session of the high quality of work of the Personnel Committee members and expressed appreciation for their individual contributions.

Planning and Evaluation – Laura Belcher, Chair

Laura referred everyone to Item 5, that was removed from the Consent Agenda for discussion. P&E has reviewed the Operations Manual for updates with particular focus on what is needed for updates due to the addition of the new Child Development Center (CDC). The changes address and clarify some of the activities of the Committee on Assignments (COA) to be in alignment with practices (no change to current activities, just clarifications).

Two motions were made by P&E:

P&E moves that the Session set aside the requirement that amendments to the Operations Manual must be presented at a prior meeting before seeking approval. Motion was approved

Secondly, in affirmation in the first motion: P&E moves that the Session adopt the changes proposed to the Operations Manual. Motion was approved with the following amendments.

P. 10 – Section III. C. 5. d. iii. End of the sentence after “Governance Rules,” and delete all text after that.

P. 14 - Section III. D. 1: Revise second paragraph to read: “Staff leadership includes Minister of Congregational Life and Pastoral Care, Parish Nurse, Congregational Ministry Coordinator.

p. 16 - Section III. D. 5.b. ii: Add the word “operating” before the word “expenditure”.

p. 17 – Section III. D. 5. b. ix: Change the numeral “1” to the word “to”.

Plaza Presbyterian Update – A Covenant Team met with the Plaza Presbyterian Team on December 8. The outcome from the meeting, along with Affordable Housing, will be discussed further at the Session retreat in January.

Ministry Reports:

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

Clerk’s Report – David Isaacs, Clerk of Session

A Congregational Meeting will be held on January 26, 2020, at 10:30am to present the 2020 Budget and approve any proposed changes in the clergy staff terms of call.

Reminder - Session Retreat will be held January 10 & 11 at Montreat with Ordination/Installation of new Elders on Sunday, January 12.

David read personal notes from Julia Watkins and Gail Pendergraph.

Old Business/New Business

None


Staff Announcements/Pastoral Concerns

Bob, Katherine, Grace, Julia and Ian recognized the elders who have completed their term and thanked them for their dedication and service. David Isaacs, Clerk of Session, was also recognized and thanked for his dedication and service as Clerk.

Closing

Katherine Kerr led us in prayer and the meeting was adjourned at 8:15pm.

Respectfully submitted,



David Isaacs, Clerk



Robert W. Henderson, Moderator

**COVENANT PRESBYTERIAN CHURCH
MINUTES OF THE MEETING OF SESSION
FRIDAY, JANUARY 10, 2020**

Call to Order and Opening Prayer

Moderator Bob Henderson called the meeting to order at 8:25 pm in the Assembly Inn at Montreat, NC. He declared that the worship service which took place prior to the meeting would serve as the opening prayer.

Determination of Quorum and Adoption of Agenda

Administration – Bill McNairy, Chair/Treasurer

The 2019 Income is below budget, by \$50-60k on pledges (about 2% of pledges) and by another \$50-60k contributions without pledge, including loose offerings. The 2019 Expenses are also below budget (favorable), primarily in Personnel, due to openings throughout the year, but also in the Ministries generally. Expenses are still being analyzed, to ensure that the Operating Budget is not funding items that should be paid from other sources, such as the Capital Campaign and other Restricted Funds. When that process is complete, it is probable the 2019 Operating Net Income will be a small loss.

For 2020, Property expenses will be higher, due to more square footage, as will Personnel. That means revenue (primarily from pledges) will need to be higher in 2020 in order to avoid reducing Ministry Budgets. The amounts pledged for 2020 so far represent 91% of the amount needed to keep pace with rising expenses. There is a substantial number of members who gave in 2019, but have not pledged for 2020 yet. The Session members should be aware and carry the message to please pledge as soon as possible for 2020 to allow for a more accurate budget.

The final Budget Advisory Committee meeting is slated for 6pm on January 16, at which point 2019 Operating Income should also be final. Ministry budgets will be preliminarily set at that time, and the Ministry liaisons to this committee have been instructed to come prepared to identify where they could spend 5% less than the 2019 Budgets. The 2020 Budget will then be submitted to the Session on January 22 for approval and then to the congregation on January 26 at 10:30.

