

**Covenant Presbyterian Church**  
**Meeting of Session**  
**Monday, February 12, 2018**  
**7:00 P.M.**  
**CONSENT AGENDA**

**ACTION ITEMS**

1. Approval of December 11, 2017 Session Meeting Minutes (pp. 2-4). Helen Richards, Clerk of Session, moves that the minutes of this meeting be approved as written.
2. Approval of January 6, 2018 Session Meeting Minutes (pp. 5-6). Helen Richards, Clerk of Session, moves that the minutes of this meeting be approved as written.
3. Approval of January 22, 2018 Session Meeting Minutes (pp. 7-9). Helen Richards, Clerk of Session, moves that the minutes of this meeting be approved as written.
4. Approval of January 28, 2018 Congregational Meeting Minutes (p. 10). Helen Richards, 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 (p. 11). Helen Richards, Clerk of Session, moves that the minutes of these meetings be approved as written.
6. Approval of request for changes to active roll (p. 12)
7. Approval of baptisms (p. 13)
8. Approval of 2017 church statistical report (pp. 14-15)

**INFORMATION ITEMS**

1. January 2018 Treasurer's Report (pp. 16-17)
2. Engagement Ministry Year End Report (p. 18)
3. Clerk's Communications (p. 19)

**FUTURE EVENTS**

- |               |                            |                          |
|---------------|----------------------------|--------------------------|
| • February 14 | Ash Wednesday services     | 12:00 pm and 7:00 pm     |
| • February 23 | Vision Awareness Gathering | 10:00 am Sharon Towers   |
| • February 25 | Mission Festival           | 9:00 am Rec Wing         |
| • March 4     | Vision Awareness Gathering | 9:00 am Fellowship Hall  |
| • March 7     | Vision Awareness Gathering | 5:00 pm Fellowship Hall  |
| • March 11    | Vision Awareness Gathering | 12:00 pm Fellowship Hall |
| • March 12    | Session Meeting            | 7:00 pm Peek Music Room  |

**Minutes of the Meeting of Session  
Monday, December 11, 2017  
6:30 P.M.**

**Call to Order and Opening Worship – Moderator, Bob Henderson**

The meeting was called to order at 6:30 pm and opened with a meditation and prayer led by Rev. Henderson.

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

Rev. Henderson declared a quorum, and a motion to adopt the Agenda was made and approved. A motion to approve the Consent Agenda was made and approved unanimously.

**Evaluation and Recommendation Regarding Enrollment as a Candidate – Henry Trexler**

Mr. Trexler updated Session in relation to his journey of discernment of God's will for his life with both humility and humor. After completing his seminary studies, Mr. Trexler struggled with his calling. After completing an internship at Caldwell Presbyterian, Mr. Trexler served as interim youth pastor at Caldwell for 14 months. It was during this time and through this experience that Mr. Trexler heard God's voice saying "yes" to his enrollment as a candidate. Following Mr. Trexler's presentation to Session, Rev. Henderson led the Session in prayer for Mr. Trexler and his journey.

A motion was made to endorse Mr. Trexler to take the next step to become a candidate. The motion was seconded and approved unanimously.

**Examination of Elders and Reports from Exam Groups**

Randy Ripple divided the candidates and session members into four groups and each group dispersed to a designated location to perform the elder examinations.

Kay Wheeler, Joe Poole, Suzanne Harmon and Lewis Sugg, each moderated a group, and each reported back to Session that the following Elders elect were examined and moved that the exams be sustained until their ordination and/or installation: Sally Harriss, Damon Nelson, Mary Delk, David Isaacs, Katie Stewart, Debbie Enna, Gene Graziano, Joel St. Onge, Allyson Easterling, Bill McNairy, and Zane Shockley. The motions were seconded and approved unanimously.

It was noted that Eric Davis was absent due to illness and will be examined at the Session Retreat in January, before the scheduled ordination/installation.

**Administration – Gene Wood**

Stewardship Update

Mr. Wood reported that as of noon today stewardship pledges were at 77% of goal, which is in line with the previous two years progress at this point in the stewardship campaign. Calls will begin to be made next Wednesday to those members who have pledged previously but have not yet pledged for the coming year.

Treasurer's Report

Mr. Wood reviewed the November financials and reported that Covenant's overall operating performance is good, and the balance sheet continues to be healthy. He ended his report with a clever and entertaining poem which lauded Covenant's solid financial position.

## **Personnel Report – Philip James**

### Open Positions

Mr. James noted that the position of Traditional Music Director is still open. Mary Delk and her committee are making good progress and hope to have the position filled in early 2018.

### Year End Report

Mr. James thanked each member of the Personnel Committee for their faithful service on the committee and noted the tremendous amount of personnel related work completed by this committee over the past year.

