

COVENANT PRESBYTERIAN CHURCH
MEETING OF SESSION
MONDAY, FEBRUARY 10, 2025
7:00 P.M.
CONSENT AGENDA

ACTION ITEMS

1. Approval of December 8, 2024, Congregational Meeting Minutes (p. 2). Janet Delery, Clerk of Session, moves that the minutes of this meeting be approved as written.
2. Approval of December 9, 2024, Session Meeting Minutes (pp. 3-4). Janet Delery, Clerk of Session, moves that the minutes of this meeting be approved as written.
3. Approval of January 9, 2025, Session Meeting Minutes (p. 5). Janet Delery, Clerk of Session, moves that the minutes of this meeting be approved as written.
4. Approval of January 22, 2025, Session Meeting Minutes (pp. 6-7). Janet Delery, Clerk of Session, moves that the minutes of this meeting be approved as written.
5. Approval of January 26, 2025, Congregational Meeting Minutes (pp. 8-10). Janet Delery, Clerk of Session, moves that the minutes of this meeting be approved as written.
6. Approval of Called Session Meetings Minutes from December and January to receive new members (pp. 11-12). Janet Delery, Clerk of Session, moves that the minutes of these meetings be approved as written.
7. Approval of request for changes to active roll (p. 13)
8. Approval of baptisms (p. 14)
9. Approval of weddings (p. 15)
10. Approval of summer and holiday worship schedule (p.16)
11. Approval of Cornerstone musical instrument distribution (p. 17)
12. Approval of 2024 Church Statistical Report (p. 18)

INFORMATION ITEMS

1. January 2025 Treasurer's Report (pp.19-20)
2. Covenant Conflict of Interest (pp. 21-26)
3. Congregational Life Ministry Report (pp. 27-31)
4. Clerk's Communications (p. 32)

FUTURE EVENTS

- | | | |
|---------------|----------------------------|--|
| • February 23 | Mission Remarkable | 9:00 a.m. – 12:45 p.m. Welcome Center |
| • March 2 | Youth Sunday | |
| • March 5 | Ash Wednesday services | 12:00 p.m. Chapel; 6:30 p.m. Sanctuary |
| • March 9 | Child of the Covenant | |
| • March 10 | *Dinner & Session Meeting* | 6:00 – 8:00 p.m. Fellowship Hall |

**COVENANT PRESBYTERIAN CHURCH
MINUTES OF THE CONGREGATIONAL MEETING ON
SUNDAY, DECEMBER 8, 2024**

Call to Order and Opening Prayer – Bob Henderson, Moderator

The moderator called the meeting to order at 10:30 a.m. and opened with a prayer.

Purpose and Organizational Matters

The moderator stated that the purpose of the meeting is to elect an Associate Pastor Nominating Committee, confirmed that proper notice was given, and clarified who was eligible to vote. The moderator established Janet Delery, Assistant Clerk of Session, as Clerk for the meeting.

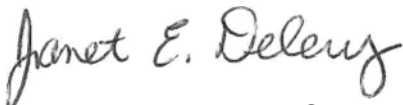
Presentation of Associate Pastor Nominating Committee

The moderator introduced John McAlister, Chair of Personnel. McAlister reviewed the process-to-date regarding the creation of the new position of Associate Pastor for Congregational Life, emphasizing the alignment with the Envision Covenant Report. McAlister then moved on behalf of the Personnel Committee that Courtney St. Onge, John Baxter, Kandy Cosper, Bill Saunders, and Mary Clare Chinery serve as the next Associate Pastor Nominating Committee. The motion was seconded. The moderator opened the floor for discussion and questions. Next, the moderator called for a vote. The motion to elect the Associate Pastor Nominating Committee as presented was approved without objection.

The moderator closed the meeting with prayer.

The meeting was adjourned at 10:43 a.m.

Respectfully submitted,



Janet Delery, Assistant Clerk



Robert W. Henderson, Moderator

**COVENANT PRESBYTERIAN CHURCH
MINUTES OF THE MEETING OF SESSION ON
MONDAY, DECEMBER 9, 2024**

Call to Order and Opening Prayer – Bob Henderson, Moderator

The moderator called the meeting to order at 6:33 p.m. in the Peek Music Room at Covenant Presbyterian Church. The moderator opened the meeting with a reflection and prayer and welcomed the Elder Class of 2027 and guests.

Determination of Quorum and Adoption of Agenda

The moderator declared that a quorum was present and reviewed the agenda and consent agenda. The Committee on Assignments report in the consent agenda was amended to include Beth Koonce as an Active Elder on Worship and Amy Capitano as an At-Large member of Personnel. The agenda and amended consent agenda were adopted without objection.

Examination of Elders Elect

Elders Elect present were: Amanda Abrahm, John Beyer, Alex Chinery, Judy Emken, Anne Gildea, Vince Hindman, Philip James, Abby Liu, Alexa Reynolds (Youth Elder), Jordan Schrieffer, and Kim Spivey. Youth Elder Hope Klutzz was examined at an alternative time. Following sessions of examination and discussion, group leaders Janet Delery, Lecia Shockley, Jim Dobbins, Sarah Wilson, David Frost, and Teresa Moore affirmed that the elders elect had been satisfactorily examined and moved that their exams be sustained until their ordination and/or installation. The joint motions were seconded and unanimously approved. The moderator expressed gratitude to Bill Keith and Marilynn Mickle for their support of the Elder Class of 2027 throughout their elder training and preparation.

Administration – Amy Hunter, Treasurer

Hunter reviewed the monthly financial statements and comments which were provided in the consent agenda. Hunter commented that the church's financial position remained strong and expenses are on-track. Hunter shared that approximately \$520k of 2024 pledges are outstanding and encouraged prompt fulfillment of 2024 pledges prior to year-end.

Hunter concluded her report by inviting Scott Mollenkopf to provide a stewardship update.

Personnel – John McAlister, Chair

No Report

Planning and Evaluation – Ben Unger, Chair

No Report

Ministry Reports:

Congregational Life – Grace Williams, Chair

Williams highlighted strong participation, energy, and intergenerational fellowship at recent congregational events including record-breaking attendance at Open Table dinners, a festive evening of Christmas Crafts coordinated by Katie Coley, and the All In Forum focused on Congregational Life. Williams expressed deep gratitude for all the ways that Congregational Life has grown sustainably during 2024.

Education – Robin Goodson, Chair

Goodson highlighted upcoming events planned for January. Rev. Dr. Elizabeth Hinson-Hasty will speak on reproductive rights within the larger context of the U.S. culture wars on Sunday, January 5 at 9:30 a.m. A four-week study of *The Anxious Generation* will also take place in January on Wednesday evenings and will focus on supporting our younger generations. The Incubation Team,

chaired by Jordan Schriefer, continues their work and will report to the Education Committee during the 1st quarter of 2025.

Engagement – Whitney Bouknight, Chair

Bouknight emphasized the large number of visitors who will be on campus during December and highlighted how many new members have shared the power of small groups in their Covenant experience. She reminded Session of the ongoing Starting Point sessions for new members and the weekly 10:30 new member joining meetings in the Parlor. Bouknight reported that 109 new members have joined so far in 2024, compared to 146 throughout 2023.

Mission and Outreach – Stephen Hicks, Chair

Hicks shared that the Mission and Outreach Committee has approved the Christmas Eve Offering be used to provide a year of baby formula to New Life Home in Kenya and to support Crisis Assistance Ministry in Charlotte. Hicks then celebrated that the 2024 Alternative Gift Market on December 8 raised over \$30,000 for our mission partners. Hicks concluded his report by providing an update on the ongoing mission work in Avery County. He shared that recent areas of focus have included purchasing home goods for eleven low-income apartments damaged by flooding and funding the rebuilding of bridges and culverts to provide critical access to homes and neighborhoods. Hicks expressed gratitude to Tripp Moore, Phil Koonce, Amanda Abrahm, and Jane Freeman for their service and leadership on the Avery County Flood Relief Task Force.