Planning & Evaluation

No Report

Personal Report – Katie Stewart, Chair

Alyssa Pacheco joined the staff on January 6 as Interim Director of Middle School Ministries and is off to a great start.

Ian Clark, Pastoral Resident for Education has agreed to extend his residency for a third year. This is consistent with the timing of Julia Watkin's commitment, so they will both be with us until approximately June 2021.

The following positions are currently open, though several are being covered by interim staff:
Congregational Ministry Coordinator, Director of Middle School Youth Ministries, Director of Children's Ministries, Children's Ministry Assistant and several openings in the CDC (particularly for lead teachers).

Ministry Reports:

Congregational Life

No Report

Education

No Report

Engagement

No Report

Mission & Outreach

No Report

Worship

Deana Cooper presented the following Baptisms and Weddings scheduled thus far in 2020 for approval.

Baptisms in 2020:

<u>Date</u>	<u>Name</u>	<u>Location</u>	<u>Time</u>	<u>Parents</u>
2-16-20	June Marilena Kvanvig	Sanctuary	11:00	Alexandra Zsoldos/Jordan Kvanvig
2-16-20	Anne Winston Ash	Sanctuary	11:00	John Ash/Hillary Ash
2-23-20	Elizabeth Virginia Wilton Hogg	Sanctuary	9:30	Michael Thomas Quinn Hogg/Ann Somers Wilton Hogg
3-15-20	Hayes Michael Anderson	Sanctuary	9:30	Ashlee Anderson/Michael Anderson
3-22-20	Poppy James Hensley	Sanctuary	9:30	Brooke Elizabeth Hensley/Adam Howell Hensley
4-19-20	William Hays Walker	Sanctuary	11:00	Marshall Patterson Walker/Lauren Hester Walker
6-28-20	Sophia Elizabeth Marshall	Sanctuary	11:00	Lisa DeLuke Marshall/Justin Michael Marshall
9-6-20	Michael Ngako Pungong	Sanctuary	11:00	Kingsley Achu Pungong/Prisca Chonah Pungong
9-6-20	Rita Ako Pungong	Sanctuary	11:00	Kingsley Achu Pungong/Prisca Chonah Pungong

Weddings in 2020

<u>Date</u>	<u>Name</u>	<u>Location</u>
5-16-20	Eleanor Sojka – Drew Thompson	Sanctuary
6-20-20	Ellison Cleghorn – Thomas Ledbetter	Sanctuary
9-26-20	Katherine Richey – Tyler Hickman	Sanctuary
10-17-20	Addy Young – Bo Liu	Sanctuary
11-14-20	Mollie Strawn – Margot Debot	Sanctuary
12-5-20	Abbie Henderson – Gray Cherry	Sanctuary

A motion was made to approve the Baptisms and Weddings as presented and the Session approved.

Clerk's Report – Deana Cooper, Clerk of Session

Elder Ordination/Installation for the Class of 2022 on Sunday, January 12 will occur as follows:

9:30 Contemporary

Liza	Christy	Ordain
Betty	Graybeal	Install
Lecia	Horne	Ordain

Paul Steffens	Install
Danny Barchi	Ordain

11:00 Traditional

Katie Cornwell	Ordain
John Downs	Install
Ben Mallicote	Ordain
Tyler Bacon	Ordain

11:00 Fellowship Hall

Jeff Hallen	Ordain
Phil Koonce	Install
Ashley Roehrig	Ordain

There is a called Session Meeting on January 22 at 7:30 pm in the Chapel to set the budget.

Note changes to the Session meeting schedule. There will be a May meeting but no July meeting.

A motion was approved to call a Congregational Meeting on January 26 at 10:30 am in the Sanctuary for the purpose of presenting the budget and voting on any proposed changes to terms of call for ordained staff.

Old Business/ New Business

Staff Announcements / Pastoral Concerns

Pastoral concerns were shared.

Closing Prayer

The moderator closed the meeting with prayer and the meeting was adjourned at 9pm.