Highlights of this work included:

- Successfully completed 2016 annual review process and job performance evaluations
- Managed various personnel issues and transitions
- Hired four new staff members, supported hiring of administrative roles, and established a search committee for Director of Traditional Music
- Sponsored three reception events to honor departing staff members
- Engaged in active evaluation of our compensation practices
- Facilitated strategic discussions of long term leadership structure and staffing model in anticipation of growth and expansion of ministries via capital campaign
- Updated the Pastoral Residency Program
- Decided and approved 2017 year-end recognition
- Reviewed and approved 2018 staff salaries

### Board of Pensions Endorsement

Mr. James reported that Bill Keith has applied to be on the Board of Directors of Pensions of the PC-USA. Serving on this board, in addition to being an honor and providing service to the larger church, means a voice at the table around policy, rates, benefits and pension payouts. Board members serve a four-year term and attend three meetings a year, at no expense to Covenant. Mr. James read the following motion: “As endorsement of the Session is highly desirable, the Personnel Committee puts forward to you tonight the recommendation that you endorse Bill Keith’s nomination for the Board of Directors of the Board of Pensions of the PC-USA.” The motion was approved unanimously.

## **Planning and Evaluation – Nancy Falls**

### Operations Manual

Ms. Fall reminded Session that P&E’s recommended updates to the Operations Manual were distributed as part of last month’s Session packet and discussed at that meeting. Itemized changes were again distributed as part of this month’s Session package. She opened the floor for questions and there were none. Ms. Falls then made the following motion: “P&E recommends that Session approve the changes, as presented, to the Operations Manual.” A vote was called, and the motion was approved unanimously.

### Rosebro Estate Funds

Ms. Falls made the following motion: “P&E recommends that Session approve the \$920,000 received, to date, from the Roseboro Estate as a seed contribution to the Capital Campaign.” The floor was opened for discussion. Several questions were asked and answered. A vote was called, and the motion was approved unanimously.

## **Ministry Reports:**

**Engagement – No Report**

**Education – No Report**

**Mission and Outreach – No Report**  
**Congregational Life – No Report**  
**Worship – No Report**

**Clerk's Report**

Congregational Meeting

Mr. Ripple moved that a Congregational Meeting be held on January 28, 2018 at 10:30 am in the sanctuary for the purposes of i) hearing a presentation of the 2018 budget, and ii) voting on the proposed changes in terms of call for the ordained and installed pastors. The motion was seconded and approved unanimously.

2018 Committee on Assignments

Ms. Richards made a motion for Session to approve the 2018 Committee on Assignments Report which was included in the Consent Agenda as an informational item. The motion was seconded and approved unanimously.

**Old Business/New Business - None**

**Staff Announcements/Pastoral Concerns**

Rev. Henderson reminded Session that because Christmas Eve falls on a Sunday this year, Covenant's Christmas Eve worship schedule will include the following four services:

- **9:30 a.m.** Children's Worship (with nativity animals on the Circle)
- **11 a.m.** Traditional Worship
- **3 p.m.** Contemporary Worship - Music of Appalachia
- **5 p.m.** Traditional Candlelight Worship

Rev. Henderson, Rev. Patchett and Jen Christianson gave a personal thank you to each outgoing elder, noting the gifts that he/she brought to their service on Session and to Covenant.

Various pastoral concerns were shared.

**Closing**

Following a prayer led by Rev. Henderson, the meeting was adjourned at 8:30 pm.

Respectfully submitted,



**Randy Ripple, Clerk**



**Robert W. Henderson, Moderator**

**Covenant Presbyterian Church  
Minutes of the Meeting of Session on  
Saturday, January 6, 2018**

This Session meeting was held at Kanuga Conference Center as part of the Session Retreat.

**Call to Order**

Moderator Bob Henderson called the meeting to order at 1:00 pm.

**Adoption of Agenda**

A verbal agenda was presented to the Session and adopted.

**Capital Campaign Action**

Time had been spent during the retreat to hear a capital campaign update and review the next steps. The following motions were presented:

Motion: A motion was made to allow Bill Keith to complete negotiations with an architect and was passed unanimously.

Motion: A motion was made to establish an Implementation Team and Guiding Principles as outlined during the retreat and was passed unanimously.

**Baptisms**

Approval was given for the following baptisms:

- January 28 Cohen Lee Godwin & Heath Everett Godwin (Parents: Jenn & Liz Godwin)
- January 28 Caroline Jane Peterson (Parents: Daniel & Courtney Peterson)
- February 11 Haynes Virginia Mann (Parents: Alston & Jessie Mann)

**Presbytery Meetings**

Kay Wheeler reminded the Session of their responsibility to attend Presbytery meetings with the expectation of having five representatives at each meeting. A Signup Genius site will be set up to help coordinate Session member attendance.

**Elder Examination**

Kay Wheeler headed a group of elders to examine Elder-elect Eric Davis and moved that the exam be sustained until his ordination and installation.