Worship – Beth Koonce, Chair

Koonce brought a motion from the Worship Committee that active church members who are not Elders but who are spouses of Elders be able to serve communion on Christmas Eve. Koonce highlighted the precedent of this approach previously approved for Extended Communion. Following a period of discussion, the motion was unanimously approved.

Clerk's Report – Janet Delery, Assistant Clerk

Delery reminded Session members to complete payment for the Session Retreat if they have not already done so and highlighted the 2025 Session Calendar which was included in the Consent Agenda.

Old Business/New Business:

The ministerial staff recognized and expressed gratitude for the service of Terry Horne as 2024 Clerk of Session and the Elders completing their term on Session.

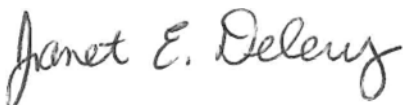
Staff Announcements/Pastoral Concerns:

Ministers and Session members shared pastoral concerns.

Closing Prayer:

Katherine Kerr closed the meeting with prayer at 8:27 p.m.

Respectfully submitted,



Janet Delery, Assistant Clerk



Robert W. Henderson, Moderator

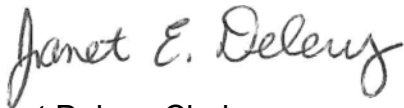
**COVENANT PRESBYTERIAN CHURCH
MINUTES OF THE MEETING OF SESSION ON
THURSDAY, JANUARY 9, 2025**

Due to the postponement of the 2025 Session Retreat based on winter weather warnings, a Session Meeting was held electronically for the purpose of entertaining the following motion:

Session moves that a Congregational Meeting be called for Sunday, January 26 at 10:30 a.m. in the Sanctuary for the purposes of presenting the annual budget and voting on any proposed change in Terms of Call for the installed ministers.

The motion was approved via email vote.

Respectfully submitted,



Janet Delery, Clerk



Robert W. Henderson, Moderator

**COVENANT PRESBYTERIAN CHURCH
MINUTES OF THE MEETING OF SESSION ON
WEDNESDAY, JANUARY 22, 2025**

Call to Order and Opening Prayer – Bob Henderson, Moderator

The moderator called the meeting to order at 7:47 p.m. in Fellowship Hall Room 203. The Moderator offered words of welcome and opened in prayer.

Determination of Quorum and Adoption of Agenda

The moderator declared that a quorum was present and reviewed the agenda. The agenda and the Consent Agenda were both adopted without objections.

Administration Treasurer's Report- Ashley Friello

Ashley Friello provided two updates: 1) 2024 close out and 2) 2025 Budget. Regarding 2024, Friello provided a year-end financial statement in the Consent Agenda. She noted that the year ended strongly and called out the generous giving of the congregation. She walked through the line items and noted a budget surplus driven largely by giving, CDC operations, and interest income. Of the surplus, \$300,000 was seen as a potential 2025 project fund for use for high priority infrastructure expenses.

The Moderator made a motion to *accept the 2024 Budget Report as presented*. The motion was so-moved, seconded, and approved unanimously.

Friello then made a motion to *approve the creation of a 2025 Project Fund with an initial balance of \$300,000*. The motion was seconded. After discussion, the motion was unanimously approved.

Friello then provided a 2025 stewardship update which noted strong pledges coming in at ~3% increase from 2024. The 2025 Budget was then presented and reviewed. After discussion, Ashley made a motion to *approve the 2025 Budget*. After discussion, the motion was approved unanimously.

Planning and Evaluation: No Report

Ministry Reports:

Congregational Life: No Report

Education: No Report

Engagement: No Report

Mission and Outreach: No Report

Worship: No Report

Clerk's Report Janet Delery

Delery noted that session members should inform Lynne Koeniger by Friday, January 24 if unable to join the planned Session Retreat (March 14-15). She also commended the Charlotte Presbytery E News Blast, link to which is found in Lynne Koeniger's email dated January 21. Finally, Delery noted that Session members should consider contributing to Lenten Devotions. Mary Kate Sykes will send communication regarding that.

Old Business/New Business: None

Session Celebrations/Concerns

To support the Session as community, words of celebration of life events and concerns were shared amongst members.

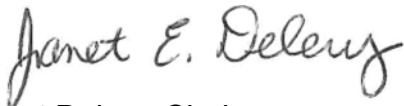
Staff Announcements/Pastoral Concerns:

Katherine Kerr shared news of recent births, known surgeries, and deaths in the congregation.

Closing Prayer:

Katherine Kerr closed the meeting with prayer at 8:40 p.m.

Respectfully submitted,



Janet Delery, Clerk



Robert W. Henderson, Moderator

**COVENANT PRESBYTERIAN CHURCH
MINUTES OF THE CONGREGATIONAL MEETING ON
JANUARY 26, 2025**

Call to Order and Opening Prayer – Bob Henderson, Moderator

The moderator called the meeting to order at 10:30 a.m. and opened with a prayer.

Purpose

The moderator stated that the purpose of the meeting is to present the annual budget and vote on any proposed change in Terms of Call for the installed ministers. The documents were distributed to attendees by the ushers and are attached on the following 2 pages.

Presentation of Budget

The moderator introduced Ashley Friello, Treasurer, to present a review of Covenant's 2024 financials and the 2025 budget which was approved by Session on January 22, 2025. Covenant finished 2024 with net income of \$313,298 following a sharp increase in pledge receipts during the month of December. Friello expressed gratitude to the congregation for their generous support and highlighted strong management of expenses by church staff and leadership. Friello then spoke to the collaborative process across ministries that resulted in the 2025 approved budget of \$7,345,875. The budget supports the growth of church ministries and expected operating and personnel cost increases. The floor was opened for questions, but none were asked.


Presentation of Proposed Changes To Annual Terms Of Call

The moderator asked all ordained staff and family members to leave the sanctuary. The moderator called on John McAlister, Chair of Personnel, and noted that Janet Delery, Clerk of Session, would moderate the remainder of the meeting. McAlister described the proposed changes to terms of call for Bob Henderson, Katherine Kerr and Grace Lindvall, Covenant's installed ministers. He explained that the Personnel Committee proposed 3% salary increases along with denomination-mandated benefit changes. A motion to adopt the proposed changes was made and seconded. Delery asked if there were any questions. When none were raised, she called for a vote of all present. The motion was approved unanimously.

Delery closed the meeting with prayer.

The meeting was adjourned at 10:45 a.m.

