

**Covenant Presbyterian Church  
Meeting of Session  
Monday, December 12, 2016  
6:30pm  
CONSENT AGENDA**

**ACTION ITEMS**

1. Approval of November 14, 2016 Session Meeting Minutes (pgs.2-6). Alan Atwell, Clerk of Session, moves that the minutes of this meeting be approved as written.
2. Approval of Called Session Meetings Minutes from November to receive new members (pg.7). Alan Atwell, Clerk of Session, moves that the minutes of these meetings be approved as written.
3. Approval of request for changes to active roll (pg. 8)

**INFORMATION ITEMS**

1. Clerk's Communications (pg.9)

**FUTURE EVENTS**

- December 18                      Lessons and Carols, 11:00am and 5:00pm
- January 6-7, 2017              Elder Retreat
- January 8                         Elder Ordination and Installation
- January 11                        Open Table Resumes
- January 18                        Called Session Meeting, 7:30pm, Peek Music Room

**Minutes of the Meeting of Session  
Monday, November 14, 2016  
7:00 P.M.**

**Call to Order – Moderator, Bob Henderson**

The meeting was called to order at 7:05 pm.

**Opening Worship – Bob Henderson**

Rev. Henderson used passages from Jeremiah 32 as the basis for his meditation, noting that hope is what we do, our hope is based on faith, and the long arc of history is blessing-shaped.

**Determination of Quorum and Adoption of Agenda**

Rev. Henderson declared a quorum, and a motion was offered and accepted to adopt the agenda as provided in advance of the meeting.

**Adoption of the Consent Agenda**

The consent agenda was adopted with the following modifications:

- 1) Amend the motion regarding baptisms in November and December to indicate that the Rev. James McQuiston will preside at the baptism of his grandsons, Andrew Wolf McQuiston and James Woodrow McQuiston, on Sunday, November 27, 11:00 am in the Sanctuary. Additionally, correct the spelling of James Woodrow *McQuiston* in the wording of the motion.
- 2) Correct the item in the October Session minutes regarding the recipients of the 2016 Christmas Eve offering. The correct listing of those recipients is as follows:
  - a) A 4<sup>th</sup> grade field trip for students at Highland Academy to visit Raleigh, NC (approx. 75 students)
  - b) A 5<sup>th</sup> grade field trip for students at Highland Academy to visit the Martin Luther King, Jr. Center in Atlanta, Ga. (approx. 75 students)
  - c) A Christmas excursion for students in the after school program at Crossnore Elementary School in Avery County, NC (approx 50 students);
  - d) A swimming excursion and swim attire for children at Tomorrow's Youth Organization in the city of Nablus in the Holy Lands (approx 450 students)

**Personnel Report – Chris Lam**

In his final report as Chair of the Personnel Committee, Mr. Lam noted that Perrin Tribble has been hired as Middle School Youth Director, to begin on December 7; and Susan Ferone has been hired as Coordinator of Care Teams and Support Groups, to begin on December 1. With these two hires, all employee positions at Covenant are filled.

**Administration – Tom Coley**

**1) Treasurer's Report**

- a) Pledge receipts are \$55,596 ahead of budget year to date and are within the five-year historic range. Other operating income areas are generally within budgeted ranges, with mission trip revenue making up most of the shortages. Total operating income was \$44,303 more than budgeted YTD.

- b) Operating Expenses: Total expenses were \$86,099 less than budgeted year to date. Most ministries were under budget with the bulk of the savings coming from open staff positions and lower mission trip expenditures which are offset with lower participant fees. Ministries that are over budget YTD include Administration, Congregational Life, and Food Service.
- c) The Bottom Line: Net income was \$89,630 less than expenses year to date. This is \$130,402 favorable to budget year to date.

**2) Security**

The purchase of security cameras has been approved by the P&E Board; installation at various campus entry points will probably begin in January.

**3) Stewardship**

Mr. Coley noted that this year's Stewardship campaign began 3 weeks earlier than in 2015. As of this meeting, the campaign has achieved 58% of its goal (the goal is \$2.82 million).

