

**Covenant Presbyterian Church
Meeting of Session
Monday, May 10, 2021
7:00 P.M.
CONSENT AGENDA**

ACTION ITEMS

1. Approval of April 12, 2021 Session Meeting Minutes (pp. 2-4). Phil Koonce, Clerk of Session, moves that the minutes of this meeting be approved as written.
2. Approval of Called Session Meeting Minutes from April to receive new members (p. 5). Phil Koonce, Clerk of Session, moves that the minutes of this meeting be approved as written.
3. Approval of baptisms (p. 6).

INFORMATION ITEMS

1. April 2021 Treasurer's Report (pp. 7-8).
2. Clerk's Communications (p. 9).

FUTURE EVENTS

- May 18 Presbytery Meeting 9:30 A.M. Zoom
- May 23 Pentecost Sunday 9:30 & 11:00 A.M. Live stream
- June 10 Session Meeting 7:00 P.M. Zoom

Covenant Presbyterian Church
Minutes of the Session Meeting On
Monday, April 21, 2021

Call to Order and Opening Prayer – Bob Henderson, Moderator

The Moderator called the meeting to order at 6:32 PM via Zoom web meeting and opened the meeting with prayer.

Determination of Quorum, Adoption of Agenda and Consent Agenda

The moderator declared that a quorum was present. The Agenda and the Consent Agenda were approved as presented.

Examination of the Quest Class

The Session examined the individuals listed below. A motion to accept them into membership pending their profession of faith was unanimously approved.

Garrett Baer	James Batten	Camille Becker	Lindsay Bello
Walker Darnell	Maggie Davis	Hal Demarest	Everett Harris
Gunnar Thorsland Everett	Sena Thorsland Everett	Rachel Guffin	Hank Hanus
Caroline Lam	Anna Longshore	Payton Majors	Preston Manning
Walter McCann	Mary Quinn McIntyre	YIs Virkler	Reid Wilson
Shade Burgess*			

*Examined on Sunday, April 18 by Phil Koonce, John Downs and Ben Mallicote

21-Day Racial Equity Challenge- Hugh Gaither

Hugh established the context for his comments by stating that he grew up in a small N.C. town during the 1950's and 1960's. He was raised by parents who were active in their Presbyterian Church, civic affairs and civil rights. He did not realize the advantages he enjoyed or the bias he may have had. The Racial Equity Challenge awakened him to the benefits he had enjoyed. Hugh asked a young man of color to have lunch. Hugh had known him since he was in the 7th grad. This young man has enjoyed many opportunities as an athlete playing several years in the NFL. When asked about racial disadvantages and injustice he had experienced he replied "it sucked". Hugh described the efforts he and his sons are making in their business to face these issues directly. He expressed his hopes that one day we will not judge people by the color of their skin, but by their character.

Administration - Damon Nelson, Treasurer

Damon reported that we are under budget in income by (\$73,059). This is driven by the CDC being under budget by (\$104,608) due to under enrollment. On the expense side of the ledger, we are under budget by (\$159,578). CDC is under budget by (\$80,974) due to unfilled positions. YTD income exceeds expenses by \$86,519. There was a balance sheet reduction of approximately \$500,000 due to our contribution to Roof Above.

Personnel - Paul Steffens, Chair

Paul reported the compensation adjustments approved in the recent congregational meeting have been made and were appreciated. This is Julia Watkins last week at Covenant. There will be a send-off for her Wednesday evening. Ian Clark will be leaving us soon.

We expect to fill the Director of Contemporary Worship and Arts position soon.

Lauren Sawyers has assumed the role of Interim Director of Communications. Personnel is in the process of redefining the role as needs have changed.

Kim Lee, Director of Children's Ministry, has resigned effective April 25th. We are seeking a temporary replacement.

The Parrish Nurse Search Committee, led by Terry Horn, expects to make an announcement shortly.