Respectfully submitted,



Janet Delery, Clerk



Robert W. Henderson, Moderator

Covenant Presbyterian Church
2025 Approved Budget

| | 2023 Actual | 2024 Budget | 2024 Actual | 2025 Budget |
|---|---------------------|---------------------|---------------------|---------------------|
| INCOME | | | | |
| Pledge/Anticipated Contributions | \$ 3,387,926 | \$ 3,441,192 | \$ 3,569,280 | \$ 3,540,980 |
| Miscellaneous Contributions | \$ 555,388 | \$ 347,000 | \$ 388,220 | \$ 445,000 |
| Investment Income | \$ 299,585 | \$ 300,500 | \$ 300,269 | \$ 300,500 |
| Transfer from Restricted Funds | \$ - | \$ 195,000 | \$ 33,606 | \$ 356,000 |
| Other Income | \$ 120,758 | \$ 100,000 | \$ 192,246 | \$ 156,000 |
| Recreation Wing Income | \$ 148,766 | \$ 155,000 | \$ 169,561 | \$ 162,600 |
| Food Service Income | \$ 173,008 | \$ 163,880 | \$ 172,606 | \$ 184,675 |
| Child Development Center Income | \$ 1,424,605 | \$ 1,489,821 | \$ 1,543,279 | \$ 1,550,440 |
| Preschool Income | \$ 371,304 | \$ 404,440 | \$ 416,308 | \$ 453,930 |
| Ministry Trip Income | \$ 192,558 | \$ 135,750 | \$ 310,103 | \$ 150,000 |
| Ministry Other Income | \$ - | \$ - | \$ 57,291 | \$ 45,750 |
| Total Income/Receipts For Budget | \$ 6,673,898 | \$ 6,732,583 | \$ 7,152,769 | \$ 7,345,875 |
| EXPENDITURES | | | | |
| Worship | \$ 122,516 | \$ 122,300 | \$ 124,286 | \$ 124,300 |
| Congregational Life/Care | \$ 24,507 | \$ 30,950 | \$ 40,207 | \$ 76,700 |
| Engagement | \$ 6,194 | \$ 9,750 | \$ 8,751 | \$ 9,750 |
| Mission and Outreach | \$ 677,069 | \$ 622,200 | \$ 624,437 | \$ 857,450 |
| Education | \$ 133,794 | \$ 173,030 | \$ 333,024 | \$ 173,030 |
| Preschool | \$ 374,498 | \$ 418,609 | \$ 416,642 | \$ 470,242 |
| Administration | \$ 733,573 | \$ 673,878 | \$ 713,001 | \$ 717,962 |
| Food Service | \$ 94,340 | \$ 95,500 | \$ 106,578 | \$ 108,000 |
| Recreation Ministries | \$ 41,044 | \$ 49,000 | \$ 41,980 | \$ 53,600 |
| Child Development Center | \$ 1,551,262 | \$ 1,503,890 | \$ 1,423,988 | \$ 1,547,754 |
| Personnel | \$ 2,881,090 | \$ 3,033,475 | \$ 3,006,577 | \$ 3,207,087 |
| Total Expenditures | \$ 6,639,886 | \$ 6,732,583 | \$ 6,839,471 | \$ 7,345,875 |
| Income Over Expenditures | \$ 34,012 | \$ - | \$ 313,298 | \$ - |

Deferral of 2024 Receipts to 2025 Project Fund

(\$300,000)

Adjusted Income Over Expenses

| | | | |
|-----------|------|-----------|------|
| \$ 34,012 | \$ - | \$ 13,298 | \$ - |
|-----------|------|-----------|------|

Percent of Total Expenses

| | 2024 Budget | 2024 Actual | 2025 Budget |
|--------------------------|----------------|----------------|----------------|
| Worship | 1.8% | 1.8% | 1.7% |
| Congregational Life/Care | 0.5% | 0.6% | 1.0% |
| Engagement | 0.1% | 0.1% | 0.1% |
| Mission and Outreach | 9.2% | 9.1% | 11.7% |
| Education | 2.6% | 4.9% | 2.4% |
| Preschool | 6.2% | 6.1% | 6.4% |
| Administration | 10.0% | 10.4% | 9.8% |
| Food Service | 1.4% | 1.6% | 1.5% |
| Recreation Ministries | 0.7% | 0.6% | 0.7% |
| Child Development Center | 22.3% | 20.8% | 21.1% |
| Personnel | 45.1% | 44.0% | 43.7% |
| | 100.0% | 100.0% | 100.0% |

PROPOSED CHANGES TO TERMS OF CALL 2025

(Effective 2/1/2025)

| INSTALLED MINISTERS | 2024 | 2025 | CHANGE FROM 2024 |
|-----------------------------------|----------------|----------------|---------------------|
| BOB HENDERSON | | | |
| Salary (Cash + Housing Allowance) | 200,143 | 206,267 | |
| Automobile Allowance | <u>4,000</u> | <u>4,000</u> | |
| TOTAL INCOME TO MINISTER | 204,143 | 210,267 | 3.0% |
| Study Allowance | 3,000 | 3,000 | |
| Total Benefits * | 69,827 | 62,529 | -10.5% |
| Total Cost to the Church | 276,970 | 275,796 | -0.4% |
| KATHERINE KERR | | | |
| Salary (Cash + Housing Allowance) | 114,053 | 117,565 | |
| Automobile Allowance | <u>3,000</u> | <u>3,000</u> | |
| TOTAL INCOME TO MINISTER | 117,053 | 120,565 | 3.0% |
| Study Allowance | 2,500 | 2,500 | |
| Total Benefits * | 54,606 | 58,880 | 7.8% |
| Total Cost to the Church | 174,159 | 181,945 | 4.5% |
| GRACE LINDVALL | | | |
| Salary (Cash + Housing Allowance) | 81,414 | 83,946 | |
| Automobile Allowance | <u>3,000</u> | <u>3,000</u> | |
| TOTAL INCOME TO MINISTER | 84,414 | 86,946 | 3.0% |
| Study Allowance | 2,500 | 2,500 | |
| Total Benefits * | 39,380 | 38,207 | -3.0% |
| Total Cost to the Church | 126,294 | 127,653 | 1.1% |

* Benefits as prescribed and required by the PC (USA) in 2024. **Plan change in 2025 allows for choice by the Pastor for the medical plan coverage.** Includes medical, pension/retirement, death & disability insurance and 1/2 SECA (Self Employed Contributions Act) tax.

January 26, 2025

**COVENANT PRESBYTERIAN CHURCH
CALLED SESSION MEETINGS
SUNDAYS, DECEMBER 1, 8, 15, 2024**

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:

December 1, 2024

| | |
|---------------|--|
| Renee Godwin | Transfer Letter--Rumple Memorial Presbyterian Church, Blowing Rock, NC |
| Herman Godwin | Transfer Letter--Rumple Memorial Presbyterian Church, Blowing Rock, NC |
| Trudy McNatt | Transfer Letter--The Presbyterian Church, Blacksburg, VA |
| Milton McNatt | Transfer Letter--The Presbyterian Church, Blacksburg, VA |

December 8, 2024

| | |
|-----------------|---|
| Eric Shytle | Transfer Letter--Forest Lake Presbyterian, Columbia, SC |
| Courtney Shytle | Transfer Letter--Forest Lake Presbyterian, Columbia, SC |

December 15, 2024

| | |
|-------------------|--|
| Matthew Griffiths | Transfer Letter--St Andrews Covenant Presbyterian Church, Wilmington |
| Amy Griffiths | Transfer Letter--St Andrews Covenant Presbyterian Church, Wilmington |
| Zach Griffiths | Transfer Letter--St Andrews Covenant Presbyterian Church, Wilmington |
| Finley Griffiths | Transfer Letter--St Andrews Covenant Presbyterian Church, Wilmington |

Active (confirmed) members as of 12/31/2024: 2742

2024 new members as of 12/31/2024: 113

2024 new affiliate members as of 12/31/2024: 2

2024 transfers as of 12/31/2024: 26

2024 deaths as of 12/31/2024: 31

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

Respectfully submitted,



Janet Delery, Clerk



Robert W. Henderson, Moderator

**COVENANT PRESBYTERIAN CHURCH
CALLED SESSION MEETINGS
SUNDAYS, JANUARY 5, 12, 19, 2025**

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:

January 5, 2025

| | |
|------------------|---|
| Teresa Meinert | Transfer Letter--Cross and Crown Lutheran, Matthews, NC |
| Caroline Brundle | Reaffirmation |
| Adam Brundle | Reaffirmation |

January 12, 2025

| | |
|--------------------|---------------|
| Lindsay Grier | Reaffirmation |
| Christopher Weiner | Reaffirmation |