**Clerk Report – Helen Richards**

1. A contact sheet of all active elders' phone numbers and email addresses was distributed.
2. The dates and times for 2018 Session Agenda, Session and Presbytery meetings was distributed.
3. Elder responsibilities were summarized and distributed.
4. Next Session meeting will be Wednesday, January 17<sup>th</sup>, at 7:30 pm.
5. A Congregational meeting will be held on Sunday, January 28<sup>th</sup>, at 10:30 am in the sanctuary.

**Moderator Comments**

Rev. Henderson expressed his appreciation for the flexibility of the Session to respond to the business of the church, noting that this was not the typical procedure for a Session meeting. He also welcomed the new class of elders with encouragement to ask questions and voice opinions in the early months to more quickly understand how the Session operates.

**New Business**

None

**Pastoral Concerns/Joys**

Various pastoral concerns and joys were shared.

Following a prayer led by Joan Watson, the meeting was adjourned at 1:30 pm.

Respectfully submitted,



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Helen Richards, Clerk



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Robert W. Henderson, Moderator

**Minutes of the Meeting of Session  
Wednesday, January 22, 2018  
6:00 pm**

*This Session meeting originally scheduled for January 17th was postponed to January 22<sup>nd</sup> because of winter weather.*

**Call to Order and Opening Prayer**

Moderator Bob Henderson called the meeting to order at 6:00 pm and shared a blessing for leaders.

**Determination of Quorum and Adoption of Agenda**

A quorum was present and the agenda was adopted as presented.

**Administration-Hank Stallings**

**2017 Financial Highlights**

- Pledge receipts for 2017 were at 101% of budget.
- Total 2017 expenses were \$46, 992 below budget with Education, Preschool, Administration and Personnel the biggest contributors.
- A surplus (income over expenses) of \$81, 402 was posted for 2017 based on unexpected year end giving and prudent expense control. This compares to a surplus of \$42,305 in 2016.

**2018 Budget**

- Hank gave a brief overview of the budget process. Starting from a flat budget, each ministry prioritized a wish list of additional items as well as identifying potential cuts should pledges fall short of goal. The Budget Advisory Committee convened in early December to review their budgets.
- The 2018 pledge budget approved and recommended by the Budget Advisory Committee is \$2,875,000, an increase of 3% over 2017 actual pledge receipts. As of today, Covenant has reached 94% of the 2018 pledge goal which is slightly ahead for the same period last year. Based on analysis of pledges not received from members who pledged in 2017 and are expected to make 2018 pledges, the Budget Advisory Committee is confident that the pledge goal is achievable.
- The 2018 recommended budget for total income/receipts, including non-pledge income, investment income and all other receipts is \$4,190,000, an increase of 1.8% over actual 2017 income/receipts.

Motion: Hank made a motion that the 2018 budget be adopted as presented and the motion was approved. The Moderator commented that many would wish the budget increase were higher but also pointed out that most other churches are having difficulty maintaining their budget because of flat or decreased pledges. The positive direction for Covenant's budget in addition to the early financial commitments for the upcoming capital campaign are very encouraging signs for Covenant and its congregation.

**Planning and Evaluation-Laura Belcher**

Laura updated the Session on the Implementation Team guidelines that were reviewed at the Session retreat. Modifications and updates based on that feedback have been incorporated into the revised organizational chart and job descriptions. Laura also wished to thank all those that worked so faithfully on the implementation task force alongside her, specifically, Randy Ripple, Helen Richards, Nancy Falls, John Baxter, Betsy Grant, Cary Powell and Bill Keith.

Motion: Laura made a motion to approve the proposed Implementation Leadership Team design and it was approved.

With approval of that motion, Laura presented the individuals being recommended for leadership roles. The Leadership Team will be responsible for rounding out additional resources for each of the three project teams. The Leadership Team as recommended:

Implementation Coordinator: Randy Ripple  
Staff Liaison: Bill Keith  
Capital Campaign Liaison: Nancy Falls  
Affordable Housing: Betsy Grant (interim)  
Child Development Center: Catherine Bracey  
Campus Construction: Carl Powell  
Implementation Treasurer: Tom Coley

Betsy Grant has been instrumental to the work of the Affordable Housing project and her interim role will ensure a smooth transition to the new leader of that segment. The Task Force has a short list of qualified candidates and will identify a leader for that project soon.

Motion: Laura made a motion to approve the Implementation Leadership Team as presented and to authorize Helen Richards, as Clerk of Session, to appoint the Affordable Housing lead once that individual has been selected. The motion was approved.

### **Personnel Report-Mary Delk**

Mary reported that their search committee is down to four candidates and expects to be down to three in the next week. The committee is very excited with the qualifications of the final candidates.

### **Capital Campaign-Lauren Sawyers**

Lauren provided an update on Capital Campaign by presenting the logo and theme. The logo comprises three interlocking C's which represent Constructing affordable housing, Caring for children and Creating a more welcoming campus. The theme "For a Whole Community" exemplifies our commitment to work toward a common good by offering love, by dedicating our greatest talents and strengths, by pooling our considerable resources, and by standing collectively as a beacon of social justice.

The Session also was treated to a virtual tour of the new Welcome Center and CDC building based on current architectural plans.