**Planning & Evaluation – Blaine Sanders**

**1) Capital Campaign**

Mr. Sanders reminded the Session that discussion of a possible capital campaign had begun in April, 2015, and that we hope to make a final decision regarding the goals and dollar amount of such a campaign at the Session retreat in January, 2017. He presented a preliminary drawing of potential capital improvements that could be made to the Covenant campus, along with some corresponding cost estimates. Mr. Sanders then presented a possible target campaign goal of \$9.5 million, to include both campus improvements and mission benevolences. He then referenced the congregation-wide feasibility study, meant to assist with determination of the general appetite for a campaign of this size and scope. He indicated that personal interviews regarding the enthusiasm for this campaign are currently taking place, and P&E Vice Chair Nancy Falls has been meeting with Sunday School classes on the subject. Session members were encouraged to submit their survey responses by the November 26 deadline.

Rev. Henderson commented that in response to these surveys and interviews, he expected to see some "points of stress," and noted that these would be markers of an honest report.

**2) The Rosebro Fund**

To date, Covenant has received \$875,000 in proceeds from the Rosebro estate, and expects to eventually receive a total in excess of \$3 million. Some complicated legal work is involved in managing the distribution of the remaining funds from the estate, the process is likely to take anywhere from 12-15 months from now. All parties are working toward making the process amicable, and there is a shared preference among the beneficiaries for gratitude and patience as the distribution of funds is sorted out with the trustee.

**Ministry Reports**

**1) Education, Return on Ministry Report – Emily Blair**

Mrs. Blair reported that a review of the Child and Youth Protection Policy began in June, 2015, and has now been concluded. In addition to herself, those participating in this review included Bill Keith, Anne Lowrance, and Jessica Patchett, assisted by Covenant member/attorney John Beyer. Their review included both policy and process, and their recommendations have been approved by the Ministry of Education. Significant elements of this report include the following:

- a) The overall child and youth protection program is three-pronged, including a written policy, a training program for participants, and background checks.
- b) The written policy begins with scripture, demonstrating that it is an expression of our faith
- c) The new policy is specific about how to report an incident
- d) The policy now allows those who have been “active” at Covenant for six months to be involved in child/youth programs, rather than requiring membership for six months
- e) Training and background checks are now required every 3 years
- f) For off campus, out of town, or overnight activities, there shall be a ratio of 1 adult per 6-8 youth, with a minimum of two adults
- g) Training may now be accomplished on line
- h) A process is in place whereby volunteers for any child/youth program automatically receive all necessary information for completion of child/youth safety requirements
- i) Only those wishing to participate in child/youth programs are required to be approved through this process. The congregation at large is not being asked to participate.

Following the presentation, a motion was presented that the new Child and Youth Protection Policy be approved, and that the Planning & Evaluation Board consider adding this policy to the Covenant Operations Manual, thus putting it on a schedule for regular review. The motion was approved.

## 2) **Mission & Outreach – Tricia Smith, Will Summerville**

- a) Mrs. Smith and Dr. Summerville could barely conceal their excitement as they announced the recipients of special grants for this year, totaling \$100,000. They include the following:
  - 1) **Urban Promise Charlotte - \$15,000.** This program reaches younger children through afterschool and summer programs and raises high school leaders who are employed as mentors in these programs. These funds will help set up a second location.
  - 2) **The Learning Collaborative - \$15,000.** This is a comprehensive pre-school program in Grier Heights, with hands-on involvement between teachers, students, families, patrons and the community. These funds will help expand their enrollment from 60 to 90 children.
  - 3) **Tomorrow’s Youth Organization - \$50,000.** This organization’s mission is to enable children, youth, and parents in disadvantaged areas of the Middle East to realize their potential as healthy, active and responsible family and community members. These funds represent a significant portion of the purchase price of a bus
  - 4) **Princeton Seminary, Courageous Conversations – \$20,000.** This is a seminary-wide initiative creating safe, confidential, and sacred spaces for students to hear each other’s stories. Courageous Conversations on race, power, privilege, stereotypes, and justice, provide a new opportunity to nurture truth-telling relationships with people committed to change. This gift is offered in gratitude for Princeton’s seminarians and graduates who have served at Covenant, and in furtherance of our continued relationship with the seminary.
- b) Mrs. Smith and Dr. Summerville additionally reported that a process has been developed for use in future years in the decision-making regarding the awarding of special grants. Contact any member of the Mission & Outreach ministry for application information.

- c) Finally, Mrs. Smith highlighted the Alternative Gift Market, taking place at Covenant on Sunday, December 4.