Respectfully submitted,



Deana Cooper, Clerk



Robert W. Henderson, Moderator

**COVENANT PRESBYTERIAN CHURCH
MINUTES OF THE MEETING OF SESSION
WEDNESDAY, JANUARY 22, 2020**

Call to Order and Opening Prayer

Moderator Bob Henderson called the meeting to order at 7:35 pm in the Chapel and opened the meeting with prayer.

Determination of Quorum and Adoption of Agenda

The Moderator declared that a quorum was present. This was a called meeting specifically for the presentation and adoption of the 2020 budget.

Administration – Bill McNairy, Chair/Treasurer

2019 Final Budget Results:

Net income finished the year at -\$41,655, largely due to lower than anticipated Pledge Receipts and Miscellaneous Contributions. The income deficit was covered by cash from the General Fund.

2020 Budget:

The proposed 2020 Budget was presented. There is a gap of approximately \$98,000 between pledges received and the asking figure of \$3,010,000. However, there is reasonable expectation that pledges will be made by families who honored their pledge in 2019, but have not yet made a pledge for 2020. Income over Expenditures is currently budgeted at \$83,352 due to the Child Development Center.

After some discussion, a motion was made, seconded and approved to adopt the budget as presented. The budget will be presented to the congregation on January 26 at the congregational meeting.

Planning & Evaluation **No Report**

Personal Report **No Report**

Ministry Reports:

Congregational Life **No Report**

Education **No Report**

Engagement **No Report**

Mission & Outreach **No Report**

Worship **No Report**

Clerk's Report – Deana Cooper, Clerk of Session

The Session members were reminded of the upcoming Presbytery meeting on February 8 at Philadelphia Presbyterian Church and were encouraged to coordinate with Derek Thomas if they can attend.

Old Business/ New Business

Staff Announcements / Pastoral Concerns

The Session was reminded of the installation service for Grace Lindvall on January 26 at the 11:00 am service in the sanctuary. Grace's father, Rev. Michael Lindvall will preach.

Closing Prayer

The meeting was adjourned at 8:02 pm.

Respectfully submitted,



Deana Cooper, Clerk



Robert W. Henderson, Moderator

**COVENANT PRESBYTERIAN CHURCH
MINUTES OF THE CONGREGATIONAL MEETING
JANUARY 26, 2020**

Call to Order

Moderator Katherine Kerr called the meeting to order at 10:32am and offered a prayer. The Moderator declared that a quorum was present.

Purpose

The Moderator stated the purpose of the meeting to present the annual budget and vote on proposed changes to the terms of call.

Presentation of Budget

The Moderator introduced Bill McNairy, Treasurer, to present the budget. Copies of the budget summary were distributed to the congregation.

For 2019, net income finished the year at -\$41,655. This was due to pledge receipts being lower than anticipated, along with miscellaneous contributions. It should also be noted, the couple of months of operation for the Child Development Center (CDC) were not included in the budget.

For 2020, to date pledges account for about 97% of the budgeted pledges, and this small gap is similar to prior years. The total budget is up significantly due to the opening and inclusion of the CDC. Increased pledge receipts are forecast to meet increased Property and Personnel cost. The congregation was given the opportunity to ask questions and none were presented.

Terms of Call

The Moderator introduced Katie Stewart, Personnel Chair, and dismissed ordained staff and their families from the sanctuary. Katie proposed changes in terms of call for our Senior Minister, Bob Henderson. The handout to the congregation also included the proposed changes to the terms of call. The Personnel Committee recommended a 3% increase in Bob's salary. The overall change represents a 2.7% increase when factoring in denominationally mandated benefits and holding car along with study allowances. Katie mentioned the congregation had recently voted on terms of call for Katherine Kerr in August and Grace Lindvall in November. Since their terms of call were reviewed so close to year-end, there was a mutual understanding that a review in compensation would not be until the end of 2020 to be in alignment with the annual year-end review process.

Deana Cooper, Clerk of Session, entertained a motion that the change in terms of call be approved as presented and it was seconded. An opportunity was given for discussion and questions, but none were presented. The motion was put to a vote and approved.