January 19, 2025

| | |
|------------------|---------------|
| Nina Agyman-Duah | Reaffirmation |
|------------------|---------------|

Active (confirmed) members as of 1/31/2025: 2739

2025 new members as of 1/31/2025: 6

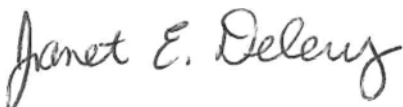
2025 new affiliate members as of 1/31/2025: 0

2025 transfers as of 1/31/2025: 8

2025 deaths as of 1/31/2025: 1

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

Respectfully submitted,



Janet Delery, Clerk



Robert W. Henderson, Moderator

**COVENANT PRESBYTERIAN CHURCH
SESSION MEETING
REQUEST FOR CHANGES IN THE ACTIVE ROLL**

Removed from Active Roll Per Request

| <u>Name</u> | <u>Transferred to:</u> |
|--------------------|---|
| Jacy Shaffer | Remove per request, joined another local church |
| Brannon Shaffer | Remove per request, joined another local church |
| Bill Reading | Transfer Letter--Sparta Presbyterian Church, Sparta, NC |
| Catherine Reading | Transfer Letter--Sparta Presbyterian Church, Sparta, NC |
| Matt Breeding | Remove per request--moved to Greensboro NC |
| Katie Breeding | Remove per request--moved to Greensboro NC |
| Morgan Greenwood | Grace Covenant Presbyterian, Asheville, NC |
| Paul Greenwood | Grace Covenant Presbyterian, Asheville, NC |

**COVENANT PRESBYTERIAN CHURCH
SESSION ACTION ITEM
SUMMARY**

SUBJECT: Baptisms at Covenant

DATE: February 10, 2025

Report From: Baptism Committee

Background: Baptisms must be approved by the Session.

Process to Date: Parents and individuals have requested that they or their children be baptized in worship at Covenant.

Budget Impact: None

Actions Taken or Recommendation: The Baptism Committee, with the support of the Ministry of Worship, recommends approval of the following baptisms at Covenant:

May 4, 2025, at the 11:00 service in the Covenant Sanctuary

Charlotte Grey Ichaso

Parents: Ashley and Mario Ichaso

Motion: Motion to approve the baptism of Charlotte Grey Ichaso.

**COVENANT PRESBYTERIAN CHURCH
SESSION ACTION ITEM
SUMMARY**

SUBJECT: 2025 Weddings

DATE: February 10, 2025

Report From: Worship Ministry/Wedding Committee

Chair: Nancy Atwell

Background: According to The Book of Order: The marriage service is under the direction of the teaching elder and the supervision of the Session (W-4.9003).

Process to Date: Having presented the following weddings to the Wedding Committee and the Worship Ministry and in accordance with the Book of Order, the Wedding Committee would like to bring the following motion from the Worship Ministry for approval and transmittal to the February session meeting.

Budget Impact: None

Actions Taken or Recommendation: The Wedding Committee and Worship Ministry recommends the approval of six weddings to take place at Covenant in 2025:

- The wedding of Alex Ameli and Andrew Ganey on May 31, 2025
- The wedding of Sally Stitcher and Patton Goyer on September 6, 2025
- The wedding of Sarah Lenox McKee and John Manchester on September 27, 2025
- The wedding of Anna Heatherington and Sam White on October 3, 2025
- The wedding of Elizabeth Cooper and Matt Hansen on October 25, 2025
- The wedding of Anna Kate Ramsey and Ben Lucas on December 6, 2025

Motion: The Wedding Committee moves that the weddings be approved by Session to take place at Covenant Presbyterian Church.

**COVENANT PRESBYTERIAN CHURCH
SESSION ACTION ITEM
SUMMARY**

SUBJECT: Summer and Holiday Worship Schedule

DATE: February 10, 2025

Report From: Worship Ministry

Chair: Jacquelyn McAbee

Background: In the past, the worship schedules have been changed for Summer and Sundays around Easter, Memorial Day, Independence Day, Labor Day, and Christmas.

Process to Date: Ministry of Worship has discussed and approved.

Budget Impact: None

Actions Taken or Recommendation: The Ministry of Worship has approved the following changes in the worship schedules and formats for Covenant for the remainder of 2025:

On Sunday, April 20, 2025, there will be three Easter worship services: one service at 8:45 A.M. in the Chapel and two services in the Sanctuary at 9:30 A.M. and 11:00 A.M.

The Chapel worship service (8:45 A.M. on Sundays) and the Fellowship Hall worship service (11:00 A.M. on Sundays) will pause for the summer.

Sunday, May 18, 2025, is the last day before pausing Chapel and Fellowship Hall worship services.

Sunday, September 7, 2025, Chapel and Fellowship Hall worship services will resume.

On Sunday, May 25, 2025, there will be one service in the Sanctuary at 11:00 A.M., with a traditional format.

On Sunday, July 6, 2025, there will be one service in the Sanctuary at 11:00 A.M., with a contemporary format.

On Sunday, August 31, 2025, there will be one service in the Sanctuary at 11:00 A.M., with a traditional format.

On Sunday, December 28, 2025, there will be one service in the Sanctuary at 11:00 A.M., with a contemporary format.

Motion: Motion to approve the summer and holiday worship schedule.

**COVENANT PRESBYTERIAN CHURCH
SESSION ACTION ITEM
SUMMARY**

SUBJECT: Cornerstone Musical Instrument Distribution

DATE: February 10, 2025

Report From: Administration

Chair: Ashley Friello

Background: Worship Music Ministry has requested access up to \$40,000 from the Cornerstone Fund Musical Instruments Endowment for organ maintenance. The Endowment currently has a balance of \$272K. A similar request for organ maintenance was approved by Session in 2013.

Process to Date: The Property Committee and Administration have reviewed the request.

Budget Impact: No impact to 2025 budget as the requested expense would be funded by the Cornerstone Fund Musical Instruments Endowment.

Actions Taken or Recommendation: Administration recommends Session approval of the \$40,000 disbursement.

Motion: To approve the withdrawal of \$40,000 from the Cornerstone Fund Musical Instruments Endowment for the purpose of organ maintenance.

Attachment(s): N/A

2024 Church Statistical Report



| | | | |
|-------------------|---|------------|---------------------|
| Church | Covenant | PIN | 21216 |
| Presbytery | Charlotte | | |
| Address | 1000 E Morehead St, Charlotte, NC 28204-2888 | | |
| Phone | 704-333-9071 | Fax | 704-333-0386 |
| Email | | | |
| Web Site | www.covenantpresby.org | | |

Membership

| | | | |
|----------------------|------|---------------------|------|
| Prior Active Members | 2681 | Adjusted membership | 2681 |
|----------------------|------|---------------------|------|

Gains

| | |
|------------------------------|----|
| Certificate | 29 |
| Youth Professions | 27 |
| Professions & Reaffirmations | 62 |

Total Gains

| | |
|-------------|-----|
| Total Gains | 118 |
|-------------|-----|

Total Ending Active Members

| | |
|-----------------------------|------|
| Total Ending Active Members | 2742 |
|-----------------------------|------|

Losses

| | |
|------------------------------|----|
| Certificate | 21 |
| Deaths | 31 |
| Deleted for any Other Reason | 5 |

Total Losses

| | |
|--------------|----|
| Total Losses | 57 |
|--------------|----|

Baptisms

| | |
|---------------------|----|
| Presented by Others | 42 |
| At Confirmation | |
| All Other | 4 |

Average Weekly Worship Attendance

| | |
|-----------------------------------|-----|
| Average Weekly Worship Attendance | 677 |
| Friends of the Congregation | 47 |
| Ruling Elders on Session | 30 |
| Do you have Deacons? | No |

