

COVENANT PRESBYTERIAN CHURCH
Meeting of Session
Monday, December 8, 2025
6:30 P.M.
CONSENT AGENDA

ACTION ITEMS

1. Approval of November 10, 2025 Session Meeting Minutes (pp. 2-5). Janet Delery, Clerk of Session, moves that the minutes of this meeting be approved as written.
2. Approval of Called Session Meetings Minutes from November to receive new members (p. 6). Janet Delery, Clerk of Session, moves that the minutes of these meetings be approved as written.
3. Approval of request for changes to active roll (p. 7)
4. Approval of baptisms (p. 8)
5. Approval of 2026 Communion dates (p. 9)
6. Approval of Committee on Assignments Report (pp. 10-12)

INFORMATION ITEMS

1. November 2025 Financial Treasurer's Report (pp. 13-14)
2. 2026 Session Meeting Schedule (p.15)
3. Clerk's Communications (p. 16)

FUTURE EVENTS

- | | | | |
|-----------------|---|------------|-----------|
| • December 10 | Wholeness & Healing service | 6:30 P.M. | Chapel |
| • December 24 | Children's Worship | 10:00 A.M. | Sanctuary |
| | Contemporary Candlelight and Communion service | 3:00 P.M. | Sanctuary |
| | Traditional Candlelight and Communion service | 5:00 P.M. | Sanctuary |
| • December 28 | One worship service | 11:00 A.M. | Sanctuary |
| • January 11 | Elder Ordination/Installation | | |
| | Service of Ordination for Perrin Tribble Andersen | 2:00 P.M. | Sanctuary |
| • January 21 | Session Meeting | 7:45 P.M. | Zoom |
| • January 25 | Service of Ordination for Richard Shea Watts | 4:00 P.M. | Sanctuary |
| • January 30 | Session Retreat dinner + program | 6:30 P.M. | |
| • January 30-31 | Session Retreat program + lunch | 9:00 A.M. | |

**COVENANT PRESBYTERIAN
CHURCH MINUTES OF THE
SESSION MEETING ON
NOVEMBER 10, 2025**

Attendance:

Class of 2025: W. Bouknight, W. Cooper, A. Friello, S. Hicks, T. Horne, A. Hunter, B. Koonce, B. Unger

Class of 2026: B. Cathey, J. Delery, J. Dobbins, D. Frost, J. McAlister, T. Moore, L. Watson, S. Wilson

Class of 2027: A. Abrahm, J. Emken, A. Chinery, V. Hindman, A. Gildea, P. James, A. Liu, J. Schriefer, K. Spivey, A. Reynolds, H. Klutz

Installed Ministers: B. Henderson, K. Kerr, G. Lindvall, S. Taylor

Other Staff: M.K. Sykes, C. Shudak, E. Bender, M. Rencher

Call to Order and Opening Prayer Bob Henderson, Moderator

The Moderator called the meeting to order at 7:00 p.m. in the Peek Music Room. The Moderator offered words of welcome, opened in prayer, and offered a devotional.

Determination of Quorum and Review of Agenda

The Moderator declared that a quorum was present and made a motion to adopt the meeting agenda and the Consent Agenda. The following amendments were requested for the Consent Agenda: Beth Koonce is *Active Elder* aligned to Worship, not *Vice Chair*; Ben Unger's name had been misspelled; Jim Dobbins attended Presbytery Oct 28, Judy Emken did not attend; and the addition of the Congregational Life report which was distributed at the beginning of the meeting. The motion to approve the agenda and the amended Consent Agenda was approved on vote by the attendees.

Administration Report Ashley Friello, Treasurer

Friello began her report with an expression of appreciation for Assistant Treasurer, Vince DiSandro. She shared a portrait of the strong financial posture the church has. She shared highlights of the monthly financial report included in the Consent Agenda, including details of our income statements from September and October. Additionally, she shared an update on the Cornerstone Fund.