The Clerk closed the meeting with prayer and thanked the congregation for their attendance. The meeting was adjourned at 10:45am.

Respectfully submitted,



Deana Cooper, Clerk



Robert W. Henderson, Moderator

**COVENANT PRESBYTERIAN CHURCH
CALLED SESSION MEETINGS
DECEMBER 8, 15, 2019 AND JANUARY 5, 9, 12, 19, 26, 2020**

Covenant held 7 Called Session Meetings each for the purpose of receiving new members. Lora Borrelli introduced the following new members and information:

December 8, 2019

Deborah Elder	Reaffirmation
Jessica Wardlaw	Transfer Letter--Avondale Presbyterian Church, Charlotte, NC
Jay Wardlaw	Transfer Letter--Avondale Presbyterian Church, Charlotte, NC

December 15, 2019

Jason Freeman	Reaffirmation
Ruth Huey	Transfer Letter--St. Charles Avenue Presbyterian Church, New Orleans

Active (confirmed) members as of 12/31/19: 2397

2019 new members as of 12/31/19: 134

2019 new affiliate members as of 12/31/19: 1

New members since last report: 5

2019 transfers as of 12/31/19: 19

2019 deaths as of 12/31/19: 21

January 5, 2020

Kim Ehrhart	Transfer Letter--Holy Trinity Episcopal, Greensboro, NC
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January 9, 2020

Kaitlin Clark	Reaffirmation
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January 12, 2020

Patty Babb	Transfer Letter--Westminster Presbyterian, Charlotte, NC
Logan Bajek	Affiliate membership
Kennedy Bajek	Affiliate membership
Ed Baran	Reaffirmation
Eliza Baran	Reaffirmation
Caroline Dyar	Reaffirmation
Tim Eastridge	Reaffirmation
Mary Beth Eastridge	Reaffirmation
Mike James	Transfer Letter--Westminster Presbyterian, Greensboro, NC
Carol James	Transfer Letter--Westminster Presbyterian, Greensboro, NC
Matt Lackey	Transfer Letter--Denver United Methodist Church, Denver, NC
Seth Puckett	Transfer Letter--Bouldin Memorial Presbyterian, Staunton, VA
Hannah Travis	Transfer Letter--Central Church of God, Charlotte, NC
Grace Williams	Transfer Letter--Westminster Presbyterian, Greenville, SC
Abby Vidmer	Reaffirmation

January 19, 2020

Claire Coalter Transfer Letter--Bardstown Road Presbyterian Church, Louisville, KY
Kirby Zellers Reaffirmation

January 26, 2020

Mary Fletcher King Transfer Letter--White Memorial Presbyterian Church, Raleigh, NC

Active (confirmed) members as of 1/31/20: 2417

2020 new members as of 1/31/20: 18

2020 new affiliate members as of 1/31/20: 2

New members since last report: 20

2020 transfers as of 1/31/20: 0

2020 deaths as of 1/31/20: 0

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:
David Stuck	Remove per request--moved to Ridgeway, SC
Caroline Stuck	Remove per request--moved to Ridgeway, SC
Bill Prestwood	Transfer --Myers Park Pres, Charlotte, NC
Kelly Davis	Transfer--Christ Episcopal, Charlotte, NC
Brad Davis	Transfer--Christ Episcopal, Charlotte, NC

**COVENANT PRESBYTERIAN CHURCH
SESSION ACTION ITEM
SUMMARY**

SUBJECT: February 2020 Baptisms

DATE: February 10, 2020

Report From: Baptism Committee

Chair: Casey Unger

Background: Baptism must be approved by the Session.

Process to Date: Parents requested that their child be baptized in December 2019 and request that their children be baptized in February 2020. No baptisms were requested during January 2020.