Age Distribution of Active Members

| | |
|------------------------|------|
| 17 & Under | 367 |
| 18 - 25 | 157 |
| 26 - 40 | 712 |
| 41 - 55 | 632 |
| 56 - 70 | 465 |
| Over 70 | 409 |
| Total Age Distribution | 2742 |

People with Disabilities

| | |
|---------------------|--|
| Hearing impairment | |
| Sight impairment | |
| Mobility impairment | |
| Other impairment | |

Gender Distribution

| | |
|------------|------|
| Women | 1520 |
| Men | 1183 |
| Non-Binary | |

Youth in Congregation

| | |
|---------------------------------|-----|
| Age 4 and under | 227 |
| Elementary School (K-5th grade) | 259 |

| | |
|---------------------------------|-----|
| Middle School (6th – 8th grade) | 138 |
| High School (9th – 12th grade) | 108 |
| Total Youth | 732 |

Racial Ethnic

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

| | |
|---------------------|---|
| Total Racial Ethnic | 0 |
|---------------------|---|

| | |
|-----------------|-----------|
| Budgeted Income | 6,732,583 |
|-----------------|-----------|

| | |
|------------------|-----------|
| Budgeted Expense | 6,732,583 |
|------------------|-----------|

Receipts

| | | | |
|-----------------------|-----------|----------------|-----------|
| Regular Contributions | 3,905,231 | Bequests | 339,478 |
| Capital Building Fund | 0 | Other Income | 2,494,000 |
| Investment Income | 300,269 | Subsidy or Aid | 0 |

Expenditures

| | | | |
|----------------------|-----------|-------------------------|---------|
| Local Program | 6,621,380 | Investment Expenditures | 310,000 |
| Local Mission | 309,786 | Per Capita Apprt | 51,000 |
| Capital Expenditures | 351,574 | Other Mission | 405,280 |

**COVENANT PRESBYTERIAN CHURCH
SESSION INFORMATION ITEM
SUMMARY**

Subject: Treasurer's Report

From: Ashley Friello, Treasurer

**Covenant Presbyterian Church
Monthly Financial Comments
January 2025**

Income Statement Comments

The main impacts of the January Income Statement are outlined below.

Income: by \$83K. Pledge receipts were below budget in the month by \$101K, primarily due to Prepaid Pledges received at the end of 2024 being below historical levels. Total Income was below budget by \$83K.

Expenses: Expenses across all ministry areas were close to or below budget, some of which were due to timing. Total Expenses for the month were below budget by \$73K. Overall expense management is off to a good start for the year.

The Bottom Line: Net Income for the month was slightly below budget at \$545K.

Balance Sheet Comments

Significant changes in the Balance Sheet for the month, as compared to the prior month, were:

- Line 26:** Reflects the annual income distribution from the Endowment funds.
- Line 31:** Decrease is primarily due to recording the income from the Prepaid Pledges made in 2024 for 2025.
- Line 33:** Increase is due to the annual income distribution from the Cornerstone Endowment Fund.
- Line 36:** Increase is primarily due to the transfer from the General Fund to the 2025 Project Fund per Session's approval.
- Line 39:** Reflects the month's operating Net Income and the transfer to the 2025 Project Fund.

| Covenant Presbyterian Church | | | Period ending: | | 01/31/25 | Y-T-D Actual as % of Annual | | | | | | | | |
|------------------------------|--|----|----------------|------------|--------------|-----------------------------|------------|-----------|-----------|-----------|-----|-----|-----|-----|
| INCOME STATEMENT | | | YTD Budget | YTD Actual | YTD Variance | Annual Budget | 2025 | 2024 | 2023 | 2022 | | | | |
| Income: | | | | | | | | | | | | | | |
| 1 | Pledge Receipts | \$ | 672,786 | \$ | 571,329 | \$ | (101,457) | \$ | 3,540,980 | 16% | 22% | 22% | 19% | |
| 2 | Misc Contributions | | 53,500 | | 68,827 | | 15,327 | | 445,000 | | | | | |
| 3 | Investment Income | | 147,767 | | 147,867 | | 100 | | 300,500 | | | | | |
| 4 | Transfer from Restricted Funds | | - | | - | | - | | 356,000 | | | | | |
| 5 | Other Receipts | | 19,700 | | 6,913 | | (12,787) | | 156,000 | | | | | |
| 6 | Total Schools | | 185,384 | | 179,770 | | (5,614) | | 2,004,370 | | | | | |
| 7 | Child Dev. Ctr. | | 126,199 | | 129,411 | | 3,212 | | 1,550,440 | | | | | |
| 8 | Preschool | | 59,185 | | 50,359 | | (8,826) | | 453,930 | | | | | |
| 9 | Food Service | | 13,056 | | 16,552 | | 3,496 | | 184,675 | | | | | |
| 10 | Recreation Wing | | 7,150 | | 6,594 | | (556) | | 162,600 | | | | | |
| 11 | Ministry Trip Income | | 10,040 | | 25,242 | | 15,202 | | 150,000 | | | | | |
| 12 | Ministry Other Income | \$ | - | \$ | 2,715 | \$ | 2,715 | \$ | 45,750 | | | | | |
| Total Income | | | \$ | 1,109,383 | \$ | 1,025,810 | \$ | (83,574) | \$ | 7,345,875 | 14% | 17% | 20% | 16% |
| Expenses: | | | | | | | | | | | | | | |
| 13 | Worship | \$ | 9,205 | \$ | 9,297 | \$ | 92 | \$ | 124,300 | | | | | |
| 14 | Congregational Life | | 2,793 | | 1,618 | | (1,175) | | 76,700 | | | | | |
| 15 | Engagement | | 729 | | 525 | | (204) | | 9,750 | | | | | |
| 16 | Mission & Outreach | | 20,000 | | 23,409 | | 3,409 | | 857,450 | | | | | |
| 17 | Education | | 26,209 | | 7,706 | | (18,503) | | 173,030 | | | | | |
| 18 | Total Schools | | 169,220 | | 152,078 | | (17,142) | | 2,017,996 | | | | | |
| 19 | Child Dev. Ctr. | | 124,115 | | 112,208 | | (11,907) | | 1,547,754 | | | | | |
| 20 | Preschool | | 45,104 | | 39,869 | | (5,235) | | 470,242 | | | | | |
| 21 | Food Service | | 9,750 | | 5,656 | | (4,094) | | 108,000 | | | | | |
| 22 | Recreation Ministries | | - | | - | | - | | 53,600 | | | | | |
| 23 | Administration | | 43,473 | | 30,804 | | (12,670) | | 717,962 | | | | | |
| 24 | Personnel | | 271,920 | | 249,353 | | (22,567) | | 3,207,087 | | | | | |
| Total Expenses | | | \$ | 553,298 | \$ | 480,445 | \$ | (72,853) | \$ | 7,345,875 | 7% | 7% | 8% | 7% |
| Net Income | | | \$ | 556,085 | \$ | 545,365 | \$ | (10,721) | \$ | - | | | | |
| BALANCE SHEET | | | January | | December | | Change | | | | | | | |
| Assets: | | | | | | | | | | | | | | |
| 25 | Truist (BB&T) Checking/Savings | | \$ | 2,738,852 | \$ | 2,688,892 | \$ | 49,960 | | | | | | |
| 26 | Wells Fargo Holding | | | 2,825,708 | | 2,347,643 | | 478,065 | | | | | | |
| 27 | Petty Cash | | | 350 | | 350 | | - | | | | | | |
| 28 | Accounts Receivable and Advances | | | 44,632 | | 40,954 | | 3,678 | | | | | | |
| 29 | Endowment Fund Mkt Value | | | 17,405,741 | | 17,448,337 | | (42,596) | | | | | | |
| 30 | Real Estate Funds | | | 2,425,000 | | 2,425,000 | | - | | | | | | |
| Total Assets | | | | \$ | 25,440,282 | \$ | 24,951,176 | \$ | 489,106 | | | | | |
| Liabilities: | | | | | | | | | | | | | | |
| 31 | Accounts Payable and Misc. Accruals | | \$ | (119) | | 266,735 | | (266,854) | | | | | | |
| Total Liabilities | | | | \$ | (119) | \$ | 266,735 | \$ | (266,854) | | | | | |
| Fund Balances: | | | | | | | | | | | | | | |
| 32 | Donor Advised | | \$ | 248,559 | \$ | 286,559 | \$ | (38,000) | | | | | | |
| 33 | Infrastructure Fund/Cornerstone Income | | | 215,489 | | 48,107 | | 167,382 | | | | | | |
| 34 | Payable to Endowment Corpus | | | 550 | | 8,365 | | (7,815) | | | | | | |
| 35 | Restricted End/Cornerst & Real Estate | | | 19,830,741 | | 19,873,337 | | (42,596) | | | | | | |
| 36 | Restricted Funds | | | 3,761,449 | | 3,331,775 | | 429,674 | | | | | | |
| 37 | Non-Budgeted Benevolences | | | 24,502 | | 24,502 | | 0 | | | | | | |
| 38 | Section 125 Plan | | | (2,261) | | (22) | | (2,239) | | | | | | |
| 39 | Genl Fund Balance | | | 1,236,307 | | 990,943 | | 245,365 | | | | | | |
| 40 | Columbarium | | | 45,163 | | 44,938 | | 225 | | | | | | |
| 41 | Reserve Fund Balances | | | 79,902 | | 75,937 | | 3,965 | | | | | | |
| Total Fund Balances | | | | \$ | 25,440,401 | \$ | 24,684,441 | \$ | 755,960 | | | | | |
| Total Liab. & Fund Balances | | | | \$ | 25,440,282 | \$ | 24,951,176 | \$ | 489,106 | | | | | |

