

COVENANT PRESBYTERIAN CHURCH
Meeting of Session
Monday, November 9, 2020
7:00 pm
CONSENT AGENDA

ACTION ITEMS

1. Approval of September 14, 2020 Session Meeting Minutes (pp. 2-6). Deana Cooper, Clerk of Session, moves that the minutes of this meeting be approved as written.
2. Approval of September 20, 2020 Congregational Meeting Minutes (p. 7). Deana Cooper, Clerk of Session, moves that the minutes of this meeting be approved as written.
3. Approval of Called Session Meetings Minutes from September and October to receive new members (pp. 8-9). Deana Cooper, Clerk of Session, moves that the minutes of these meetings be approved as written.
4. Approval of request for changes to active roll (p.10)
5. Approval of baptisms (p. 11)
6. Approval of weddings (p. 12)
7. Approval of Committee on Assignments Report (pp.13-17)

INFORMATION ITEMS

1. September 2020 Treasurer's Report (pp. 18-19)
2. October 2020 Treasurer's Report (pp. 20-21)
3. 2021 Session Meeting Schedule (p. 22)
4. Minutes from October Presbytery Meeting (pp. 23-24)
5. Clerk's Communications (p. 25)

FUTURE EVENTS

- November 26-27 Church offices closed for Thanksgiving
- November 29 Advent Begins
- November 30 Advent Monday Vespers, 12:00 pm Sanctuary
- December 7 Advent Monday Vespers, 12:00 pm Sanctuary
- **December 14** Advent Monday Vespers, 12:00 pm Sanctuary
Session Meeting and Elder Examinations, 6:30 pm
- December 21 Advent Monday Vespers, 12:00 pm Sanctuary
- December 24 Christmas Eve
- January 10, 2021 Elder Ordination and Installation

COVENANT PRESBYTERIAN CHURCH
Minutes of the Session Meeting on
Monday, September 14, 2020

Call to Order and Opening Prayer – Bob Henderson, Moderator

The moderator called the meeting to order at 7:00 PM via Zoom web meetings and opened with prayer.

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

The moderator declared that a quorum was present. The Agenda and the Consent Agenda were adopted as written.

Quest Examinations

The Quest class members (Mary Evans Austin, Whitney Austin, Phelps Bacon, Ella Gray Blair, Robert Collins, Gray Davis, Nicholas Del Sordo, Owen Farrell, George Goins, Eli James, Clay Masonis, Will McKenzie, Jack Morgan, Matthew Naper, Thomas Naper, Sofia Plaza, Lucy Seitz, Sarah Virkler, Cameron White, Charles Wood, Katherine Wood, Mary Amelia Wood) and their respective mentors joined the Session meeting for the formal examination process. Session members, Questers and mentors were split into seven Zoom breakout groups to hear the Questers' faith statements and reflections on the Quest experience. After the examination period, the groups reconvened. Sarah Gaston, Education Ministry Chair, made a motion the Quest class be approved for full membership in Covenant Presbyterian Church pending their affirmation of faith during the worship service on September 20. The motion was approved unanimously.

Pastoral Resident Reflection - Ian Clark, Pastoral Resident

Ian reflected on the opportunities to lead worship, teach and organize events. He spoke of his professional development as a pastor and highlighted three observations in particular:

1. The adaptability of a well-run church (culture of commitment)
2. How important this work is – how much people rely on worship, relationships and meaningful community outreach
3. The importance of pastoral care – both giving and receiving

He expressed gratitude for the learning opportunities provided by the residency, that it has been a safe place that he can be wrong and learn from his mistakes, and that he has been challenged.

Administration - Bill McNairy, Treasurer

August financial results reflected a loss of (\$176,593), which was actually favorable to the budgeted August loss by about \$12,000, as lower CDC and other campus receipts were more than offset by higher pledge receipts and lower expenses in CDC, Admin and Mission & Outreach. Year-to-date net income was \$266,651, higher than budgeted by \$338,863 due to strong pledge receipts, lower Personnel costs and lower Administration costs.

Katie Cornwell noted that this year, stewardship will be virtual, but no less important than in past years. The elder dinner will be October 26 and Commitment Sunday will November 22. She stated that she will need assistance from all elders to make this stewardship season a success and asked the Session to make their pledges by November 8.

Bill offered a motion for the following changes and clarifications to the CDC FINANCIAL ASSISTANCE POLICY:

Recommended Changes

1. Increase financial assistance awards to an average of 50% of the annual tuition charge, subject to the availability of adequate funds, to be determined annually by the Finance Committee prior to the start of each CDC school year. This change was approved by Session on June 8, 2020.
2. Add language making it clear that financial assistance funds will be used to assist at least 25% of the children enrolled in the CDC. This will allow financial assistance funds to potentially help more than 25% of the children enrolled in the CDC. The CDC Director will set aside 25% of the seats for children receiving financial assistance; however, circumstances could arise when we want to help and are able to help more than 25% of the children with financial assistance. For example, if a current family not receiving assistance has a material change in its household finances such that they now need financial assistance to remain at the school, if funds are available, we want to be able to offer this family assistance which could result in more than 25% of the CDC seats being filled by children on financial assistance.
3. Add the following item to the CDC's Annual Report to Session: The average financial assistance award as a percentage of the annual tuition charge. This addition allows Session to track the average financial assistance award as a percentage of annual tuition and compare it against the maximum allowed.
4. Remove language stating that a fulltime educational program be 20-hours a week. This will allow the Financial Assistance Committee to determine on a case by case basis if a parent's educational program qualifies as a full-time program based on the specific situation.
5. Allow the CDC Advisory Council to approve exceptions to the typical term of financial assistance awards. Typically, financial assistance awards are effective from the date of enrollment through the end of the current school year. One example of when it will make sense to extend the typical term of assistance would be for a child enrolled in mid-May using the parents' most recent year-end financial information. In this case it would make sense to offer financial assistance through to the end of the following school year (i.e. for 15 months compared to three months).
6. Require families to reapply for financial assistance annually in order to be considered for financial assistance for the next school year. Currently, annual reapplication is at the discretion of the CDC Managing Director; however, we recommend annual reapplication be required so that the Financial Assistance Committee is able to review each family's current financial position before determining financial assistance awards for the next school year. Of note, School and Student Services (SSS), a third-party organization we use to help evaluate a family's financial assistance need, strongly recommends annual reapplication.
7. Delete termination of enrollment language from this policy. Termination of enrollment policy is clearly stated in the CDC Enrollment Policy and does not need to be repeated in this policy.
8. Add language to the Reapplication for Financial Assistance section stating that while there is no guarantee of continued financial assistance for subsequent years, that unless there is a significant change in the family's annual income or available assets, the Financial Assistance Committee will seek to award similar financial assistance from year to year if the student's attendance and behavior meets the expectations of the CDC and adequate funds are available. We want to reassure families who choose to attend our Child Development Center and receive financial assistance that our hope is to be able to continue to offer financial assistance from year to year as their children age through the school, subject to certain caveats.
9. Allow the Advisory Councils' Executive Committee to approve exceptions for a child who no longer qualifies for financial assistance (due to an increase in family income and/or assets) to remain at the center in a financial assistance seat for longer than the stated three-month limitation. The committee will consider if extending the period would cause the number of children receiving financial assistance to drop below the desired 25% financial assistance

enrollment. The family would be charged the full tuition amount. We do not expect that this will occur frequently, if ever, for two reasons. First, low and middle-income families infrequently experience substantial increases in family income and/or assets. Second, the Financial Assistance Committee would become aware of the family's improved financial situation during the annual reapplication process and would likely be able to move the child into a full pay seat during the transition from one school year to the next as children graduate from one room to the next or on to kindergarten.

Recommended Clarifications

1. Clarify that each family is expected to pay some amount each month towards tuition. This is implied in the current policy but not explicitly stated.
2. Clarify that families are required to submit a copy of their most current, filed IRS 1040 Form and all schedules to SSS as part of the financial assistance application process. This is implied in the current policy but not explicitly stated.
3. Clarify that financial assistance need for families who are the recipient of child care subsidy funds will be calculated as the difference, if any, between (i) the CDC tuition charge and (ii) the child's subsidy funds plus the parent contribution required by Child Care Resources, Inc. The clarification relates to the required parent contribution. The policy currently describes the required parent contribution as 10% of the tuition amount; however, we now understand the required parent contribution is 10% of the family's gross income. Importantly, the required parent contribution is determined and calculated by Child Care Resources, Inc, who administers childcare subsidies in Mecklenburg County, in accordance with government requirements. This language clarifies CCRI's role in determining and calculating the required parent contribution towards tuition.
4. Various additional edits which will clarify and/or streamline the policy, including the reordering of certain parts of the policy.

The motion was approved unanimously.

Personnel - Katie Stewart, Chair

Becky Stout, the preschool director who had been with us since August 2019 resigned her position effective last Friday, September 11. Katie is working with the Reopening Task Force and Personnel to come up with a plan to move forward with regards to re-opening preschool and hiring a new director.

Pam Smith joined our staff Monday, September 14 as the morning Receptionist/Administrative Assistant. This role has been open since late June/early July when Betsy Ragone retired. Until now the position has been covered by Sally Jackson and Kevin Harper, however, as their work gets busier, it will no longer be an option. In addition, with the CDC open Monday-Friday, this person plays a critical role in greeting families, completing daily health screenings and other on campus activities as we see more activity on our campus.

Serenitye Taylor joined Covenant staff on Monday, September 14 as our Seminary Intern with her primary focus on worship and pastoral care. She is currently a fifth-year student at Union Presbyterian Seminary. Serenitye will be introduced to the congregation via windows on Wednesday, September 16, and during worship on Sunday, September 20.

Planning and Evaluation - Jerry Jernigan, Chair and Betty Graybeal, Vice-Chair

Betty Graybeal reported on the formation of an Art Task Force. The task force falls under the jurisdiction of P&E and includes the following members: Betty Graybeal (chair), Bob Henderson, Jerry Jernigan, Brad Gritter, Henry Trexler, Vince Hindman, Campbell Tucker, Ashley Roehrig, Ben Unger, Will Summerville, and Grace Williams.