Budget Impact: None

Actions Taken or Recommendation: The Baptism Committee recommends approval of the following baptisms that occurred at Covenant in December 2019 and that will occur in February 2020:

Sunday December 22, 2019 at the 11am Traditional service in the Covenant Sanctuary
Mathias Edmund Jabon

Parents- Andrea and Antoine (Tony) Jabon

Sunday February 9, 2020 at the 9:30am contemporary service in the Covenant Sanctuary

Elle Aubrey Barcott

Parents- Rye and Tracey Barcott

Sunday February 9, 2020 at the 9:30am contemporary service in the Covenant Sanctuary

Lillian Presley Riley

Parents- Lillian Elizabeth (Beth) and Jefferson Riley

Sunday February 9, 2020 at the 9:30am contemporary service in the Covenant Sanctuary

Margaret Wallace Upchurch

Parents- Dana and Charles Upchurch

Sunday February 16, 2020 at the 11:00am traditional service in the Covenant Sanctuary

June Marilena Kvanvig

Parents- Jordan Kvanvig and Alexandra (Alex) Zsoldos

Sunday February 16, 2020 at the 11:00am traditional service in the Covenant Sanctuary

Anne Winston Ash

Parents- John and Hillary Ash

Sunday February 23, 2020 at the 9:30am contemporary service in the Covenant Sanctuary

Elizabeth Virginia Wilton Hogg

Parents- Michael and Ann-Somers Hogg

Motion: Motion to approve the baptisms of Mathias Edmund Jabon, Elle Aubrey Barcott, Lillian Presley Riley, Margaret Wallace Upchurch, and Elizabeth Virginia Wilton Hogg

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	2302	Adjusted membership	2302
Gains		Losses	
Certificate	58	Certificate	12
Youth Professions	12	Deaths	21
Professions & Reaffirmations	64	Deleted for any Other Reason	7
Total Gains	134	Total Losses	40
Total Ending Active Members	2396		

Baptisms

Presented by Others	43	Average Weekly Worship Attendance	586
At Confirmation	0	Female Members	1678
All Other	1	Friends of the Congregation	23
		Ruling Elders on Session	32
		Do you have Deacons?	No

Age Distribution of Active Members

25 & Under	393
26 - 40	659
41 - 55	533
56 - 70	400
Over 70	352
Total Age Distribution	2337

People with Disabilities

Hearing impairment
Sight impairment
Mobility impairment
Other impairment

Christian Education

Birth - 3	120	Grade 7	27
Age 4	45	Grade 8	25
Kindergarten	44	Grade 9	18
Grade 1	44	Grade 10	20
Grade 2	47	Grade 11	25
Grade 3	32	Grade 12	29
Grade 4	28	Young Adults	129
Grade 5	32	Over 25	425
Grade 6	24	Teachers/Officers	273
		Total Christian Education	1387

Racial Ethnic

Asian/Pacific Islander/South Asian	Native American/Alaska Native/Indigenous	
Black/African American/African	White	
Middle Eastern/North African	Multiracial	
Hispanic/Latino-a		
	Total Racial Ethnic	0

Financial Data

Annual Income	10,300,608	Mission Expenses	605,200
Annual Expenses	5,106,200	Personnel Expenses	2,440,000
		Facilities Expenses	560,000

**COVENANT PRESBYTERIAN CHURCH
SESSION INFORMATION ITEM
SUMMARY**

Subject: Treasurer's Report

From: Bill McNairy, Treasurer

**Covenant Presbyterian Church
Monthly Financial Comments
January 2020**

Income Statement Comments

Income: Pledge Receipts totaled \$615,951, above budget by \$19,951. January Pledge Receipts accounted for 20% of the full-year budget, in line with the historic trend of 17-20%. Miscellaneous Contributions (receipts of prior year pledges and non-pledged contributions) are disproportionately received early in the year and exceeded the January budget by \$9,311.

The CDC budget reflects a full enrollment assumption on each of the income and expenses side. However, enrollment is not full, so tuition receipts were under budget by (\$39,724).

Expenses: CDC expenses were lower than budget by (\$43,534), due to not being at full staff or full enrollment (see above). Personnel expense was also favorable to budget, by (\$27,692), due to open positions. Like with the CDC, Personnel expense is budgeted as if all roles are filled. Finally, Ministry expenses were generally under budget.