**COVENANT PRESBYTERIAN CHURCH
SESSION INFORMATION ITEM
SUMMARY**

Subject: Conflict of Interest Policy Annual Statement

Date: February 10, 2025

Report From: Janet Delery, Clerk of Session

Background: The Covenant Presbyterian Church Conflict of Interest Policy (the “Policy”) was developed by the Planning and Evaluation Board and approved by Session on February 12, 2024.

Process to Date: Per the Policy, each member of the Session shall annually receive a copy of the Policy and sign the Covenant Presbyterian Church Conflict of Interest Policy Annual Compliance Statement.

Budget Impact: None

Actions Taken or Recommendation: The Policy and Annual Compliance Statement are attached. Each member of the Session shall sign the Annual Compliance Statement and submit it to the Clerk of Session no later than February 23, 2025. Printed copies of the Annual Compliance Statement will be available at the Session meeting.

Motion: None

Attachment(s):

Covenant Presbyterian Church Conflict of Interest Policy

Covenant Presbyterian Church Conflict of Interest Policy Annual Compliance Statement

COVENANT PRESBYTERIAN CHURCH CONFLICT OF INTEREST POLICY

Article I. Purpose

The purpose of this conflict of interest policy (this “**Policy**”) is to protect the interest of Covenant Presbyterian Church and its affiliates (including, without limitation, Covenant Presbyterian Church, Charlotte, North Carolina, Presbyterian Church (U.S.A.), Covenant Presbyterian Church Child Development Center and Covenant Presbyterian Preschool) (together, the “Church”) when the Church is contemplating entering into a transaction or arrangement that might benefit the interest of a member of the Session, a principal officer of the Church, a member of a committee of the Session or a member of a governing advisory board of an affiliate of the Church, or might result in a possible “excess benefit” transaction as defined in Section 4958 of the Internal Revenue Code of 1986, as amended. This policy will assist Interested Persons in identifying actual or potential Conflicts of Interest and provide the Session and committees with a procedure to address such Conflicts.

This **Policy** is intended to supplement but not replace any applicable state and federal laws governing conflicts of interest applicable to nonprofit and charitable organizations.

Article II. Definitions

(1) Conflict of Interest Defined. For the purposes of this **Policy** the following circumstances shall be deemed to create Conflicts of Interest:

(A) “**Direct Interest**”

- (i) An interested person or a family member has an existing or potential interest in a transaction that impairs or might reasonably appear to impair his or her independent, unbiased judgment in the discharge of his or her responsibilities to the Church.
- (ii) An interested person or a family member has a relationship with the other parties to the transaction that impairs or might reasonably appear to impair his or her independent, unbiased judgment in a manner adverse to the Church.

(B) “**Indirect Interest**”

- (i) An interested person has a material financial interest or is a general partner in another entity which is a party to the transaction; or
- (ii) An interested person is a director, officer, manager, or trustee in another entity which is a party to the transaction and the transaction is of sufficient importance that it is or should be considered by the Church.

(2) “**Interested Person**”

Any member of the Session, principal officer of the Church, staff with contracting authority (e.g., Business Administrator and all Director level staff), member of a governing or advisory board of an affiliate of the Church, and member of a committee to which any of the foregoing has delegated any of its authority, shall be an “interested person” within the meaning of this Policy whenever such person has a direct or indirect interest as defined above.

(3) **“Family Member”**

Includes an interested person’s spouse, parents, children, domestic partner and any person residing in an interested person's household.

(4) A **“material financial interest”** is a direct or indirect ownership interest of an interested person or family member of more than five percent of any corporation, partnership, limited liability company, unincorporated association or other entity.

(5) A **“transaction”** is any agreement to which the Church is a party or a relationship to which the Church is a party that involves the sale or purchase of real property, goods, services or rights of any kind, the providing or receipt of a loan or grant, or the establishment of any other type of pecuniary relationship.

Article III. Procedures

1. Duty to Disclose

In connection with any actual or potential conflict of interest, an interested person must disclose the existence of the conflict of interest prior to the consideration of a transaction and then be given the opportunity to disclose all material facts to the applicable board or committee considering the proposed transaction or arrangement. Disclosure should be made to the Clerk of Session and the appropriate Committee or Board Chair in writing prior to a meeting where the transaction or arrangement will be discussed.

2. Determining Whether a Conflict of Interest Exists

After disclosure of the conflict of interest and all material facts, and after any discussion with the interested person, such person shall be excused from the Session, committee, or advisory board meeting while the determination of a conflict of interest is discussed and voted upon. The remaining Session, committee or advisory board members shall decide if a conflict of interest exists, taking into consideration the materiality of the direct or indirect interest of such person, the particular circumstances of the transaction or arrangement, and such other factors as shall be deemed relevant. A decision will be determined by a majority vote.

3. Procedures for Addressing the Conflict of Interest

A. An interested person may make a presentation at the Session, committee or advisory board meeting with respect to the transaction or arrangement under consideration; provided, however, that such person shall then be excused from the meeting during the discussion of, and the vote on, such transaction or arrangement.

B. After disclosure of a potential Conflict of Interest, disinterested members of the Session, committee or advisory board shall determine whether a Conflict of Interest exists. An interested person who has a potential Conflict of Interest shall not participate in or be permitted to hear the discussion of the matter except to disclose material facts and to respond to questions. Such interested person shall not attempt to exert his or her personal influence with respect to the matter, either at or outside of the meeting.

- C. If the Session, committee or advisory board determines that a Conflict of Interest exists, then after considering the circumstances and any reasonable alternatives to the transaction, they shall determine by majority vote of those present, if the transaction is approved, authorized or ratified.
- D. If a committee or advisory board is unable to determine if a Conflict of Interest exists, then they shall refer the decision to the Clerk of Session and the Moderator.