The task force is charged with looking at art representations within Covenant, specifically the History and Mission stained glass windows and the carvings of the chancel and pulpit. Work will include four initiatives:

1. researching the history of the figures in the windows and carvings using resources both within and outside of Covenant,
2. determining the purpose of the inclusion of this art at Covenant,
3. determining if the art supports or celebrates racism or racial injustice, and
4. making recommendations based on our findings to P&E and subsequently to the Session

The task force has begun meeting and are currently researching figures in the History Window through the filter of racism and slavery. The task force understands that it will be examining things that Covenant members hold dear and promises to work faithfully, diligently, lovingly, and openly. Periodic reports be provided to the congregation as work progresses.

The task force will operate similar to a Search Committee. Any questions from members of the congregation should be directed to Betty Graybeal or Jerry Jernigan. The task force is committed to working slowly and carefully on this education project, that it will make recommendations only with consensus within our task force, and that it will act on recommendations only with P&E and the Session's approval.

Ministry Reports:

Engagement – No Report

Education – No Report

Congregational Life – Debbie Enna, Chair

Wednesday dinners have started. Usually, there will be two program offerings each Wednesday night.

Care Giver, Grief and Widow/Widower (SOS) support groups are beginning to meet.

Mission and Outreach – No Report

Worship – No Report

Clerk's Report – Deana Cooper, Clerk of Session

The congregational meeting to elect officers will be held September 20.

The Quest class will be confirmed during the service on September 20.

Covenant Impacts Charlotte (CIC) will be held the entire month of October. There will be one opportunity each day to serve from home or out in the community. The program will lead directly into the stewardship season. Several project leaders are still needed.

There will be a series called "Making Justice a Habit: Three Challenging Conversations on Race" provided on Wednesdays in September:

- September 16: Race and the Role of Protest led by Dr. Rodney Sadler, Director of Union Presbyterian's Center for Social Justice and Reconciliation
- September 23: Race, Housing and Reparations led by Laura Belcher, Executive Director of Habitat for Humanity of the Charlotte Region

- September 30: Race and Voter Suppression led by Ray McKinnon, Minister and Principal Consultant for Repairing the Breach

Greg Barnette, a tenant from the Mezzanine, has written a note to Covenant giving thanks for the monetary gift that helped bring the project to fruition.

Old Business/New Business

Staff Announcements/Pastoral Concerns

Pastoral concerns were shared.

Closing Prayer

Katherine Kerr closed the meeting with prayer and the meeting was adjourned at 9:11 pm.

Respectfully submitted,



Deana Cooper, Clerk



Robert W. Henderson, Moderator

COVENANT PRESBYTERIAN CHURCH
Minutes of the Congregational Meeting on
September 20, 2020

Call to Order and Opening Prayer

Moderator Bob Henderson called the meeting to order at 10:30 am, via Zoom and offered a prayer.

Purpose

The Moderator stated the purpose of the meeting was to elect ten Elders and two Youth Elders. The Moderator declared that a quorum was present and that Covenant members present would be eligible to vote.

The Moderator summarized the Elder nominating process, highlighting the formation of an Elder Nominating Committee (ENC) and the solicitation of nominees from the congregation for consideration. Mary Delk was introduced as Chair of the ENC.

Mary thanked the members of the ENC for their dedication and work through the summer. Members included Joe Taylor, Co-Chair, Amy Capitano, Bill Cathey, Kerry Hamilton, Jessica Mallicote, Brad Moore, Scott Roehrig, Jordan Schriefer, and Anne White.

Mary outlined the characteristics that the ENC considered in selecting the Elder nominees. The following were nominated to serve as Elder Class of 2023: Sandra Boozer, Lucy Butler, Mark Folk, Hugh Gaither, Stephanie Guffin, Carla Haughton, Tommy Lawson, Hannah Leitner, John Longshore, and Liz Ward. The following were nominated as Youth Elders Class of 2021: Elsie Currie and Walt St. Onge.

The Moderator invited nominations from the floor. There were no additional nominations. There was a call for a vote, which was completed by ballot, and the nominees were approved unanimously. Mary reviewed the criteria for Elder Emeritus as three Elder terms or nine years of service and obtained the age of 70 years old. John Franklin Baxter, III, Susan Grubbs Hickok and Jane Hutchinson Taylor have agreed to accept the nomination as Elder Emeritus with gratitude for their service. There was a call for a vote, which was completed by ballot, seconded and unanimously passed.

The Moderator thanked the committee for their work. As the stated business has been concluded, Bob thanked the congregation for their attendance and closed the meeting in prayer.