Planning and Evaluation Report Kim Spivey, P&E Chair

Spivey shared that, for the past few months, P & E has been working through a process to

identify necessary updates to the Covenant Operations Manual. She noted that our Operations Manual focuses on the structure and function of Session. There is provision in the manual for an update to occur every 3 years. The last update was in 2019 with the cycle getting up-ended due to our focus on pivoting operations for multiple years in response to the pandemic.

Spivey noted that the process followed to identify these edits has included:

- Ministry vice-chairs reviewing the sections of the manual that pertain to that ministry with the ministry leadership team
- Overall review of the document by other Session and staff leaders: Spivey, Janet Delery, Eva Bender, John McAlister

Edit recommendations presented in this meeting came directly from leaders responsible for the various topics covered in the manual. Edits fell in 3 categories:

- Most are minor changes that result in more clear or accurate language
- One proposed edit is to give the Finance Committee a higher budget variance approval threshold that is more in line with the amount of our current budget. Since at least 2011 that threshold figure has been \$5000. The new recommendation is that it change to \$25,000. This figure represents .3% of our overall budget and still ensures responsible budget oversight without requiring that more minor items come to Session for approval
- There are updated descriptions for Congregational Care and Congregational Life ministries reflecting the structure approved by Session earlier this year

Spivey noted that our Session approval process for the Operations Manual is that proposed edits be presented one month and then voted on the following month thus allowing time for review. She noted Session members are being provided by email this evening a document summarizing the edits and a tracked changes working version of the manual. In preparation of a vote on these edits in the December Session meeting, Spivey called to email her with any questions or concerns by November 24. Once content changes are approved, a clean version of the updated manual will be distributed.

Ministry Reports

Congregational Life

Judy Emken, Congregational Life Vice Chair

Emken noted the robust slate of activities that are part of the life of the church, generally, and made an appeal for volunteers to support December 3 Christmas Crafts.

Education

Sarah Wilson, Education Chair

Wilson shared an update on the Children's Ministry and Inclusion Coordinator position, which has been filled by Michelle Beatty. She also plugged the upcoming visit by Father Gregory

Boyle on Convocation Sunday, January 4, commending his ministry of kinship and compassion. Wilson yielded the floor to Grace Lindvall, who offered thanks to the Session for investing in the development of staff, including an October best-practice gathering sponsored by The Church of the Resurrection. She reflected on Rev. Andy Stanley's 5 Characteristics of Outward-Facing Ministries.

Mission and Outreach

Jim Dobbins, Mission and Outreach Chair

Dobbins reminded the Session of the full suite of mission and outreach commitments. He specifically noted that CIC is upcoming, commending the good work of project team coordinators and encouraging full participation.

Worship

Jacquelyn McAbee, Worship Committee Chair

McAbee provided a 2025 review, noting more than 147 worship services, 35 Communion services (plus 4 extended communions), 54 Baptisms scheduled, 5 weddings and 21 funerals year to date. She also called out the recent All Saint's Sunday service: 818 in-person attendance (total 1065) represented 2nd biggest of the year. She noted the beautiful music, communion and remembrance flowers. McAbee offered gratitude to the ministry staff for leadership, musicians & their leaders (Emily and Tameka & Ben), Ushers, Bill Keith & team (communion), Beth & Lou (flowers), the custodial staff and those supporting extended communion (31 elders to 52 recipients)

McAbee noted the Advent and Christmas schedule of events. She made an appeal for the involvement of Session members to serve communion and to help in other ways.

Looking ahead to 2026, McAbee noted Communion will be scheduled first Sunday of every month, except April. A full 2026 schedule will be included in the December Consent Agenda.

Clerk's Report

Janet Delery, Clerk of Session

Delery called out the Updates from Session series, next which is Sunday, November 30. These provide Covenant members a chance to interact with Session members on a variety of topics. She also noted that the December Session Meeting will start at 6:30 PM and include new Elder Examination.

Delery shared an effort to utilize a Session SharePoint Site to help ensure that documents, templates and other electronic assets are preserved to help drive a healthy transfer of information year-over-year. She noted that this is good stewardship. Session members can expect to see an invitation to access in next couple of days.