### **Ministry Reports**

Congregational Life – no report  
Education – no report  
Engagement – no report  
Mission and Outreach – no report  
Worship – no report

### **Sabbatical Reflections-Joan Watson**

Joan expressed her gratitude to Covenant for this significant opportunity and provided highlights of her sabbatical which she entitled "Pilgrimage and Place." She challenged herself to do things that were contrary to her own nature and see places in the present as a traveler not a tourist. Her surprises from the pilgrimage were the helpfulness of strangers, provision and opportunities that presented themselves without having detailed plans, the wonder-particularly with nature-all around us, and that water is stronger than rock.



**Clerk's Report-Helen Richards**

No report.

**Old Business/New Business**

None.

**Staff Announcements/Pastoral Concerns**

No staff announcements. Pastoral concerns were shared. Bob shared a joy that Jen Christianson just completed her multi-year ordination process with her church.

**Closing Prayer**

Following a prayer led by Joan Watson, the meeting was adjourned at 7:05 pm.

Respectfully submitted,



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Helen Richards, Clerk



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Robert W. Henderson, Moderator

**COVENANT PRESBYTERIAN CHURCH  
MINUTES OF THE CONGREGATIONAL MEETING ON  
JANUARY 28, 2018**

**Call to Order and Opening Prayer**

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

**Purpose**

The Moderator stated the two-fold purposes of the meeting: receive a summary of the annual budget and approve changes in terms of call.

**Election of Secretary for the Meeting**

With the absence of the Clerk of Session, the congregation approved David Isaacs to be the Secretary and record the actions of the congregation in minutes of the meeting.

**Presentation of Budget**

The Moderator introduced Hank Stallings to present the budget. Copies of the budget summary were distributed to the congregation. Hank highlighted the 3% expected increase in pledge receipts and the 1.8% increase in income and receipts. He also pointed out that, in a time with many churches having a declining budget, Covenant's growing budget is a good sign and that all programs will continue to be funded at the same level as last year. The congregation was given the opportunity for questions but none were presented.

**Terms of Call**

The Moderator introduced Joe Pool, Personnel Chair, and dismissed all ordained staff and their families from the sanctuary. Joe reviewed the proposed changes to terms of call, which were unanimously approved by the Personnel Committee. The handout to the congregation also included the proposed changes to the terms of call. Each minister will receive a 3% increase in direct compensation. Direct compensation for Bob Henderson is \$170,966, for Jessica Patchett is \$77,670 and for Joan Watson is \$93,830. Each minister also receives mandated denominational benefits and a study allowance as part of his or her total compensation.

The Secretary 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 no questions were presented. The motion was put to a vote and approved.

The Secretary closed the meeting with prayer and thanked the congregation for their attendance.

Respectfully submitted,



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Helen Richards, Clerk



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Robert W. Henderson, Moderator

**Covenant Presbyterian Church  
Called Session Meetings  
Sundays, December 10, 17, 2017 and January 7, 28, 2018**

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:

**December 10, 2017**

|                 |               |
|-----------------|---------------|
| Melissa Virkler | Reaffirmation |
| Sean Virkler    | Reaffirmation |
| Sarah Lindquist | Reaffirmation |
| Dana Kern       | Reaffirmation |
| Mark Williams   | Reaffirmation |

**December 17, 2017**

|                |  |
|----------------|--|
| Joseph Jacobs  | Transfer Letter—Weddington UMC, Weddington, NC |
| Jessica Jacobs | Reaffirmation                                  |
| Pierce Rukrigl | Reaffirmation                                  |
| Perry Loeser   | Reaffirmation                                  |

**January 7, 2018**

|                  |  |
|------------------|--|
| Elizabeth Hilker | Reaffirmation  |
| Matthew Hilker   | Transfer Letter – Fairview Moravian Church, Winston-Salem, NC  |
| Matthew McNichol | Transfer Letter – St. Gabriel’s Catholic Church, Charlotte, NC |
| Suzanne McNichol | Transfer Letter – Hickory Grove UMC, Charlotte, NC             |

**January 28, 2018**

|                |   |
|----------------|---|
| Stephen Taylor | Transfer Letter – First Presbyterian Church, Columbia, SC       |
| Wendi Hunt     | Transfer Letter - Starmount Presbyterian Church, Greensboro, NC |
| Steve Hunt     | Transfer Letter - Starmount Presbyterian Church, Greensboro, NC |
| Julia Hunt     | Transfer Letter - Starmount Presbyterian Church, Greensboro, NC |