Respectfully submitted,



Deana Cooper, Clerk



Robert W. Henderson, Moderator

COVENANT PRESBYTERIAN CHURCH
Called Session Meetings
Sundays, September 20, and October 4 and 25, 2020

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

September 20, 2020

Mary Evans Austin	Profession of Faith
Whitney Austin	Profession of Faith
Phelps Bacon	Profession of Faith
Ella Gray Blair	Profession of Faith
Robert Collins	Profession of Faith
Gray Davis	Profession of Faith
Nicholas Del Sordo	Profession of Faith
Owen Farrell	Profession of Faith
George Goins	Profession of Faith
Eli James	Profession of Faith
Clay Masonis	Profession of Faith
Will McKinzie	Profession of Faith
Jack Morgan	Profession of Faith
Matthew Naper	Profession of Faith
Thomas Naper	Profession of Faith
Sofia Plaza	Profession of Faith
Lucy Seitz	Profession of Faith
Sarah Virkler	Profession of Faith
Cameron White	Profession of Faith
Charles Wood	Profession of Faith
Katharine Wood	Profession of Faith
Mary Amelia Wood	Profession of Faith

October 4, 2020

Jenna Baker	Reaffirmation
Tyler Yarbrough	Reaffirmation
Frances Yarbrough	Reaffirmation

October 25, 2020

Meaghan Waldron	Reaffirmation
Andrew Nesemeier	Reaffirmation

Active (confirmed) members as of 10/31/20: 2444

2020 new members as of 10/31/20: 80

2020 new affiliate members as of 10/31/20: 4

New members since last report: 27

2020 transfers as of 10/31/20: 5

2020 deaths as of 10/31/20: 28

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 Action Item
Summary

SUBJECT: November and December 2020 Baptisms

DATE: November 9, 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 November and December 2020.

Budget Impact: None

Actions Taken or Recommendation: The Baptism Committee, with the support of the Ministry of Worship, recommends approval of the following at Covenant in November and December 2020:

Thursday, November 5, 2020 in the Covenant Sanctuary
Jacob Shelton Derrick
Parents – Courtney and James Derrick

Wednesday, November 11, 2020 in the Covenant Sanctuary
Zora Mae Gaffney
Parents – Elizabeth “Jordan” and John Gaffney

Thursday, November 19, 2020 in the Covenant Sanctuary
James Walter Carter
Parents - Kate and Chris Carter

Thursday, November 19, 2020 in the Covenant Sanctuary
Graham Davis Maslanka
Parents – Casey and Nick Maslanka

Thursday, December 10, 2020 in the Covenant Sanctuary
Virginia Isabelle Lanik
Parents – Teresa and Joel Lanik

Motion: Motion to approve the baptisms of Jacob Shelton Derrick, Zora Mae Gaffney, James Walter Carter, Graham Davis Maslanka, and Virginia Isabelle Lanik.

COVENANT PRESBYTERIAN CHURCH
Session Action Item
Summary

SUBJECT: Approval of Weddings Scheduled in 2021;
Changes in Previously approved Wedding Schedule

DATE: November 9, 2020

Report From: Ministry of Worship

Chair: Sarah Crowder

Background: Weddings held at Covenant must be approved by the Session.

Process to Date: The Wedding Committee has worked with couples to schedule their weddings at Covenant.

Budget Impact: None

Actions Recommended: The Ministry of Worship, upon the recommendation of the Wedding Committee, recommends approval of the following weddings at Covenant and one change in the schedule for a previously approved wedding, as follows:

Abby Young/Bo Liu (originally scheduled for 10/17/20 and approved to be rescheduled for April 17, 2021. Abby and Bo were married offsite on the originally approved date);

Carolyn Brzozowicz/Robert Williams – 11/17/20

Mary Neil Stipp/Ryan Bailey – 3/13/21

Judith Crews/Justin Kanera – 6/5/21

Keren Otarola/Grant Hall – 11/21/21

Motion: The Ministry of Worship moves approval of the changes in the scheduled date for the Young/Liu wedding and of the newly scheduled weddings listed above.

REPORT FROM THE COMMITTEE ON ASSIGNMENTS 2021

Clerk of Session	Phil Koonce
Assistant Clerk	Tommy Lawson
Treasurer	Damon Nelson
Assistant Treasurer	Katie Cornwell

SESSION AGENDA

Clerk of Session	Phil Koonce
Assistant Clerk	Tommy Lawson
P & E Board Chair	Betty Graybeal
Personnel Chair	Paul Steffens
Administration Chair	Damon Nelson
Congregational Life Chair	Susan Billmire
Education Chair	John Downs
Engagement Chair	Liza Christy
Mission & Outreach Chair	Allen Brown
Worship Chair	Ashley Roehrig
Staff Liaisons	Bob Henderson, Bill Keith

ELDER NOMINATING COMMITTEE

Co-Chair	TBD
Co-Chair	TBD
Staff Liaison	Bob Henderson

PLANNING AND EVALUATION BOARD

Chair	Betty Graybeal
Vice Chair	Ben Mallicote

Members-at-large (4) Isabel Bader
Lauren Heald
Jerry Jernigan
Rex Reynolds

Ministry Representatives

Administration/Finance Liz Ward
Congregational Life Lecia Horne
Education Carla Haughton
Engagement Lucy Butler
Mission and Outreach Stephanie Guffin
Worship John Longshore
Staff Liaisons Bob Henderson, Bill Keith

PERSONNEL COMMITTEE

Chair Paul Steffens
Vice Chair Hugh Gaither
Past Chair Katie Stewart
Finance Chair Katie Cornwell
Clerk of Session Phil Koonce
Active Elder Deana Cooper
Members-At-Large (3) John Beyer
John McAlister
Amy Sullivan
Staff Liaisons Bob Henderson, Bill Keith