The Bottom Line: Net income for January was \$640,537, higher than budgeted by \$68,659, and was driven by the January installment (Investment Income) being distributed from the General Endowment, higher percentages of Pledge Receipts and Miscellaneous Contributions coming in January and the budget variances mentioned above.

Balance Sheet Comments

Significant changes in the Balance Sheet as of January 31, as compared with December 31, were as follows:

Line 22: Primarily reflects Capital Campaign contributions exceeding expenditures, an increase in the General Fund Balance (**Line 37**) and an increase in the Infrastructure Fund (**Line 30**)

Lines 26 and 32: Reflects distributions into Income (semi-annual), into Infrastructure Fund (**Line 30**) and into various Restricted Funds and Reserve Funds (**Line 34 and 39**, annual)

Line 28: Reflects recognition into January Income of 2020 Pledges prepaid in 2019

Line 30: Reflects annual distribution from Cornerstone Endowment (**Line 32**)

Line 34: Reflects Capital Campaign contributions and annual distribution from the Endowment Fund (**Line 32**)

Line 37: Reflects income exceeding expenses for January

Covenant Presbyterian Church		Period ending:			01/31/20							
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	\$ 596,000	\$ 615,951	\$ 19,951	\$ 3,010,000	20%	19%	18%	17%	17%	20%		
2 Misc Contributions	\$ 126,000	\$ 135,311	\$ 9,311	\$ 395,700								
3 Investment Income	\$ 137,000	\$ 136,567	\$ (433)	\$ 286,000								
4 Other Receipts	\$ -	\$ (746)	\$ (746)	\$ 55,000								
5 Food Service	\$ 7,000	\$ 6,420	\$ (580)	\$ 110,000								
6 Recreation Wing Re	\$ 10,000	\$ 9,748	\$ (252)	\$ 145,000								
7 Child Development	\$ 110,300	\$ 70,577	\$ (39,724)	\$ 1,323,600								
8 Preschool Receipts	\$ 32,200	\$ 32,803	\$ 603	\$ 310,000								
9 Youth Trips	\$ 7,950	\$ 8,335	\$ 385	\$ 70,700								
10 Adult Trips	\$ -	\$ -	\$ -	\$ 67,400								
Total Income	\$ 1,026,450	\$ 1,014,965	\$ (11,485)	\$ 5,773,400	18%	18%	17%	17%	19%	19%		
Expenses:												
11 Worship	\$ 8,412	\$ 5,689	\$ (2,724)	\$ 112,650								
12 Congregational Life	\$ 950	\$ 744	\$ (206)	\$ 34,850								
13 Engagement	\$ 625	\$ 593	\$ (32)	\$ 7,500								
14 Mission & Outreach	\$ 575	\$ (2,272)	\$ (2,847)	\$ 618,000								
15 Education	\$ 14,833	\$ 12,118	\$ (2,716)	\$ 156,400								
16 Administration	\$ 60,110	\$ 60,493	\$ 384	\$ 621,750								
17 Food Service	\$ 4,150	\$ 4,039	\$ (111)	\$ 69,500								
18 Recreation Ministrie	\$ 2,700	\$ 2,913	\$ 213	\$ 32,650								
19 Child Development	\$ 118,620	\$ 75,086	\$ (43,534)	\$ 1,240,248								
20 Preschool	\$ 28,675	\$ 27,797	\$ (878)	\$ 318,900								
21 Personnel	\$ 214,921	\$ 187,229	\$ (27,692)	\$ 2,477,600								
Total Expenses	\$ 454,572	\$ 374,428	\$ (80,144)	\$ 5,690,048	7%	6%	8%	8%	7%	8%		
Net Income	\$ 571,878	\$ 640,537	\$ 68,659	\$ 83,352								
BALANCE SHEET												
		January	December	Change								
Assets:												
22 BB&T: Ck & Savings		\$ 4,203,718	\$ 3,372,817	\$ 830,901								
23 WF Holding/Rosebro & M&F		\$ 1,419,402	\$ 1,419,402	\$ -								
24 Petty Cash		\$ 350	\$ 350	\$ -								
25 Accounts Receivable and Advances		\$ 141,752	\$ 139,644	\$ 2,109								
26 Endowment Funds Mkt Value		\$ 12,660,991	\$ 12,987,974	\$ (326,983)								
27 Real Estate Funds		\$ 2,025,000	\$ 2,025,000	\$ -								
Total Assets		\$ 20,451,213	\$ 19,945,187	\$ 506,026								
Liabilities:												
28 Pldge Prepaymts, A/P, & Accruals		\$ 7,344	\$ 310,749	\$ (303,405)								
Total Liabilities		\$ 7,344	\$ 310,749	\$ (303,405)								
Fund Balances:												
29 Donor Advised		\$ 93,344	\$ 136,344	\$ (43,000)								
30 Infrastructure Fund/Cornerstone In		\$ 216,751	\$ 65,827	\$ 150,924								
31 Payable to Endowment Corpus		\$ 650	\$ 650	\$ -								
32 Restricted Endowments & Cornerst		\$ 12,660,991	\$ 12,987,974	\$ (326,983)								
33 Real Estate Funds		\$ 2,025,000	\$ 2,025,000	\$ -								
34 Restricted Funds		\$ 4,074,166	\$ 3,704,882	\$ 369,284								
35 Non-Budgeted Benevolences		\$ 142,597	\$ 140,281	\$ 2,316								
36 Section 125 Plan		\$ 2,223	\$ 476	\$ 1,747								
37 Genl Fund Balance		\$ 1,103,455	\$ 462,918	\$ 640,537								
38 Columbarium		\$ 47,364	\$ 47,469	\$ (105)								
39 Reserve Fund Balances		\$ 77,328	\$ 62,616	\$ 14,712								
Total Fund Balances		\$ 20,443,869	\$ 19,634,438	\$ 809,431								
Total Liab. & Fund Balances		\$ 20,451,213	\$ 19,945,187	\$ 506,026								