Old Business/New Business

Bob Henderson, Moderator

None noted.

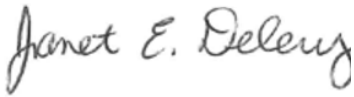
Staff Announcements/Pastoral Concerns

The pastoral staff noted a few pastoral concerns and requests for prayer.

Closing Prayer:

Katherine Kerr closed the meeting with prayer at 8:20 p.m.

Respectfully submitted,



Janet Delery, Clerk



Robert W. Henderson, Moderator

COVENANT PRESBYTERIAN CHURCH
Called Session Meetings
Sunday, November 2, 9, 16, 23, 2025

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

November 2, 2025

Brian Fox Transfer from First Presbyterian Church, Charlotte, NC
Roberta Fox Transfer from First Presbyterian Church, Charlotte, NC
Bettie Pleasant Reaffirmation
Robert Pleasant Reaffirmation
Angie Baquedano Reaffirmation
Jarrad Dickey Reaffirmation

November 9, 2025

Daniel Smith Reaffirmation
Mandy Rencher Transfer Letter—First Presbyterian Church, Charlotte, NC

November 16, 2025

Grace Gardella Reaffirmation
Diane Bounds Reaffirmation
Martin Bounds Reaffirmation

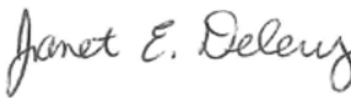
November 23, 2025

Becky Linsz Transfer Letter – Christ Central Church, Charlotte, NC
Mark Linsz Transfer Letter – Christ Central Church, Charlotte, NC

Active (confirmed) members as of 11/30/2025: 2827
2025 new members as of 11/30/2025: 139
2025 new affiliate members as of 11/30/2025: 2
2025 transfers as of 11/30/2025: 38
2025 deaths as of 11/30/2025: 22

Motions of acceptance were made, seconded and approved. The 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

Name **Transferred to:** _____

Katie Estridge Transfer to Downtown Church, Columbia, SC

Bret Estridge Transfer to Downtown Church, Columbia, SC

Cameron Estridge Transfer to Downtown Church, Columbia, SC

COVENANT PRESBYTERIAN CHURCH
Session Action Item
Summary

SUBJECT: Baptism in December

DATE: December 8, 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 baptism at Covenant:

Sunday, December 14, 2025, in the Covenant Sanctuary at the 9:30 worship service
Archer Phoenix Collins
Parent: Caitlin Jean Collins

Motion: Motion to approve the baptism of *Archer Phoenix Collins*.

**COVENANT PRESBYTERIAN CHURCH
SESSION ACTION ITEM**

SUMMARY

SUBJECT: 2026 Communion Dates

DATE: December 8, 2025

Report From: Jacquelyn McAbee, Worship Ministry Chair

Background: Per the Book of Order (W-2.0303), the Session is responsible for providing for the church's worship and making provision for the regular preaching of the Word and celebration of the Sacraments.

Process to Date: As communicated during the Worship Ministry report during the November Session Meeting, the schedule for communion is being adjusted for 2026 to serve more consistently on the first Sunday of the month. No significant changes to the worship service schedule from 2025 are noted at this time.

Budget Impact: None

Actions Taken or Recommendation: Per W-3.0410, the Worship Committee recommends that Session authorize the Lord's Supper (communion) be celebrated on these dates:

- Sunday, January 4, 2026
- Sunday, February 1, 2026 **
- Sunday, March 1, 2026
- Thursday, April 2, 2026 (Maundy Thursday)
- Sunday, May 3, 2026 **
- Sunday, June 7, 2026
- Sunday, July 5, 2026
- Sunday, August 2, 2026 **
- Sunday, September 6, 2026
- Sunday, October 4, 2026 (World Communion Sunday)
- Sunday, November 1, 2026 (All Saint's Day) **
- Thursday, December 24, 2026 (Christmas Eve)

** Extended communion will be offered on the February, May, August, and November dates.

Motion: Motion to approve the communion dates outlined above.