MINISTRY OF ADMINISTRATION

Chair	Damon Nelson
Vice Chair	Katie Cornwell
CDC Advisory Council Chair	Mary Nell McPherson
CDC Advisory Council Vice Chair	Hannah Leitner
Staff Liaison	Bill Keith

FINANCE COMMITTEE

Chair	Katie Cornwell
Vice Chair	Liz Ward
Treasurer	Damon Nelson
Staff Liaison	Bill Keith

BUDGET ADVISORY BOARD

Chair	Katie Cornwell
Finance Com Rep	Liz Ward
Personnel Com Rep	Hugh Gaither
P&E Board Rep	Ben Mallicote
Congregational Life Rep	Lecia Horne
Education Rep	Carla Haughton
Engagement Rep	Lucy Butler
Mission & Outreach Rep	Stephanie Guffin
Worship Rep	John Longshore
Staff Liaison	Bill Keith

MINISTRY OF CONGREGATIONAL LIFE

Chair	Susan Billmire
Vice Chair	Lecia Horne

Elder Team Sandra Boozer

 Elsie Currie

Staff Liaison Katherine Cooke Kerr

MINISTRY OF EDUCATION

Chair John Downs

Vice Chair Carla Haughton

Elder Team Sarah Gaston

 Walt St Onge

Staff Liaison Grace Lindvall

MINISTRY OF ENGAGEMENT

Chair Liza Christy

Vice Chair Lucy Butler

Elder Team Mark Folk

 Alan Morrow

Staff Liaison Lora Borrelli

MINISTRY OF MISSION AND OUTREACH

Chair Allen Brown

Vice Chair Stephanie Guffin

Elder Team Jeff Hallen

 Joe Taylor

 Derek Thomas

Staff Liaisons Lucy Crain

MINISTRY OF WORSHIP

Chair Ashley Roehrig

Vice Chair John Longshore

Elder Team

Sarah Crowder

Jessica Hindman

Staff Liaisons

Bob Henderson, Jason Graffis, Heather Potter

COVENANT PRESBYTERIAN CHURCH
Monthly Financial Comments
September 2020

Income Statement Comments

Income: Receipts for September were under budget by about (\$165,000), resulting in year-to-date total receipts being under budget by (\$502,565). The September shortfall related to the Preschool and Rec Wing being closed and the CDC not being at full enrollment, all consistent with recent months, but also was driven pledge receipts coming in lower than budgeted for the month.

Year-to-date pledge receipts remain favorable to budget, reflecting 73% of the full-year budget amount, which remains 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 (\$288,519), due to not being at full staff or full enrollment (see above). Personnel expense was favorable to budget, by (\$230,256) year-to-date, due to open positions and due to funding certain salaries for 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 Ministries were mostly below budget for the month, generally due to the campus being closed, and Preschool expenses were significantly below budget due to being closed.

The Bottom Line: The September bottom line reflected a loss of (\$74,226), unfavorable to the budgeted loss for the month of (\$15,135), due to lower pledge receipts, the absence of league basketball fees for the Rec Wing and net losses for the CDC and Preschool, partly offset by lower ministry and Personnel expenses in CDC. Year-to-date net income of \$192,426, remained favorable to budget, by \$279,773, primarily due to strong pledge receipts and lower Personnel costs.

Balance Sheet Comments

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

Lines 22: Reflects Capital Campaign and other receipts, as well as the net loss for September.

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

Line 33: Reflects Capital Campaign receipts.

Lines 36: Reflects net operating loss for August.