**COVENANT PRESBYTERIAN CHURCH
SESSION INFORMATION ITEM
SUMMARY**

Subject: 2019 Engagement Ministry Report

From: Alan Morrow, Chair

2019 Engagement Ministry Report (as of 12/31/19)

NEW MEMBERS

135 new members as of 12/31/19

- **47%** joined by Reaffirmation
- **10%** joined by Profession or Declaration of Faith (includes 2018 Quest class)
- **43%** joined by Transfer Letter—of all of the transfers in 2018, **78%** came from other Presbyterian churches, **62%** of whom transferred in from other Charlotte churches

TRANSFERS OUT 2019

19 members transferred to other churches in 2019 as of 12/31/19

- **9** people transferred to churches out of town
- **7** people transferred to other Charlotte churches
- **3** people requested to be removed from our membership roll

NEW MEMBER DEMOGRAPHICS

- Below age 18: 15 new members (includes Quest class)
- Ages 18-25: 4 new members
- Ages 26-35: 51 new members
- Ages 36-45: 27 new members
- Ages 46-55: 19 new members
- Ages 56-65: 17 new members
- Over 65: 2 new members

OTHER INFORMATION

- **80%** of our new members are involved in some other way besides attending worship (education small groups, local outreach, PW, bible studies, church-wide fellowship, music ministries, etc.)
- **54%** of new members joined within a year of their first visit.
- **7%** of new members regularly attend the 8:45 Chapel service. **60%** of new members regularly attend the 9:30 Sanctuary service. **31%** of new members regularly attend the 11:00 Sanctuary service. **3%** of our new members regularly attend the Fellowship Hall service.
- **32%** of our new members live in the 28203 zip code (Dilworth, Freedom Park, South End). **20%** of our new members live in the 28209 zip code (Freedom Park, Sedgefield, Barclay Downs). **10%** of new members live in 28210 (Madison Park, Sharon and Park Rd corridors south of South Park). **9%** live in 28211 (Cotswold, Foxcroft, Myers Park). **7%** of new members live in 28205 (Plaza Midwood, Chantilly neighborhoods). No other zip code had more than 5% of new members.

**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:

- Camp Grier
- “Reaching Avery” Ministry
- Bright Stars of Bethlehem
- Loaves & Fishes
- Freedom School Partners
- Refugee Support Services