COVENANT PRESBYTERIAN CHURCH
Session Action Item
Summary

SUBJECT: Report from Committee on Assignments

DATE: December 8, 2025

Session Year 2026

Officers of the Session	
Moderator	Bob Henderson
Clerk of Session	Philip James
Assistant Clerk of Session	Kim Spivey
Treasurer	Vince DiSandro
Assistant Treasurer	Vince Hindman
Session Agenda Committee	
Chair – Clerk of Session	Philip James
Assistant Clerk of Session	Kim Spivey
Planning and Evaluation Board Chair	Derek Thomas
Personnel Chair	John Beyer
Administration Chair	Vince DiSandro
Congregational Life Chair	Judy Emken
Congregational Care Chair	Anne Gildea
Education Chair	Jordan Schriefer
Mission and Outreach Chair	Amanda Abrahm
Worship Chair	Lou Watson
Staff Liaisons	Bob Henderson, Eva Bender
Elder Nominating Committee	
Chair	TBD by April 2026
Active Elder	TBD by April 2026
Staff Liaison	Bob Henderson
Planning and Evaluation Board	
Chair	Derek Thomas
Vice Chair	Campbell Tucker
At Large #1	Bill Fryling
At Large #2	Molly Spearman
At Large #3	Lauren Sawyers
At Large #4	Allen Brown
Administration/Finance Representative	Tom Coley

Congregational Life Representative	Kim Moseley
Congregational Care Representative	Alan Morrow
Education Representative	Leigh Ann Hall
Mission and Outreach Representative	Jim Hamilton
Worship Representative	Ellen Schubert
Staff Liaisons	Bob Henderson, Eva Bender
Personnel Committee	
Chair	John Beyer
Vice Chair	Lauren McCormick
Clerk of Session	Philip James
Finance Chair	Vince Hindman
Active Elder	John McAlister
At Large #1	Amy Capitano
At Large #2	Jerry Jernigan
At Large #3	Dorothy Killeen
Staff Liaisons	Bob Henderson, Eva Bender
Ministry of Administration	
Chair	Vince DiSandro
Vice Chair	Vince Hindman
CDC Advisory Council Chair	Teresa Moore
CDC Advisory Council Vice Chair	Scott Roehrig
Staff Liaison	Eva Bender
Finance Committee	
Chair	Vince Hindman
Vice Chair	Tom Coley
Treasurer	Vince DiSandro
Active Elder – Liaison to CDC Advisory Council	Teresa Moore
Staff Liaison	Eva Bender
Budget Advisory Board	
Chair	Vince Hindman
Finance Committee Representative	Tom Coley
Personnel Representative	Lauren McCormick
Planning and Evaluation Board Representative	Campbell Tucker
Congregational Life Representative	Kim Moseley
Congregational Care Representative	Alan Morrow
Education Representative	Leigh Ann Hall
Mission and Outreach Representative	Jim Hamilton

Worship Representative	Ellen Schubert
Ministry of Congregational Life	
Chair	Judy Emken
Vice Chair	Kim Moseley
Active Elder	Jim Dobbins
Active Elder	Ellen Holloway
Active Elder	Breiten Brown
Staff Liaison	Serenitye Taylor, Lora Borrelli
Ministry of Congregational Care	
Chair	Anne Gildea
Vice Chair	Alan Morrow
Active Elder	Janet Delery
Staff Liaison	Katherine Kerr
Ministry of Education	
Chair	Jordan Schriefer
Vice Chair	Leigh Ann Hall
Active Elder	Sarah Wilson
Staff Liaison	Grace Lindvall
Ministry of Mission and Outreach	
Chair	Amanda Abrahm
Vice Chair	Jim Hamilton
Active Elder	David Frost
Active Elder	Alex Chinery
Active Elder	Abby Liu
Staff Liaison	Mandy Rencher
Ministry of Worship	
Chair	Lou Watson
Vice Chair	Ellen Schubert
Active Elder	Bill Cathey
Active Elder	Jacquelyn McAbee
Active Elder	Virginia Bouknight
Staff Liaisons	Bob Henderson, Emily Floyd, Tameka Thomas (interim), Ben Thomas (interim)

Covenant Presbyterian Church
Monthly Financial Comments
November 2025

Income Statement Comments

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

Income: Pledge receipts were above budget by \$153K for the month and above budget \$139K YTD. Total Income was above budget by \$211K for the month and above budget \$386K YTD.