Planning and Evaluation – No Report

Ministry Reports:

Congregational Life - Susan Billmire, Chair

Susan reminded everyone of the upcoming 3 consecutive Wednesday evening Arts Task Force meetings. The meetings are intended to inform and educate the congregation and Session about the art present on campus and how it may be perceived. This process will assist P&E in recommending next steps.

Education - No Report

Engagement - Liza Christy, Chair

The Engagement Committee plans a positive new theme to re-engage the congregation as we return to in-person worship and gatherings. Exact plans are TBD, but will include church services, events, small targeted gatherings as well as virtual gatherings. The committee also intends to rethink in-person hospitality and "time and talent" processes.

Mission and Outreach - No Report

Worship - Ashley Roehrig, Chair

On behalf of the Ministry, Ashley thanked the ministers, the choirs, worship teams, the audio-visual team and the sanctuary preparation team for all their good work during these months of Covid-19 forced separation.

She commented that we average 350-400 devices connected to each of our worship services. We had 1,132 devices combined for the two services Palm Sunday and 1,631 devices for the two services Easter Sunday.

The Worship Ministry represents Session at funerals, sets up and removes communion elements, coordinates weddings, and coordinates baptisms.

Looking to the future, the Worship Ministry will support the Re-Opening Task Force by training ushers, adapting communion and worship in general to the post-covid world. The Ministry will also support creative inclusion of racial and social justice into worship and music. There is a clear recognition that we must continue to support our on-line worship as we return to in-person worship in the sanctuary.

Clerk's Report - Phil Koonce, Clerk of Session

Phil reported that Joe Taylor and Sarah Gaston have agreed to serve as Chair and Co-Chair of the 2022 Elder Nominating Committee.

He also reported that the Re-Opening Task Force will announce a loosening of some restrictions in Wednesday's Windows On Covenant. This will include allowing outdoor gatherings of up to 100 people in the amphitheater, the Circle and the Dilworth entrance plaza. Small groups will be allowed to reserve meeting space for 8 people in single rooms and 15 in combined rooms like Fellowship Hall room 207 A&B. Fellowship Hall main room, the Sanctuary and Welcome Center may have up to 50 people each. See Windows On Covenant for the complete list of changes.

Please remember that masks and social distancing is still required.

While regular in-person worship will not happen immediately, beginning May 2, up to 50 people may reserve space in the sanctuary at 9:30 a.m. to view the streamed worship service. A minister will be present and all current protocols will be followed.

Old Business/New Business

Staff Announcements/Pastoral Concerns

Katherine Kerr reported Serenity Taylor will graduate from Union Presbytery Seminary Charlotte later this week and will leave Covenant as Intern. She will return to Covenant on May 24 as Pastoral Resident.

Bob Henderson stated we should celebrate the hard work and innovation that provided such a rich Easter season while worshipping on-line.

Ashely Roehrig asked that we pray for an end to gun violence.

Sarah Crowder asked that we pray for Mary Lynn Calhoun.

Mark Folk announced the passing of his uncle Rev. William Plock and ask for prayers for his family.

Bob Henderson reported on the successful golf tourney that Covenant and C.N. Jenkins brought together with the intent of building connectivity and friendship within our multi-racial presbytery.

Katherine Kerr reported the death of Peg Baruch and stated that Ada Offerdahl is recuperating in health care at Sharon Towers.

Closing Prayer

Katherine Kerr closed the meeting with prayer and the meeting was adjourned at 8:43 pm.

Respectfully submitted,



Phil Koonce, Clerk



Robert W. Henderson, Moderator

**Covenant Presbyterian Church
Called Session Meetings
Sunday, April 11, 2021**

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

April 11, 2021

Marina Bridges	Reaffirmation
Brad Bridges	Reaffirmation

Active (confirmed) members as of 4/30/21: 2,436
2021 new members as of 4/30/21: 11
2021 new affiliate members as of 4/30/21: 0
New members since last report: 2
2021 transfers as of 4/30/21: 7
2021 deaths as of 4/30/21: 10

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

Respectfully submitted,



Phil Koonce, Clerk



Robert W. Henderson, Moderator

**Covenant Presbyterian Church
Session Action Item**

Summary

SUBJECT: May Baptisms

DATE: May 10, 2021

Report From: Baptism Committee

Casey Unger, Chair

Background: Baptism must be approved by the Session.