4. Violations of the Conflict-of-Interest Policy

- A. If the Session, committee or advisory board believes, or has reasonable cause to believe, a person has failed to disclose actual or potential conflicts of interest, it shall inform the person of the basis for such belief and afford such person an opportunity to explain the alleged failure to disclose.
- B. If, after hearing such person's response and after making further investigation as warranted by the circumstances, the Session, committee or advisory board determines the person has failed to disclose an actual or potential conflict of interest, it shall report such failure to the Clerk of Session and to the Moderator who will consider if appropriate disciplinary and corrective action consistent with The Constitution of the Presbyterian Church (U.S.A.) (Part II): Book of Order is needed.

Article IV. Records of Proceedings

The minutes of the Session, the governing or advisory board of each affiliate of the Church, and all committees with authority delegated by any such board shall contain:

- A. The names of the persons who disclosed or otherwise were found to have a conflict of interest in connection with a transaction or arrangement involving the Church, the nature of the conflict of interest, any action taken to determine whether a conflict of interest was present, and the decision as to whether a conflict of interest in fact existed.
- B. The names of the persons who were present for discussions and votes relating to the transaction or arrangement, the content of the discussion, including any alternatives to the proposed transaction or arrangement, and a record of any votes taken in connection with the proceedings.

Article V. Annual Statements

Each member of the Session, principal officer of the Church, member of an advisory board of an affiliate of the Church, and members of those committees designated by the Clerk of Session, shall annually sign a statement which affirms such person:

- A. has received a copy of this Policy,
- B. has read and understands the Policy,

C. has agreed to comply with the Policy, and

D. discloses any actual or potential conflict of interest known by the person and

E. understands that the Church is a religious and charitable organization and that in order to maintain its federal tax exemption it must engage primarily in activities that accomplish one or more of its tax-exempt purposes.

**Covenant Presbyterian Church
Conflict of Interest Policy
Annual Compliance Statement**

I hereby affirm the following:

- a. I have received a copy of the Conflict of Interest Policy of Covenant Presbyterian Church (the "Policy")
- b. I have read and understand the Policy
- c. I have agreed to comply with the Policy
- d. I know of no current actual or potential conflict of interest (except as may be disclosed below);
- e. if at any time following submission of this Statement I become aware of any actual or potential conflict of interest concerning myself I will promptly notify the Clerk of Session in writing and
- f. I understand Covenant Presbyterian Church is a religious and charitable organization and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

Actual or Potential Conflicts of Interest:

Signature

Name (please print)

Church Office or Title

Date

COVENANT PRESBYTERIAN CHURCH SESSION INFORMATION ITEM SUMMARY

Subject: Congregational Life Ministry Report

Date: February 3, 2025

Report From: Congregational Life

Chair: Bill Saunders

Background: The purpose of this update is to provide Covenant's Session information about the Congregational Life Ministry so that Session members are better equipped to support and participate in the work of this ministry.

Process to Date: Below is an update from the Congregational Life ministry leaders:

Bereavement - Pat Viser

The Bereavement Team delivered 42 Advent boxes to members of our congregation facing their first Christmas season after the loss of a loved one.

January 1 – 31, 2025

We continue to receive a very positive reaction to the new reserved family parking spaces.

Along the main entrance on the right side, just before the circle, four spaces are marked "Reserved Family Funeral Parking". Several days before the memorial I do a follow-up phone call to remind them of this benefit. They decide who to tell (family or friend) to use these spaces. It has been a big stress reliever to several families.

- David Carr Hancock – Internment service with Mary Kate on January 4, 2025. I picked up the columbarium flowers and met the family in the parlor. No reception.
- Ron Moore – Columbarium service and Memorial in the Chapel on January 9, 2025. I picked up the flowers and met the family in the parlor. Katherine Kerr presided at the service. Anita Pendergraph and I packed up leftover food and flowers for the family and helped them load their car.
- Marinell Hargrove Bostian – Memorial service in the sanctuary on January 18 with Katherine Kerr. I met the bagpiper and took her to meet Mark. Met the family in the parlor and assisted them as needed. Packed up the leftover food and flowers and helped load their car.
- Sybil Holland Campbell – Columbarium service on January 28 at 1:00. Significant because that is when the Angel Ladies meet to make angel ornaments. Sybill led the group for several years. Bob Henderson presided. There was an Elder Call. We had two family members who needed the Lift and Gale Pendergraph assisted them to the sanctuary safely. I picked up the columbarium flowers. Anita Pendergraph and I assisted at the reception and boxed up leftover food and flowers.

Numerous phone calls are made to each family to comfort them and assist with memorial arrangements. I call back a few days after the service to see how they are following the memorial.

Condolence notes were written to:

- Lee Anne and Bill Whitley on the death of Bill's mother, Norma "Louise" Cannon Whitley on January 7, 2025.
- Liz Moore on the death of her husband, Ron, on December 8, 2024.
- Liz and Kirk Ward on the death of her father, David Carr Hancock.
- Mindy and Don Upton on the death of her sister, Melanie Jurga on January 11, 2025.
- Kelly and Sid Hunter on the death of her mother, Marinell Hargrove Bostian on December 18, 2024.

- Christie and Walter Pringle on the death of her mother, Millicent Williamson on January 5, 2025.
- Rosalind and Joe Taylor on the death of her father, George Moulas on January 14, 2025.
- Susan Pearson and Ken Pearson on the death of her sister, Elizabeth “Betsy” Pierce on January 19, 2025.
- Susan and Ken Pearson on the death of her mother, Clara Buchan Maxwell on January 20, 2025.
- Renee and Johnny Boger on the death of her mother, Sybil Holland Campbell on January 24, 2025.

We receive lovely Thank You notes from these families for helping them through a difficult experience. The Covenant church family does a very good job of supporting our families who are grieving.

Covenant Crew - Karen Willis

No update this month.

Covenant Knitters - Sally Graves

Covenant's knitters knit baby blankets to be presented as gifts to any member family that welcomes a new baby/child. Additionally, we knit prayer shawls/lap blankets to be shared with members and friends of our congregation who are experiencing difficult life situations. Most often this is a serious health issue, but could also be the death of a loved one, loss of job, etc. Anyone who might be lifted by the tangible symbol of being wrapped in prayer. Both of these items (baby blankets and prayer shawls/blankets) are wrapped for presentation (prayer included) and delivered in person by someone representing Covenant (could be a minister, parish nurse, staff person, etc). I think that we average about 40 babies/year, so that would be a good guess for the number of baby blankets. Not sure about prayer shawls in an average year – probably not that many. Our total number of knitters in our congregation is about 30; they are not all active contributors all the time, but they are enough to keep the ministry going.

Covenant Visitors - Lilli Gerardi

Members who contact and visit (when able) homebound members. No update this month.

Health and Wellness Committee - Erin Weeks

The health and wellness committee is planning an American Red Cross blood drive on February 9 in the recreation wing. We are having a committee retreat February 23 to plan/discuss future projects and ideas to serve the congregation. Karen and the committee are working to replace AED machines/batteries on campus and research CPR classes for the fall.

Intercessory Prayer - Alice Arwood

Focuses and lifts the concerns of the congregation in prayer. No updates this month.

Men's Fellowship - Tommy Haughton

The Men's Getaway will be taking place the weekend of March 21st at Kanuga Conference Center. Shea Watts will be the emcee. Sign up soon!

Outdoor Ministry - Mary Gaertner

- Winter Solstice walk took place on December 20th . Although a freakish lighting and thunderstorm popped up and quickly chased attendees out of the woods!! The evening was closed under shelter with prayers and song for the season.