**Active (confirmed) members as of 12/31/17: 2276**

**2018 new members as of 1/31/18: 8**

**New members since last report: 8**

**2018 transfers as of 1/31/18: 5**

**2018 deaths as of 1/31/18: 2**

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

Respectfully submitted,



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Helen Richards, 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>                                     |
|-----------------------|--|
| Jeanie McLaurin Slack | Transfer Letter – Trinity Episcopal Church, Columbia, SC   |
| Brian Matta           | Remove from roll per request                               |
| Lacy McAlister        | Transfer Letter – McLean Presbyterian Church, McLean, VA   |
| Olivia Moore          | Transfer Letter-- Weddington UMC, Weddington, NC           |
| Betsy Rowan           | Remove from roll per request                               |
| John Rowan            | Remove from roll per request                               |
| Stephen Doughton      | Transfer Letter-- Highland Presbyterian, Winston-Salem, NC |
| Kara Doughton         | Transfer Letter-- Highland Presbyterian, Winston-Salem, NC |

**Covenant Presbyterian Church  
Session Action Item  
Summary**

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**SUBJECT: February & March 2018 Baptisms**

**Date: February 12, 2018**

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**Report From:** Baptism Committee

Mary Clare Bracey, Chairperson

**Background:** Baptism must be approved by the Session.

**Process to Date:** Parents requested that their children be baptized.

**Budget Impact:** None

**Actions Taken or Recommendation:** The Baptism Committee recommends approval of the following baptisms at Covenant in February and March 2018:

February 18<sup>th</sup> at the 9:30 am service in the Covenant Sanctuary  
Evelyn Knight Schuller  
Parents- Mary and John Schuller  
Hudson Cash Hensley  
Parents- Brooke and Adam Hensley

February 18<sup>th</sup> at the 11:00 am service in the Covenant Sanctuary  
Sterling Claire Trexler  
Parents- Charlie and Allie Trexler

March 11<sup>th</sup> at the 9:30 am service in the Covenant Sanctuary  
Yls Borges Virkler and Andrew Borges Virkler  
Parents- Sean and Melissa Virkler

March 11<sup>th</sup> at the 11:00 am service in the Covenant Sanctuary  
Elizabeth Jane Benoit  
Parents- Jason and Jordan Benoit

**Motion:** Motion to approve the baptisms of Evelyn Knight Schuller, Hudson Cash Hensley, Sterling Claire Trexler, Yls Borges Virkler, Andrew Borges Virkler, and Elizabeth Jane Benoit.



## Church Report 2017

**PIN Number**            21216  
**Presbytery Number**    150126

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**Church**                    Covenant  
**Address**                  1000 E Morehead St  
**City/State**                Charlotte, NC 28204-2888  
**Phone**                    704-333-9071  
**Email**  
**Web Site**                 [www.covenantpresby.org](http://www.covenantpresby.org)  
**Fax**                         704-333-0386

### Membership

Prior Active Members    2221

#### Gains

17 & Under                20  
 18 & Over                 48  
 Certificate                33  
 Other                        1

**Total Gains**            102

#### Losses

Certificate                20  
 Deaths                    23  
 Other                        6

**Total Losses**           49

**Total Active Members** 2274

Baptized                  650  
 Other Participants        0  
 Total Adherents          2924  
 Female Members         1512

**Average Attendance**    674

**Affiliate Members**      26

#### Baptisms

Child Baptisms          20  
 Adult Baptisms          2

#### Officers

Male Session             15  
 Female Session          16  
 Male Deacons            0  
 Female Deacons          0

#### Age Distribution of Active Members

|            | Male | Female |
|------------|------|--------|
| 25 & Under | 0    | 0      |
| 26 - 45    | 0    | 0      |
| 46 - 55    | 0    | 0      |

|                           |             |          |          |
|---------------------------|-------------|----------|----------|
| 56 - 65                   | <b>249</b>  | <b>0</b> | <b>0</b> |
| Over 65                   | <b>508</b>  | <b>0</b> | <b>0</b> |
| <b>Total Distribution</b> | <b>2260</b> | <b>0</b> | <b>0</b> |

**Christian Education**

|              |             |            |
|--------------|-------------|------------|
| Birth 3      | <b>103</b>  | <b>19</b>  |
| Age 4        | <b>40</b>   | <b>25</b>  |
| Kindergarten | <b>48</b>   | <b>28</b>  |
| Grade 1      | <b>29</b>   | <b>34</b>  |
| Grade 2      | <b>28</b>   | <b>34</b>  |
| Grade 3      | <b>29</b>   | <b>36</b>  |
| Grade 4      | <b>27</b>   | <b>224</b> |
| Grade 5      | <b>27</b>   | <b>133</b> |
| Grade 6      | <b>29</b>   | <b>264</b> |
| <b>Total</b> | <b>1157</b> |            |

| <b>Racial Ethnic</b> | <b>Membership</b> | <b>Elders</b> | <b>Deacons</b> | <b>Male</b> | <b>Female</b> |
|----------------------|-------------------|---------------|----------------|-------------|---------------|
| Asian                |                   |               |                | <b>0</b>    | <b>0</b>      |
| Black                |                   |               |                | <b>0</b>    | <b>0</b>      |
| African American     | <b>0</b>          | <b>0</b>      | <b>0</b>       | <b>0</b>    | <b>0</b>      |
| African              | <b>0</b>          | <b>0</b>      | <b>0</b>       | <b>0</b>    | <b>0</b>      |
| Middle Eastern       | <b>0</b>          | <b>0</b>      | <b>0</b>       | <b>0</b>    | <b>0</b>      |
| Hispanic             |                   |               |                | <b>0</b>    | <b>0</b>      |
| Native American      |                   |               |                | <b>0</b>    | <b>0</b>      |
| White                |                   |               |                | <b>0</b>    | <b>0</b>      |
| Other                |                   |               |                | <b>0</b>    | <b>0</b>      |
| <b>Totals</b>        | <b>0</b>          | <b>0</b>      | <b>0</b>       | <b>0</b>    | <b>0</b>      |