### 3) **Worship – Sally Graves**

Mrs. Graves highlighted the schedule of worship services taking place between now and New Year's Day, noting two services in particular with slightly different emphases than in past years.

- a) Blue Christmas, Wednesday, November 30, 6:30 pm in the Chapel, meant especially for those facing the holidays with anxiety and sadness; and
- b) The contemporary Christmas Eve service, December 24, 3:00 pm in the sanctuary, interpreting Christmas through the songs and instruments of the Appalachian Mountains.

## **Clerk's Report**

### 1) **Committee on Assignments –Rusty Williams**

The list of Session member committee assignments for next year was presented, noting that the only unfilled slot(s) is the vice-chair for the 2017 stewardship committee (expected to serve as chair in 2018). A motion to accept the report as presented was made and approved.

### 2) **December and January Schedule – Alan Atwell**

Elders were informed that two called Session meetings have been scheduled, as follows:

- a) Saturday, December 10, 8:30 am, Session room – to hear a report from the P&E Board regarding results of the capital campaign feasibility study; and
- b) Wednesday, January 18, 7:30 pm, Session room – to approve the budget for 2017 prior to its presentation at a congregational meeting

Mr. Atwell noted that the members of the incoming class of Elders will be invited to the December meeting.

## **Old Business/New Business**

There was no old business or new business.

## **Staff Announcements/Pastoral Concerns**

- 1) **Jessica Patchett** announced that a series of community conversations will take place at Covenant, in collaboration with the Women's Intercultural Exchange (<http://03badae.netsolhost.com/wie3/>). Such topics as internal biases, affordable housing, and the history of racial injustice in Charlotte will be discussed by a variety of prominent speakers. These conversations will take place during the Open Table program hour, beginning on January 11, and continuing through mid-February.
- 2) **Carla Leaf** reported on another successful "Covenant Goes to College" outing, visiting Covenant's students in the Raleigh/Chapel Hill area. The benefits of these college visits are felt by students, parents, and staff
- 3) **Kate MacKenzie Carter** reported for **Lora Borelli** that another very successful "Starting Point" dinner had taken place, attended by ten new members from a variety of life and faith backgrounds.

- 4) **Evan Amo** offered thanks to all who participated in a very successful Covenant Impacts Charlotte event in October. He was particularly thankful for the 50+ people who joined in the Media Center project at Highland Renaissance Academy
- 5) **Joan Watson's** second round of surgery is scheduled for Wednesday, November 16.

Following a prayer led by Jessica Patchett, the meeting was adjourned at 8:45 pm.

Respectfully submitted,



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Alan Atwell, Clerk



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Robert W. Henderson, Moderator

**Covenant Presbyterian Church  
Called Session Meetings  
Sundays, November 6, 13, 20 and 27, 2016**

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

**November 6, 2016**

Greg Kelly	Reaffirmation
Heather Kelly	Reaffirmation

**November 13, 2016**

Sarah Young	Reaffirmation
Brent Young	Reaffirmation

**November 20, 2016**

Tracey-Ann Scarlett	Profession of Faith
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**November 27, 2016**

Josh Essman	Reaffirmation
Amanda Pierson	Transfer Letter--St Andrew's Presbyterian, Tucson, AZ

**Active (confirmed) members as of 1/30/16: 2224**

**2016 new members as of 10/31/16: 122**

**New members since last report: 7**

**2016 transfers YTD: 18**

**2016 deaths YTD: 21**

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

Respectfully submitted,



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Alan Atwell, Clerk



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Robert W. Henderson, Moderator

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

**Removed from Active Roll Per Request**

<b>Name</b>	<b>Transferred to:</b>
Will Zvara	Transfer from active roll--Myers Park Presbyterian Church
Mallory Zvara	Transfer from active roll--Myers Park Presbyterian Church
Heather Price	Transfer from active roll--Myers Park Presbyterian Church
Thomas Price	Transfer from active roll--Myers Park Presbyterian Church
Katherine Cates	Transfer from active roll--First Presbyterian, Charlotte, NC
Fern Culbreth	Transfer from active roll--Myers Park United Methodist Church, Charlotte

**Covenant Presbyterian Church  
Session Information Item  
December 12, 2016**

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**Subject: Clerk Communications**

**From: Alan Atwell, Clerk**

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

- Crossnore Elementary School (Polar Express Trip)
- Presbyterian Mission Agency
- Union Presbyterian Seminary