Expenses: Total Expenses were above budget by \$3K for the month and are below budget \$281K YTD. The YTD variance to budget is primarily the result of several unfilled staff positions and timing of ministry expenses.

The Bottom Line: The Net Income was \$60K for the month, above budget by \$208K. YTD Net Income is \$49K, above budget by \$667K, primarily driven by strong performance in Administration's income-generating ministries (schools, recreation, food service and facility rentals) and personnel expenses running below budget.

Balance Sheet Comments

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

Line 25: Reflects the month's net cash from operations.

Line 29, 33 & 35: The endowment fund's market value at November 30th is unchanged compared to the prior month. During the month of November, management of the endowment fund was transferred from Wells Fargo to Morgan Stanley. One investment position with a market value totaling approximately \$1.3 million was not included in the Morgan Stanley month-end financial statement at November 30, 2025, as a result of a delay in the transfer process. The transfer will be completed during the month of December, and the endowment fund's market value will be adjusted accordingly at year-end.

Line 36: Decrease reflects receipt of gifts, offset by mission donations and other ministry expenses.

Line 39: Reflects the month's operating Net Income.

Covenant Presbyterian Church		Period ending:			11/30/25	Y-T-D Actual as % of Annual			
INCOME STATEMENT		YTD	YTD	YTD	Annual				
		Budget	Actual	Variance	Budget	2025	2024	2023	2022
Income:									
1	Pledge Receipts	\$ 2,827,191	\$ 2,965,865	\$ 138,674	\$ 3,540,980	84%	85%	80%	79%
2	Misc Contributions	402,500	517,993	\$ 115,493	445,000				
3	Investment Income	299,534	303,957	\$ 4,423	300,500				
4	Transfer from Restricted Funds	130,000	101,052	\$ (28,948)	356,000				
5	Other Receipts	146,100	194,487	\$ 48,387	156,000				
6	Total Schools	1,823,315	1,877,757	\$ 54,442	2,004,370				
7	Child Dev. Ctr.	1,415,230	1,497,369	\$ 82,139	1,550,440				
8	Preschool	408,085	380,387	\$ (27,698)	453,930				
9	Food Service	172,119	189,940	\$ 17,821	184,675				
10	Recreation Wing	158,780	176,864	\$ 18,084	162,600				
11	Ministry Trip Income	137,500	150,984	\$ 13,484	150,000				
12	Ministry Other Income	\$ 45,563	\$ 49,466	\$ 3,903	\$ 45,750				
	Total Income	\$ 6,142,601	\$ 6,528,365	\$ 385,764	\$ 7,345,875	89%	92%	86%	81%
Expenses:									
13	Worship	\$ 112,760	\$ 116,627	\$ 3,867	\$ 124,300				
14	Congregational Life	74,780	62,652	\$ (12,128)	76,700				
15	Engagement	9,021	8,228	\$ (793)	9,750				
16	Mission & Outreach	829,525	818,827	\$ (10,698)	857,450				
17	Education	166,078	159,595	\$ (6,483)	173,030				
18	Total Schools	1,840,054	1,776,757	\$ (63,298)	2,017,996				
19	Child Dev. Ctr.	1,412,916	1,392,866	\$ (20,050)	1,547,754				
20	Preschool	427,138	383,891	\$ (43,247)	470,242				
21	Food Service	99,000	90,896	\$ (8,105)	108,000				
22	Recreation Ministries	53,333	25,582	\$ (27,751)	53,600				
23	Administration	636,939	680,040	\$ 43,101	717,962				
24	Personnel	2,939,276	2,740,460	\$ (198,816)	3,207,087				
	Total Expenses	\$ 6,760,766	\$ 6,479,663	\$ (281,103)	\$ 7,345,875	88%	91%	95%	87%
	Net Income	\$ (618,165)	\$ 48,702	\$ 666,867	\$ -				
BALANCE SHEET			November	October	Change				
Assets:									
25	Truist (BB&T) Checking/Savings		\$ 1,522,962	\$ 1,531,994	\$ (9,033)				
26	Wells Fargo & Morgan Stanley Holding		3,098,254	\$ 3,067,769	30,485				
27	Petty Cash		350	\$ 350	-				
28	Accounts Receivable and Advances		58,607	\$ 59,529	(923)				
29	Endowment Fund Mkt Value		18,934,164	\$ 18,934,164	-				
30	Real Estate Funds		2,425,000	\$ 2,425,000	-				
	Total Assets		\$ 26,039,336	\$ 26,018,807	\$ 20,529				
Liabilities:									
31	Accounts Payable and Misc. Accruals		\$ 66,242	54,075	12,166				
	Total Liabilities		\$ 66,242	\$ 54,075	\$ 12,166				
Fund Balances:									
32	Donor Advised		\$ 372,674	\$ 373,174	\$ (500)				
33	Infrastructure Fund/Cornerstone Income		33,944	\$ 33,944	-				
34	Payable to Endowment Corpus		4,440	\$ 3,865	575				
35	Restricted End/Cornerst & Real Estate		21,359,164	\$ 21,359,164	-				
36	Restricted Funds		3,311,584	\$ 3,371,802	(60,217)				
37	Non-Budgeted Benevolences		20,688	\$ 20,688	-				
38	Section 125 Plan		274	\$ (474)	747				
39	Genl Fund Balance		739,645	\$ 679,673	59,971				
40	Columbarium		33,641	\$ 35,893	(2,252)				
41	Reserve Fund Balances		97,041	\$ 87,002	10,039				
	Total Fund Balances		\$ 25,973,095	\$ 25,964,732	\$ 8,363				
	Total Liab. & Fund Balances		\$ 26,039,336	\$ 26,018,807	\$ 20,529				