**Potential Giving Units**    **1,348**

**Budgeted Income**        **4,083,250**

**Budgeted Expense**      **4,083,250**

**Receipts**

|                       |                  |                |                |
|-----------------------|------------------|----------------|----------------|
| Regular Contributions | <b>3,232,143</b> | Bequests       | <b>210,360</b> |
| Capital Building Fund | <b>840,733</b>   | Other Income   | <b>586,066</b> |
| Investment Income     | <b>437,477</b>   | Subsidy or Aid | <b>0</b>       |

**Expenditures**

|                         |                  |                   |                |
|-------------------------|------------------|-------------------|----------------|
| Local Program           | <b>3,656,680</b> | Per Capita Apprt  | <b>52,400</b>  |
| Local Mission           | <b>346,479</b>   | Validated Mission | <b>220</b>     |
| Capital Expenditures    | <b>172,181</b>   | Theological Fund  | <b>0</b>       |
| Investment Expenditures | <b>0</b>         | Other Mission     | <b>229,558</b> |

**Covenant Presbyterian Church  
Session Information Item  
Summary**

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**Subject: Treasurer's Report**

**From: Hank Stallings, Treasurer**

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**Covenant Presbyterian Church  
Monthly Financial Comments  
January 2018**

**Income Statement Comments**

**Operating Income:** Pledge receipts for the first month of 2018 totaled \$509,527 and were slightly ahead of budget for the period. Receipts totaled 18% of the annual budget and were consistent with rolling 5-year results. Miscellaneous contributions (\$5,892) and Rec Wing revenues (\$3,706) were below budget offsetting the favorable variance in pledge receipts. Budgeted amounts are estimates based on prior year actuals. As a result, actual amounts can vary from year to year. Other categories were in line with budget resulting in a total unfavorable variance of \$4,439, in line with previous years' experience.

**Operating Expenses:** All categories of expenses were below budget, totaling an \$11,984 variance. The largest variances were in the Administration and Personnel categories. Similar to income, budgeted expenses are estimates based on prior year actuals. As a result, actual amounts can vary from year to year.

**The Bottom Line:** Net results were in line with expectations for January. Net income for January totaled \$383,290 and was \$7,635 favorable to budget (as compared with \$13,231 favorable for the prior year period).

**Balance Sheet Comments**

The balance sheet continues to be healthy. Significant changes in Covenant's Balance Sheet for January 31, as compared with December 31, were as follows:

**Line 21:** Reflects a capital campaign contribution (which also influenced the increase in **Line 32**, Restricted Fund) and an annual donation to the Donor Advised fund (**Line 28**).