Covenant Presbyterian Church

Period ending: **09/30/20**

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	\$ 2,016,000	\$ 2,205,527	\$ 189,527	\$ 3,010,000	73%	66%	64%	65%	69%	67%
2 Misc Contributions	\$ 208,000	\$ 227,805	\$ 19,805	\$ 395,700						
3 Investment Income	\$ 280,000	\$ 277,085	\$ (2,915)	\$ 286,000						
4 Other Receipts	\$ 41,600	\$ 21,128	\$ (20,472)	\$ 55,000						
5 Food Service	\$ 77,000	\$ 28,009	\$ (48,991)	\$ 110,000						
6 Recreation Wing Re	\$ 109,700	\$ 21,643	\$ (88,057)	\$ 145,000						
7 Child Development	\$ 992,700	\$ 519,324	\$ (473,376)	\$ 1,323,600						
8 Preschool Receipts	\$ 207,100	\$ 160,204	\$ (46,896)	\$ 310,000						
9 Youth Trips	\$ 23,675	\$ 9,910	\$ (13,765)	\$ 70,700						
10 Adult Trips	\$ 23,150	\$ 5,725	\$ (17,425)	\$ 67,400						
Total Income	\$ 3,978,925	\$ 3,476,360	\$ (502,565)	\$5,773,400	60%	64%	65%	67%	70%	68%
Expenses:										
11 Worship	\$ 73,862	\$ 50,827	\$ (23,036)	\$ 112,650						
12 Congregational Life	\$ 22,800	\$ 7,704	\$ (15,096)	\$ 34,850						
13 Engagement	\$ 5,125	\$ 2,536	\$ (2,589)	\$ 7,500						
14 Mission & Outreach	\$ 368,737	\$ 309,294	\$ (59,444)	\$ 618,000						
15 Education	\$ 79,800	\$ 33,581	\$ (46,219)	\$ 156,400						
16 Administration	\$ 444,000	\$ 383,535	\$ (60,465)	\$ 621,750						
17 Food Service	\$ 40,750	\$ 26,326	\$ (14,424)	\$ 69,500						
18 Recreation Ministri	\$ 25,250	\$ 28,053	\$ 2,803	\$ 32,650						
19 Child Development	\$ 933,286	\$ 644,767	\$ (288,519)	\$ 1,240,248						
20 Preschool	\$ 216,950	\$ 171,857	\$ (45,093)	\$ 318,900						
21 Personnel	\$ 1,855,711	\$ 1,625,455	\$ (230,256)	\$ 2,477,600						
Total Expenses	\$ 4,066,272	\$ 3,283,934	\$ (782,338)	\$5,690,048	58%	69%	71%	72%	72%	68%
Net Income	\$ (87,347)	\$ 192,426	\$ 279,773	\$ 83,352						
BALANCE SHEET										
		September	August	Change						
Assets:										
22 Truist (BB&T) Checking/Savings	\$ 3,453,917	\$ 3,428,010	\$ 25,907							
23 M&F, Towne, WF Holding & Rosebro	\$ 864,536	\$ 864,495	\$ 41							
24 Petty Cash	\$ 350	\$ 350	\$ -							
25 Accounts Receivable and Advances	\$ 16,176	\$ 13,524	\$ 2,652							
26 Endowment Fund Mkt Value	\$ 14,960,810	\$ 14,519,283	\$ 441,527							
27 Real Estate Funds	\$ 2,025,000	\$ 2,025,000	\$ -							
Total Assets	\$ 21,320,789	\$ 20,850,662	\$ 470,127							
Liabilities:										
28 Accounts Payable and Misc. Accrual:	\$ 514,738	\$ 512,945	\$ 1,793							
Total Liabilities	\$ 514,738	\$ 512,945	\$ 1,793							
Fund Balances:										
29 Donor Advised	\$ 179,763	\$ 110,844	\$ 68,919							
30 Infrastructure Fund/Cornerstone In	\$ 225,891	\$ 239,229	\$ (13,338)							
31 Payable to Endowment Corpus	\$ 1,440	\$ 11,240	\$ (9,800)							
32 Restricted End/Cornerst & Real Est:	\$ 16,985,810	\$ 16,544,283	\$ 441,527							
33 Restricted Funds	\$ 2,485,611	\$ 2,424,686	\$ 60,925							
34 Non-Budgeted Benevolences	\$ 144,035	\$ 145,183	\$ (1,148)							
35 Section 125 Plan	\$ 9,597	\$ 9,013	\$ 584							
36 Genl Fund Balance	\$ 655,343	\$ 729,569	\$ (74,226)							
37 Columbarium	\$ 47,837	\$ 48,518	\$ (681)							
38 Reserve Fund Balances	\$ 70,724	\$ 75,153	\$ (4,428)							
Total Fund Balances	\$ 20,806,050	\$ 20,337,717	\$ 468,333							
Total Liab. & Fund Balances	\$ 21,320,789	\$ 20,850,662	\$ 470,127							

COVENANT PRESBYTERIAN CHURCH
Monthly Financial Comments
October 2020

Income Statement Comments

Income: Receipts for October were under budget by about (\$125,000), resulting in year-to-date total receipts being under budget by (\$628,110). The October shortfall related to the Preschool and campus being closed and the CDC not being at full enrollment, all consistent with recent months, but pledge receipts also came in about (\$10,000) lower than budgeted for the month.

Year-to-date pledge receipts remain favorable to budget, reflecting 79% of the full-year budget amount, which remains slightly 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 (\$309,579), due to not being at full staff or full enrollment (see above). Personnel expense was favorable to budget, by (\$269,248) year-to-date, due to open positions and due to funding certain salaries for 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 Ministries were below budget for the month, generally due to the campus being closed, and Preschool expenses were significantly below budget due to being closed.

The Bottom Line: The October bottom line reflected a loss of (\$106,612), favorable to the budgeted loss for the month by (\$11,765), due primarily to lower Personnel and Administration costs outweighing net loss from CDC and the absence of league basketball fees for the Rec Wing. Year-to-date net income, of \$85,814, remained favorable to budget, by \$291,531, primarily due to strong pledge receipts and lower Personnel costs.

Balance Sheet Comments

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

Lines 22: Reflects Capital Campaign receipts as well as the net loss for September.

Line 26 and 32: Reflects market depreciation of endowment funds in September.

Line 33: Reflects Capital Campaign receipts.

Lines 36: Reflects net operating loss for September.