COVENANT PRESBYTERIAN CHURCH
Session Information Item
Summary

Subject: Session Calendar 2026

January	11	Ordination/Installation SUNDAY
	21	Session Meeting WEDNESDAY 7:45 PM on Zoom
	30	Session Retreat FRIDAY 6:00 – 8:00 PM at 208 East Blvd.
	31	Session Retreat SATURDAY 8:30 AM – 12:30 PM at 208 East Blvd.
February	2	Session Agenda 5:30 PM
	9	Session Meeting 7:00 PM
	21	Presbytery Meeting SATURDAY 9:30 AM at Sharon PC
March	2	Session Agenda 5:30 PM
	9	Session Meeting 7:00 PM
April		Session Agenda TUESDAY 5:30 PM
	13	Session Meeting 7:00 PM
May	4	Session Agenda 5:30 PM
	11	Session Meeting with Quest 6:30 PM
	16	Presbytery Meeting SATURDAY 9:30 AM at Bethpage Kannapolis PC
June	1	Session Agenda 5:30 PM
	8	Session Meeting 7:00 PM
July		No Session Agenda or Session meetings
August	3	Session Agenda 5:30 PM
	10	Session Meeting 7:00 PM
	15	Presbytery Meeting SATURDAY 9:30 AM at Myers Park PC
September	8	Session Agenda TUESDAY 5:30 PM
	14	Session Meeting & Dinner at TROC 5:30 PM
October	5	Session Agenda 5:30 PM
	12	Elder Dinner 6:00 PM
	24	Presbytery Meeting SATURDAY 9:30 AM at Providence PC
November	2	Session Agenda 5:30 PM
	9	Session Meeting 7:00 PM
December	7	Session Agenda 5:30 PM
	14	Session Meeting & Elder Exams 6:30 PM

Church offices will be closed for holidays on: January 1 & 19, April 6, May 25, June 19, July 3, September 7, November 26 & 27, December 25 & 28.

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:

- Supportive Housing Communities
- Habitat for Humanity