**Line 22:** Reflects the planned distribution of investment income from **Lines 25 and 26**.

**Lines 25, 26, and 31:** Reflects the distribution of investment income to the holding account.

**Line 27:** Primarily reflects the movement of pre-paid pledges into income.

**Line 29:** Reflects distribution of Cornerstone income.

**Line 35:** Reflects income over expenditures for the month of January.

**Line 37:** Reflects movement of annual budgeted reserves to the funds.



| <b>Covenant Presbyterian Church</b>    |                   | Period ending: 01/31/18 |                     |                      | Y-T-D Actual as % of Annual Budget |             |             |             |             |             |
|--|-------------------|-------------------------|---------------------|----------------------|------------------------------------|-------------|-------------|-------------|-------------|-------------|
| <b>INCOME STATEMENT</b>                | <b>YTD Budget</b> | <b>YTD Actual</b>       | <b>YTD Variance</b> | <b>Annual Budget</b> | <b>2018</b>                        | <b>2017</b> | <b>2016</b> | <b>2015</b> | <b>2014</b> | <b>2013</b> |
| <b>Income:</b>                         |                   |                         |                     |                      |                                    |             |             |             |             |             |
| 1 Pledge Receipts                      | \$ 505,600        | \$ 509,527              | \$ 3,927            | \$ 2,875,000         | 18%                                | 17%         | 17%         | 20%         | 17%         | 19%         |
| 2 Misc Contributions                   | \$ 21,900         | \$ 16,008               | \$ (5,892)          | \$ 310,000           |                                    |             |             |             |             |             |
| 3 Investment Income                    | \$ 133,116        | \$ 133,338              | \$ 222              | \$ 270,000           |                                    |             |             |             |             |             |
| 4 Other                                | \$ 3,000          | \$ 3,524                | \$ 524              | \$ 35,000            |                                    |             |             |             |             |             |
| 5 Recreation Wing                      | \$ 10,100         | \$ 6,394                | \$ (3,706)          | \$ 141,300           |                                    |             |             |             |             |             |
| 6 Preschool                            | \$ 32,200         | \$ 32,895               | \$ 695              | \$ 313,800           |                                    |             |             |             |             |             |
| 7 Food Service                         | \$ 6,400          | \$ 5,705                | \$ (695)            | \$ 95,000            |                                    |             |             |             |             |             |
| 8 MS/Quest Trips                       | \$ 1,000          | \$ 1,025                | \$ 25               | \$ 18,000            |                                    |             |             |             |             |             |
| 9 HS Trips                             | \$ -              | \$ 400                  | \$ 400              | \$ 62,700            |                                    |             |             |             |             |             |
| 10 Adult Trips                         | \$ -              | \$ 150                  | \$ 150              | \$ 69,300            |                                    |             |             |             |             |             |
| <b>Total Income</b>                    | <b>\$713,316</b>  | <b>\$ 708,967</b>       | <b>\$ (4,349)</b>   | <b>\$ 4,190,100</b>  | <b>17%</b>                         | <b>17%</b>  | <b>19%</b>  | <b>19%</b>  | <b>15%</b>  | <b>22%</b>  |
| <b>Expenses:</b>                       |                   |                         |                     |                      |                                    |             |             |             |             |             |
| 11 Worship                             | \$ 7,567          | \$ 6,627                | \$ (939)            | \$ 112,850           |                                    |             |             |             |             |             |
| 12 Congregational Life                 | \$ 1,896          | \$ 375                  | \$ (1,521)          | \$ 36,650            |                                    |             |             |             |             |             |
| 13 Engagement                          | \$ 50             | \$ 24                   | \$ (26)             | \$ 8,200             |                                    |             |             |             |             |             |
| 14 Mission & Outreach                  | \$ 22,112         | \$ 21,877               | \$ (235)            | \$ 511,300           |                                    |             |             |             |             |             |
| 15 Education                           | \$ 12,475         | \$ 10,521               | \$ (1,954)          | \$ 155,503           |                                    |             |             |             |             |             |
| 16 Recreation Wing                     | \$ 2,600          | \$ 3,020                | \$ 420              | \$ 35,200            |                                    |             |             |             |             |             |
| 17 Preschool                           | \$ 26,910         | \$ 25,789               | \$ (1,121)          | \$ 269,750           |                                    |             |             |             |             |             |
| 18 Food Service                        | \$ 7,625          | \$ 7,378                | \$ (247)            | \$ 71,500            |                                    |             |             |             |             |             |
| 19 Administration                      | \$ 46,150         | \$ 42,727               | \$ (3,423)          | \$ 570,300           |                                    |             |             |             |             |             |
| 20 Personnel                           | \$ 210,277        | \$ 207,339              | \$ (2,938)          | \$ 2,418,847         |                                    |             |             |             |             |             |
| <b>Total Expenses</b>                  | <b>\$337,661</b>  | <b>\$ 325,677</b>       | <b>\$ (11,984)</b>  | <b>\$ 4,190,100</b>  | <b>8%</b>                          | <b>8%</b>   | <b>7%</b>   | <b>8%</b>   | <b>7%</b>   | <b>6%</b>   |
| <b>Net Income</b>                      | <b>\$375,655</b>  | <b>\$ 383,290</b>       | <b>\$ 7,635</b>     | <b>\$ -</b>          |                                    |             |             |             |             |             |
| <b>BALANCE SHEET</b>                   |                   |                         |                     |                      |                                    |             |             |             |             |             |
|  |                   | <b>January</b>          | <b>December</b>     | <b>Change</b>        |                                    |             |             |             |             |             |
| <b>Assets:</b>                         |                   |                         |                     |                      |                                    |             |             |             |             |             |
| 21 Checking                            |                   | \$ 2,936,258            | \$ 2,748,974        | \$ 187,284           |                                    |             |             |             |             |             |
| 22 WF Holding/Rosebro & M&F            |                   | \$ 1,867,024            | \$ 1,553,114        | \$ 313,910           |                                    |             |             |             |             |             |
| 23 Petty Cash                          |                   | \$ 350                  | \$ 350              | \$ -                 |                                    |             |             |             |             |             |
| 24 Accounts Receivable and Advances    |                   | \$ 20,202               | \$ 18,965           | \$ 1,237             |                                    |             |             |             |             |             |
| 25 General Endowment Fund Mkt Va       |                   | \$ 8,127,314            | \$ 8,334,495        | \$ (207,181)         |                                    |             |             |             |             |             |
| 26 Cornerstone Endowment Fund M        |                   | \$ 4,095,242            | \$ 4,201,972        | \$ (106,730)         |                                    |             |             |             |             |             |
| <b>Total Assets</b>                    |                   | <b>\$17,046,391</b>     | <b>\$16,857,870</b> | <b>\$ 188,521</b>    |                                    |             |             |             |             |             |
| <b>Liabilities:</b>                    |                   |                         |                     |                      |                                    |             |             |             |             |             |
| 27 Accounts Payable and Misc. Accru    |                   | \$ 4,053                | \$ 312,840          | \$ (308,787)         |                                    |             |             |             |             |             |
| <b>Total Liabilities</b>               |                   | <b>\$ 4,053</b>         | <b>\$ 312,840</b>   | <b>\$ (308,787)</b>  |                                    |             |             |             |             |             |
| <b>Fund Balances:</b>                  |                   |                         |                     |                      |                                    |             |             |             |             |             |
| 28 Donor Advised                       |                   | \$ 121,942              | \$ 74,722           | \$ 47,220            |                                    |             |             |             |             |             |
| 29 Infrastructure Fund/Cornerstone     |                   | \$ 277,546              | \$ 132,026          | \$ 145,520           |                                    |             |             |             |             |             |
| 30 Payable to Endowment Corpus         |                   | \$ 100                  | \$ -                | \$ 100               |                                    |             |             |             |             |             |
| 31 Restricted Endowments & Corner      |                   | \$ 12,222,557           | \$ 12,536,467       | \$ (313,910)         |                                    |             |             |             |             |             |
| 32 Restricted Funds                    |                   | \$ 3,315,396            | \$ 3,108,707        | \$ 206,688           |                                    |             |             |             |             |             |
| 33 Non-Budgeted Benevolences           |                   | \$ 32,276               | \$ 21,777           | \$ 10,499            |                                    |             |             |             |             |             |
| 34 Section 125 Plan                    |                   | \$ 2,143                | \$ 1,902            | \$ 241               |                                    |             |             |             |             |             |
| 35 Genl Fund Balance                   |                   | \$ 954,681              | \$ 571,392          | \$ 383,290           |                                    |             |             |             |             |             |
| 36 Columbarium                         |                   | \$ 46,832               | \$ 46,937           | \$ (105)             |                                    |             |             |             |             |             |
| 37 Reserve Fund Balances               |                   | \$ 68,866               | \$ 51,101           | \$ 17,766            |                                    |             |             |             |             |             |
| <b>Total Fund Balances</b>             |                   | <b>\$17,042,338</b>     | <b>\$16,545,030</b> | <b>\$ 497,308</b>    |                                    |             |             |             |             |             |
| <b>Total Liab. &amp; Fund Balances</b> |                   | <b>\$17,046,391</b>     | <b>\$16,857,870</b> | <b>\$ 188,521</b>    |                                    |             |             |             |             |             |