Process to Date: Parents request that their children be baptized in May 2021.

Budget Impact: None

Actions Taken or Recommendation: The Baptism Committee recommends approval of the following baptisms that will occur in May 2021:

- Maeve Risley Clark, child of Ian and Kaitlin Clark – filmed May 8, 2021, included in May 9 worship;
- Keegan Patrick O'Brien, child of Vanessa and Dan O'Brien – filmed May 13, 2021, included in May 16 worship;
- Ellis James Machin, child of Brook and David Machin – filmed May 13, 2021, included in May 16 worship;
- Holly May Shaffer, child of Jacy and Brannon Shaffer – filmed May 27, 2021, included in May 30 worship.

Motion: Motion to approve the baptisms of Maeve Risley Clark, Keegan Patrick O'Brien, Ellis James Machin, Holly May Shaffer.

Covenant Presbyterian Church
Monthly Financial Comments
April 2021

Income: As of April, YTD income was under budget by (\$118,022), resulting in year-to-date total income being \$1,840,978. There was a continued income shortfall of (\$146,079) related to the CDC not being at full enrollment (the budget assumes full enrollment for both income and expenses). Currently, the CDC is at approximately 75% enrollment, and income remains above expenses.

Year-to-date pledge receipts are favorable to budget by (\$51,946) and remain aligned with historic trends.

Expenses: CDC expenses for April YTD were lower than budget by (\$107,717), due to not being at full staff or full enrollment (see above). April's YTD Personnel expense was also favorable to budget, by (\$68,768), due to open positions and some staff not working while the campus has been closed. 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 to partly offset income shortfalls.

Expenses for Ministries were below budget for the month, due to the campus being closed, and there were no Preschool expenses due to being closed.

The Bottom Line: The April YTD bottom line reflected \$89,001 favorable to the budget due primarily to lower Personnel, Administration, and CDC expenses.

Balance Sheet Comments

Significant changes in the Balance Sheet as of the end of April were as follows:

Line 30: Reflects increases in market valuation.