Covenant Presbyterian Church		Period ending: 10/31/20			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	\$ 2,206,000	\$ 2,385,639	\$ 179,639	\$ 3,010,000	79%	72%	70%	74%	76%	73%
2 Misc Contributions	\$ 216,000	\$ 230,505	\$ 14,505	\$ 395,700						
3 Investment Income	\$ 283,000	\$ 279,029	\$ (3,971)	\$ 286,000						
4 Other Receipts	\$ 45,900	\$ 23,045	\$ (22,855)	\$ 55,000						
5 Food Service	\$ 89,000	\$ 30,648	\$ (58,352)	\$ 110,000						
6 Recreation Wing Re	\$ 130,800	\$ 21,743	\$ (109,057)	\$ 145,000						
7 Child Development	\$ 1,103,000	\$ 588,993	\$ (514,007)	\$ 1,323,600						
8 Preschool Receipts	\$ 241,400	\$ 160,204	\$ (81,196)	\$ 310,000						
9 Youth Trips	\$ 23,675	\$ 9,910	\$ (13,765)	\$ 70,700						
10 Adult Trips	\$ 23,150	\$ 4,100	\$ (19,050)	\$ 67,400						
Total Income	\$4,361,925	\$ 3,733,815	\$ (628,110)	\$ 5,773,400	65%	71%	71%	76%	78%	75%
Expenses:										
11 Worship	\$ 87,175	\$ 52,886	\$ (34,289)	\$ 112,650						
12 Congregational Life	\$ 25,800	\$ 10,126	\$ (15,674)	\$ 34,850						
13 Engagement	\$ 6,000	\$ 2,693	\$ (3,307)	\$ 7,500						
14 Mission & Outreach	\$ 416,017	\$ 352,653	\$ (63,364)	\$ 618,000						
15 Education	\$ 88,708	\$ 35,136	\$ (53,572)	\$ 156,400						
16 Administration	\$ 511,260	\$ 430,226	\$ (81,034)	\$ 621,750						
17 Food Service	\$ 47,550	\$ 29,561	\$ (17,989)	\$ 69,500						
18 Recreation Ministri	\$ 25,625	\$ 28,066	\$ 2,441	\$ 32,650						
19 Child Development	\$ 1,035,407	\$ 725,828	\$ (309,579)	\$ 1,240,248						
20 Preschool	\$ 253,225	\$ 179,192	\$ (74,033)	\$ 318,900						
21 Personnel	\$ 2,070,883	\$ 1,801,635	\$ (269,248)	\$ 2,477,600						
Total Expenses	\$4,567,650	\$ 3,648,001	\$ (919,648)	\$ 5,690,048	64%	77%	80%	80%	80%	77%
Net Income	\$ (205,725)	\$ 85,814	\$ 291,539	\$ 83,352						
BALANCE SHEET										
		October	September	Change						
Assets:										
22 Truist (BB&T) Checking/Savings	\$ 3,396,479	\$ 3,453,917	\$ (57,438)							
23 M&F, Towne, WF Holding & Roseb	\$ 864,561	\$ 864,536	\$ 26							
24 Petty Cash	\$ 350	\$ 350	\$ -							
25 Accounts Receivable and Advances	\$ 15,734	\$ 16,176	\$ (442)							
26 Endowment Fund Mkt Value	\$ 14,720,382	\$ 14,960,810	\$ (240,428)							
27 Real Estate Funds	\$ 2,025,000	\$ 2,025,000	\$ -							
Total Assets	\$ 21,022,507	\$ 21,320,789	\$ (298,282)							
Liabilities:										
28 Accounts Payable and Misc. Accrua	\$ 518,942	\$ 514,738	\$ 4,204							
Total Liabilities	\$ 518,942	\$ 514,738	\$ 4,204							
Fund Balances:										
29 Donor Advised	\$ 179,563	\$ 179,763	\$ (200)							
30 Infrastructure Fund/Cornerstone	\$ 225,891	\$ 225,891	\$ -							
31 Payable to Endowment Corpus	\$ 1,830	\$ 1,440	\$ 390							
32 Restricted End/Cornerst & Real Es	\$ 16,745,382	\$ 16,985,810	\$ (240,428)							
33 Restricted Funds	\$ 2,516,475	\$ 2,485,611	\$ 30,864							
34 Non-Budgeted Benevolences	\$ 158,537	\$ 144,035	\$ 14,502							
35 Section 125 Plan	\$ 10,631	\$ 9,597	\$ 1,034							
36 Genl Fund Balance	\$ 548,732	\$ 655,343	\$ (106,612)							
37 Columbarium	\$ 48,032	\$ 47,837	\$ 195							
38 Reserve Fund Balances	\$ 68,493	\$ 70,724	\$ (2,231)							
Total Fund Balances	\$ 20,503,565	\$ 20,806,050	\$ (302,486)							
Total Liab. & Fund Balances	\$ 21,022,507	\$ 21,320,789	\$ (298,282)							