**Covenant Presbyterian Church  
Session Information Item  
Summary**

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**Subject: 2017 Engagement Ministry Report**

**From: Susan Lawson, Chairperson**

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**2017 Engagement Ministry Report** (as of 12/31/17)

**NEW MEMBERS**

102 new members as of 12/31/17

- **49%** joined by Reaffirmation
- **20%** joined by Profession or Declaration of Faith (includes 2017 Quest class)
- **31%** joined by Transfer Letter—of all of the transfers in 2017, **41%** came from other Presbyterian churches, **34%** of whom transferred in from other Charlotte churches

**TRANSFERS OUT 2017**

21 members transferred to other churches in 2017 as of 12/31/17

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

**NEW MEMBER DEMOGRAPHICS**

- Below age 18: 20 new members (includes Quest class)
- Ages 18-25: 4 new members
- Ages 26-35: 35 new members
- Ages 36-45: 21 new members
- Ages 46-55: 7 new members
- Ages 56-65: 5 new members
- Over 65: 10 new members

**OTHER INFORMATION**

- **87%** 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)
- **64%** of new members joined within a year of their first visit. **22%** joined within 1 month of their first sign-in.
- **5%** of new members regularly attend the 8:45 Chapel service. **53%** of new members regularly attend the 9:30 Sanctuary service. **28%** of new members regularly attend the 11:00 Sanctuary service. **14%** of our new members regularly attend the Fellowship Hall service.
- **25%** increase in overall membership from 2008 to 2017.
- **30%** of our new members live in the 28203 zip code (Dilworth, Freedom Pk, South End). **16%** of new members live in 28209 (Freedom Pk, Sedgefield, Barclay Downs). **9%** live in 28210 (Madison Pk, Sharon and Park Rd corridors south of South Park) and **9%** live in 28205 (Plaza Midwood, Chantilly neighborhoods). No other zip code had more than 4% of new members.

**Covenant Presbyterian Church  
Session Information Item  
Summary**

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**Subject: Clerk Communications**

**From: Helen Richards, Clerk**

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

- Avery County Habitat for Humanity
- Charlotte Rescue Mission
- Princeton Theological Seminary
- The Center for Community Transitions
- Urban Ministry Center