- Members of the OM partnered with Shea to present a four-week OpenTable series on Earth Care. It was well attended with rich discussion. The final session included an opportunity for Covenant members to share ideas for topics to continue this conversation. Suggestions included, native planting, how to recycle properly, understanding the City of Charlotte SEAP (Strategic Energy Action Plan), environmental racism and several others. The OM team will begin planning those opportunities.
- In March, Bruce Chapman will lead an eco-theology series with our MSY. The OM worked with Andy to build a 3 to 4 work curriculum which will end with a service project in Latta Park.
- These spring activities have also been planned:
 - April 27 th 3:00 p.m. – Enjoy strawberry picking at the farm of Covenant members Erin and Aaron Hines. The group will be limited to 25 people.
 - May 10th or 17th 10:00 a.m. Landsford Canal State Park. Exact date will be determined by the progress of the Spider Lily blooms.

Pet Ministry - Alex McKinnon

Covenant's Pet Ministry is already bringing unconditional love to multiple groups in our community. Our Blessing of the Animals event brings spiritual blessings to about 50 pets and pet parents every year. This event has also strengthened our relationships with local partners including prominent Veterinarians, the Humane Society, and Charlotte Mecklenburg Animal Care and Control. This year's event is on Sunday, March 2 at 4:00pm at Covenant. Our partnership with Covenant's Room In The Inn team enables the Pet Ministry's dogs to provide much appreciated canine therapy to many homeless neighbors of our community. We are working to expand this collaboration in 2025. Our team already visits the Epiphany School on our campus to provide canine therapy to their group of extraordinary children in grades 3 through 8 with ASD-1 (formerly known as Asperger's) and other communication differences. Given initial success, we are expanding our visits by 50% in 2025. We've also been providing canine stress therapy to students and staff during exam weeks at Queen's University for years. We've been told the students talk about us year-round, and in 2025 we've been asked to double our visits. This year we've already received additional suggestions to further increase our partnerships with other Covenant ministries. So we expect to be offering additional services soon.

Presbyterian Women - Serenity Taylor

The Women's Retreat was held January 31-February 2 in downtown Greenville had 90 women from their 30s to their 80s come together for a weekend of fellowship and spiritual growth. The feedback from this weekend about the relationships strengthened and built is a testament to the hard work of the PW leadership team and our fantastic Congregational Care staff. Breakout sessions were led by Sandra Boozer (Mindfulness Sound), Katherine Kerr (Lectio Divina), Karen Willis (Mindful Walking), Serenity Taylor (Journaling), and Katie Estridge (Body Scan). Kudos to Serenity Taylor for the amazing program options, thoughtful content, and many personal touches that made this event so special.

Prime Timers - Martha Isaacs

We will have a workday/meeting at the church next Monday, February 10. We will hand address and sign 187 birthday cards for 2025. There are 167 Prime Timers on the Covenant roll. There are 25 couples who are both Prime Timers. There are 20 79-year-old folks who will be joining through the year. We already have the date for the Christmas lunch and will be discussing adding an additional event for spring or fall.

Soup Ministry - Serenity Taylor

Soup Ministry is going great. We have a new process that is up and it seems to be running well!

Stephen Ministry - Gene Graziano

Our Stephen Ministry is active and continuing to give support to our “care receivers.” We currently have twenty-two active Stephen Ministers. We also have seven new trainees who will be commissioned in May of this year. Plus, two of our Stephen Ministers who are going through leadership training. We’re committed to serving the needs of the congregation. All conversations are confidential. If you know of someone who might benefit from having a Stephen Minister, please reach out to Katherine Kerr.

Support Groups - Katherine Kerr

No update this month.

Surviving our Spouses - Anne Gildea

- **COME TO OUR VALENTINE LUNCH ON SUPER BOWL SUNDAY!** On Sunday, February 9, we have reservations for Covenant’s SOS to meet for lunch at 12:30 p.m. at Mama Ricotta’s, a favorite Italian restaurant near the church. For those of us who are missing a special Valentine, this is a week of both sadness and loving memories. It’s good to enjoy time together with others who understand. And if you have a new Valentine, please bring them with you! The Super Bowl doesn’t start until 5:30 p.m., so we’ll have plenty of time to get home and settle in for the game. Bring along a dollar or two if you want to bet on your favorite team and number of points scored. The total will be donated in the winner’s name to the Covenant ministry partner of their choice. There is parking in the restaurant lot at 601 S. Kings Drive. We will be given separate checks with 20 percent gratuity added automatically. Please RVSP to kandycosper@gmail.com or text/call 704-293-5505.
- **COVENANT GRIEF GROUP** The Pastoral Care ministry is providing a support group on the third Wednesday of each month at 6:30 p.m., following Open Table, for those who have suffered loss. The next meeting will be February 21. Contact Katherine Kerr (Katherine.kerr@covenantpresby.org) for more information.
- **CELEBRATE SPRING AT ANNUAL PORCH PARTY ON APRIL 20** Mark your calendar for April 20 this year for a favorite SOS event: our casual porch party. We will gather for fun, fellowship, appetizers, and drinks at the home of Kandy Cosper, 121 Cabell Way, starting at 5:00 p.m. We won’t be wearing fancy hats this year, but watch your email for more information to come. All surviving spouse are welcome to join us, whether or not they are active with Covenant.
- **OTHER SOS ACTIVITIES IN THE WORKS**
- We are working to set up a volunteer project for our group. Watch for more information in the next month.
- We will also repeat the staining of the benches in the Columbarium when the weather gets warmer.
- What have you learned in your experience with grief? What has surprised you? What has meant the most to you during your journey, and what has been least helpful? What would you like others to know—those who have not lost a spouse? As we discussed at our Fall picnic, these are important questions, and the answers are deeply personal. One of our goals with SOS is to help others understand our journey and how they can best respond to people who are grieving. We would like to convene a group of SOS members to share ideas on these questions. While protecting individual privacy, we will then put our thoughts together to formulate a future presentation to other groups that might be interested. If you would like to participate in the discussion—in person or by zoom—please contact kandycosper@gmail.com, or 704-293-5505.

Third Quarter - Bill Saunders

Trip in April or May to a Charlotte Knights game is being planned.

TLC (Travel, Learn Connect) - Betty Graybeal

- Dec - held annual Christmas Bingo party. Collected snacks/drinks for the Highland Snack Cart on Dec 17.
- Jan - program with Karen Willis, parish nurse, on Transitions. 50 people attended
- Feb 5 - hosting with M&O: Together for Avery: Restoring Communities After the Storm. Panel Discussion, collecting supplies to send to Avery County.
- Mar - Trip to Sullenberger Aviation Museum
- Apr - Trip to Innovation Barn
- May - Charlotte Bus Tour with Tom Hanchett, local historian. Exact section of town tbd
- June - Annual Summer Book Talk with Sally Brewster, Park Road Books

Open Table

Wednesday Night Suppers have averaged about 150 people eating every week! So far this year: 173 on Jan 8, 162 Jan 15, 143 Jan 22, and 155 on 1/29. One ask from folks is that you continue to sign up ahead of time if you know you and your family will be there to help Chef Johnny and his team with meal planning. And if you are leading Wednesday night groups encourage your groups to do the same! The last OpenTable this Spring is April 16.

Budget Impact: None (planned for in Annual Operating Budget)

Actions Taken or Recommendation: Contact the Congregational Life leadership team (Chair Bill Saunders; Vice Chair Judy Emken) with any questions, suggestions, and/or to get yourself or someone else more engaged in Covenant's Congregational Life Ministry.

Motion: None.

**COVENANT PRESBYTERIAN CHURCH
SESSION INFORMATION ITEM
SUMMARY**

Subject: Clerk Communications

From: Janet Delery, Clerk

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

- Faith Ministry
- Friends of Accion