Covenant Presbyterian Church		Period ending: 04/30/21			Y-T-D Actual as % of Annual Budget						
INCOME STATEMENT		YTD Budget	YTD Actual	YTD Variance	Annual Budget	2021	2020	2019	2018	2017	2016
Income:											
1	Pledge Receipts	\$ 1,250,000	\$ 1,301,946	\$ 51,946	\$ 3,010,000	43%	43%	39%	37%	38%	38%
2	Misc Contributions	\$ 86,000	\$ 65,356	\$ (20,644)	\$ 346,700						
3	Investment Income	\$ 141,000	\$ 141,612	\$ 612	\$ 280,000						
4	Other Receipts	\$ 4,500	\$ (2,407)	\$ (6,907)	\$ 35,000						
5	Food Service	\$ 17,000	\$ 20,387	\$ 3,387	\$ 70,000						
6	Recreation Wing Re	\$ 2,000	\$ 2,044	\$ 44	\$ 85,500						
7	Child Development	\$ 450,000	\$ 303,921	\$ (146,079)	\$ 1,350,000						
8	Preschool Receipts	\$ 8,500	\$ 8,120	\$ (380)	\$ 128,000						
9	Youth Trips	\$ -	\$ -	\$ -	\$ 82,600						
10	Adult Trips	\$ -	\$ -	\$ -	\$ 8,000						
Total Income		\$ 1,959,000	\$ 1,840,978	\$ (118,022)	\$ 5,395,800	34%	36%	37%	37%	38%	39%
Expenses:											
11	Worship	\$ 21,150	\$ 14,189	\$ (6,961)	\$ 109,850						
12	Congregational Life	\$ 4,200	\$ 1,991	\$ (2,209)	\$ 34,850						
13	Engagement	\$ 1,100	\$ 622	\$ (478)	\$ 7,500						
14	Mission & Outreach	\$ 183,050	\$ 183,653	\$ 603	\$ 573,000						
15	Education	\$ 14,745	\$ 6,509	\$ (8,236)	\$ 147,500						
16	Preschool	\$ 10,600	\$ 12,078	\$ 1,478	\$ 169,450						
17	Administration	\$ 172,900	\$ 165,382	\$ (7,518)	\$ 619,997						
18	Food Service	\$ 20,350	\$ 13,178	\$ (7,172)	\$ 69,500						
19	Recreation Ministri	\$ 150	\$ 106	\$ (44)	\$ 19,650						
20	Child Development	\$ 367,200	\$ 259,483	\$ (107,717)	\$ 1,191,117						
21	Personnel	\$ 784,112	\$ 715,344	\$ (68,768)	\$ 2,453,386						
Total Expenses		\$ 1,579,557	\$ 1,372,534	\$ (207,023)	\$ 5,395,800	25%	29%	33%	32%	34%	32%
Net Income		\$ 379,443	\$ 468,444	\$ 89,001	\$ -						
BALANCE SHEET			April	March	Change						
Assets:											
22	Truist (BB&T) Checking/Savings	\$ 4,325,423	\$ 4,296,308	\$ 29,115							
23	M&F, Towne, WF Holding & Rosebro	\$ 1,215,094	\$ 1,215,067	\$ 27							
24	Petty Cash	\$ 350	\$ 350	\$ -							
25	Accounts Receivable and Advances	\$ 18,040	\$ 15,282	\$ 2,758							
26	Endowment Fund Mkt Value	\$ 16,272,847	\$ 16,041,286	\$ 231,561							
27	Real Estate Funds	\$ 2,025,000	\$ 2,025,000	\$ -							
Total Assets		\$ 23,856,753	\$ 23,593,292	\$ 263,461							
Liabilities:											
28	Accounts Payable and Misc. Accruals	\$ 539,040	\$ 509,381	\$ 29,659							
Total Liabilities		\$ 539,040	\$ 509,381	\$ 29,659							
Fund Balances:											
29	Donor Advised	\$ 259,081	\$ 213,399	\$ 45,683							
30	Infrastructure Fund/Cornerstone Inc	\$ 252,924	\$ 301,579	\$ (48,655)							
31	Payable to Endowment Corpus	\$ 3,190	\$ 2,695	\$ 495							
32	Restricted End/Cornst & Real Estate	\$ 18,297,847	\$ 18,066,286	\$ 231,561							
33	Restricted Funds	\$ 3,207,684	\$ 2,985,806	\$ 221,878							
34	Non-Budgeted Benevolences	\$ 199,986	\$ 145,766	\$ 54,220							
35	Section 125 Plan	\$ (5,126)	\$ (4,521)	\$ (604)							
36	Genl Fund Balance	\$ 973,005	\$ 1,241,891	\$ (268,886)							
37	Columbarium	\$ 47,494	\$ 48,471	\$ (977)							
38	Reserve Fund Balances	\$ 81,628	\$ 82,541	\$ (913)							
Total Fund Balances		\$ 23,317,713	\$ 23,083,911	\$ 233,802							
Total Liab. & Fund Balances		\$ 23,856,753	\$ 23,593,292	\$ 263,461							

**Covenant Presbyterian Church
Session Information Item
Summary**

Subject: Clerk Communications

From: Phil Koonce, Clerk

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

- Loaves & Fishes
- Presbyterian Mission
- Habitat for Humanity
- Mecklenburg Metropolitan Interfaith Network
- Roof Above
- Friendship Trays