COVENANT PRESBYTERIAN CHURCH 2021 Scheduled Meetings of Session

Standing Sunday Session Meeting to receive New Members	10:30 am	Parlor – weekly
January		
10 Ordination and Installation – SUNDAY		During Worship
20 Session Meeting – WEDNESDAY	7:30 pm	Chapel
24 Annual Congregational Meeting – SUNDAY	10:30 am	Sanctuary
February		
1 Session Agenda	6:00 pm	SB-131
6 Presbytery Meeting – SATURDAY	9:30 am	Covenant hosting
8 Session Meeting	7:00 pm	SB-138 Peek Music Room
March		
1 Session Agenda	6:00 pm	SB-131
8 Session Meeting	7:00 pm	SB-138 Peek Music Room
April		
6 Session Agenda – TUESDAY	6:00 pm	SB-131
12 Session Meeting & Quest Examination	6:30 pm	SB-138 Peek Music Room
May		
3 Session Agenda	6:00 pm	SB-131
10 Session Meeting	7:00 pm	SB-138 Peek Music Room
18 Presbytery Meeting – TUESDAY	9:30 am	South Mecklenburg PC
June		
7 Session Agenda	6:00 pm	SB-131
14 Session Meeting	7:00 pm	SB-138 Peek Music Room
July		
Session Agenda – NO MEETING		NO MEETING
Session Meeting – NO MEETING		NO MEETING
August		
2 Session Agenda	6:00 pm	SB-131
9 Session Meeting	7:00 pm	SB-138 Peek Music Room
21 Presbytery Meeting – SATURDAY	9:30 am	Trinity PC
September		
7 Session Agenda – TUESDAY	6:00 pm	SB-131
13 Session Meeting	7:00 pm	SB-138 Peek Music Room
October – Elder Dinner		
4 Session Agenda	6:00 pm	SB-131
11 Session Meeting	7:00 pm	SB-138 Peek Music Room
26 Presbytery Meeting – TUESDAY	9:30 am	Rocky River PC
November		
1 Session Agenda	6:00 pm	SB-131
8 Session Meeting	7:00 pm	SB-138 Peek Music Room
December		
6 Session Agenda	6:00 pm	SB-131
13 Session Meeting & Elder Exams	6:30 pm	SB-138 Peek Music Room

Church Offices will be closed the following holidays in 2021: January 1 & 18, April 5, May 31, July 5, September 6, November 25 – 26, and December 27.

Highlights of the 148th Stated Meeting of the Presbytery of Charlotte Tuesday, October 27, 2020

The “official” highlights from the Presbytery meeting on Tuesday, October 27. Katherine Kerr, Tommy Lawson, and Derek Thomas represented Covenant during the meeting that was conducted via Zoom.

It was with great joy and thanksgiving that we gathered by Zoom Video Conference at 9:30 am. Our 2020 Moderator, Rev. Veronica Cannon called the meeting to order and opened with prayer. Moderator Cannon then acknowledged the indigenous peoples that once lived on the land on which we gathered - including the Waxhaw, Cheraw and Catawba tribes.

The Presbytery entered into a time of worship led by Rev. Alice Ridgill, Associate General Presbyter. A special musical selection was provided by Sonny Turner, Minister of Music at Bellefonte Church. Maeve Hammond led the Prayer for Illumination, followed by the reading of the Scripture by Beth Olker. Rev. Ridgill preached a sermon entitled, "Congregational Vitality in a Covid-19 Reality", based on Psalm 137.

General Presbyter, Rev. Dr. Jan Edmiston gave an update her recent surgery and thanked everyone for their prayers and expressions of care and concern. She provided information on ways that the PCUSA, Charlotte Presbytery and each of its committees have been resourcing our congregations during the COVID-19 pandemic. Jan reminded everyone to make plans to submit church pledge forms for 2021. The forms can be found on the homepage on the Presbytery website: www.presbyofcharlotte.org

Ministry Resource Committee Moderator, Donna Fair shared information about the work of the MRC and asked that each church select two persons to serve as ‘MRC Ambassadors. You can read more about it in the MRC update on the website: <https://www.presbyofcharlotte.org/wp-content/uploads/2020/10/MRCUpdate1020.pdf>

Rev. Shavon Starling-Louis shared information from the Anti-Racism Ministry Team about the plans for anti-racism training for all clergy, CLPs and presbytery committees coming in 2021. The Council has endorsed the plan and the Anti-Racism Ministry Team is working on finalizing the policy. The curriculum that will be used is “What LIES Between Us” A 5-Week Self-paced Anti-racism Educational Course from brownicity.com.

Rev. Michelle Thomas-Bush presented the report of the Committee on Representation. Rev. Joe Clifford (Myers Park) was elected as 2021 Presbytery Moderator and Rev. Sonya McAuley-Allen was elected as Vice-Moderator.

Rev. Deborah Conner presented the report of the Committee on Preparation for Ministry (CPM). Sarah-Dianne Jones (Sardis) was enrolled as an Inquirer in the preparation for ministry process. Maeve Hammond (Davidson College Church) and William Watkins (Amity Church) were examined and enrolled as Candidates in the preparation for ministry process. Beth Olker (Middle Tennessee Presbytery), was examined and approved to be ordained as a minister of word and sacrament.

Rev. Neal Carter presented the COM Transfers Report. Beth Olker was approved as Pastor to Macedonia Church, pending ordination.

Rev. Veronica Cannon thanked the Presbytery for its support and prayers during her service as Moderator during 2020. The Presbytery celebrated the outstanding leadership of Rev. Cannon during what has been an incredibly challenging year.

At the conclusion of its business for the day, the meeting was closed with prayer by 2021 Moderator, Rev. Joe Clifford.

The 149th Stated Meeting is scheduled for Saturday, February 6, 2021.

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:

- Friendship Trays
- Urban Promise