



2015–2016 Annual Report

CONVINCED OF GOD'S GRACE,
the Church of the Covenant seeks to:

- ∞ Be a welcoming spiritual home,
- ∞ Live God's inclusive love,
- ∞ Do justice in the world.

God has told you, O people, what is good;
and what does the Lord require of you
but to do justice, and to love kindness,
and to walk humbly with your God?
~ Micah 6:8



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2015-2016 Annual Report

Table of Contents

Congregational Meetings		<u>Page</u>
Annual Meeting of the Congregation and Corporation, Sunday May 3, 2015		1
Special Meeting of the Congregation, Sunday August 30, 2015		3
Special Meeting of the Congregation, Sunday, February 7, 2016		4
 Staff List and Reports		
Staff List		6
Staff Reports		
Pastor/Head of Staff	Amy Starr Redwine	7
Associate Pastor	Melanie Marsh Baum	8
Organist & Director of Music	Jonathan W. Moyer	9
Director of Family Ministries	Mindy Stewart	10
 Session Membership and Reports		
Moderator The Reverend Amy Starr Redwine and Will Klein, Clerk		13
 Session Committees		
Adult Education/Black History Committee	Nancy Acree	14
Children, Youth, and Families Ministries	Ann Williams	15
Outreach and Social Justice Committee	Jim Prince	16
Women's Association Fund Allocation Committee	Virginia Kallay	17
Outreach and Social Justice 2015 Fund Distribution		18
Personnel Committee	Carol Roe	19
Reach Out (Membership)	Chris Langmack	20
Worship and Music	David Finkenthal	21
 Deacons		
Moderator	Marjorie Heines	22
 Board of Trustees		
President	Keith Kallay	24
Endowment Committee	Robert Baker	25
Fine Arts and Memorials	Catherine C. Miller	26
Organ Committee	Harriett Wadsworth	26
Special Gifts Committee	Martha Goble	27

Committees Responsible to the Congregation		<u>Page</u>
Nominating Committee	Harriet Wadsworth	28
 Programs		
Archives	Denise Horstman	29
Covenant Cache	Cyndi Kuntz & Marilyn Langmack	30
Library	Karen Burt	31
 Affiliated Non-Profit Organizations		
Covenant University and Community Ministries	Amy Starr Redwine	32
Community Meals Program		32
God Before Guns		33
Saturday Tutoring Program		34
Student Community Ministries		35
Friends of the McGaffin in University Circle, Inc.	Denise Horstman	36
 Financial Statements and Reports		
Treasurer's Report	Cynthia Szafraniec	38
Statement of Financial Position – December 31, 2015 and 2014		39
Statement of Disbursements – Twelve Months Ending December 31, 2015		40
Statement of Income and Disbursements – Twelve Months Ending December 31, 2015		42
Endowment Funds Report		43
Endowment Funds – Statement of Earnings, Gains, Fees and Distributions Twelve Months Ending December 31, 2015		43
Statement of Special Funds and Reserves as of December 31, 2015		44
Special Program Offerings as of December 31, 2015		45

Church of the Covenant
Annual Meeting of the Congregation and Corporation
Minutes
Sunday May 3, 2015

Call to Order and Verification of Quorum

The annual meeting of the Congregation of the Church of the Covenant was called to order at 11:37 a.m. on the patio by Rev. Amy Starr Redwine. A quorum of members was verified. The meeting was opened with prayer by Rev. Amy Starr Redwine.

Bible Study

Small group discussion was held at each table.

Approval of the minutes

The minutes from the Annual Meeting of the Congregation/Society held May 4, 2014; the Special Meeting of the Congregation held June 15, 2014; the Special Meeting of the Congregation held July 13, 2014; and the Special Meeting of the Congregation held February 15, 2015 were approved without objection.

Nominating Committee

Jules Tryk, Moderator

The number of nominees reflects the changes to committee size as approved in the Ecclesiastical By-Laws dated January 21, 2014 and Code of Civil Regulations dated October 29, 2014 at the Special Meeting of the Congregation held February 15, 2015.

Nominees for Elder and Deacon for the Class of 2018

(length of term as marked in parenthesis)

Elder

Barbara Clint (3)
Elizabeth Hagen (3)
Reathel McWhorter (3)
Jim Miller (3)
Ron Neill (1)

Deacon

Stephanie Finkenthal (3)
Cheri Keys (3)
Susan Klein (3)
Cathy Luck (3)
Reaver Nelson (3)
Norma Shuskey (3)

Nominees for the Nominating Committee, 2015–16 (1 year term)

Nancy Acree, Gale Bromelmeier, Lucy Matz, Michelle Miller, Hugh Burtner

There being no nominations from the floor, a call for a unanimous vote was made, seconded and approved unanimously.

Recognition of Retiring Elders and Deacons

Elders: Robert Jefferis, David Keltner, John Marsh, Jim Mate, Jim Prince, Anna Raske

Deacons: Orene Anthony, Joan Drushel, Oleg Targoni, Florence Worth

Election of Officers of the Corporation

Paul Williams, President

Jules Tryk, Moderator of Nominating Committee

Nominees for Officers and Trustees

(length of term as marked in parenthesis)

Officers (one-year term)

Keith Kallay, President

Kathleen Farkas, Secretary

Cynthia Szafraniec, Treasurer

Trustees

Patty Fowler (2)

Ron James (3)

James Mate (3)

There being no nominations from the floor, a call for a unanimous vote was made and approved unanimously.

Recognition of Retiring Officers/Trustees

Officers: Paul Williams, Gale Bromelmeier

Trustees: Venerine Branham, Rod Keen

State of the Church reports were presented.

Introduction

Statistics

Finances

Ministry to Families

Music Ministry

Ministry to Students

Associate Pastor Nominating Comm.

Sustainability Task Force

Ground Level Task Force

Amy Starr Redwine, Pastor

Will Klein, Clerk of Session

Cynthia Szafraniec, Treasurer

Mindy Stewart, Director of Family Ministries

Jonathan Moyer, Director of Music

Eileen Vizcaino, Chaplain for Students

Sybil Marsh, Co-Moderator

Mike Heines, Moderator

Bill Anderson, Moderator

Adjournment

The meeting was adjourned with prayer at approximately 12:45 p.m.

Minutes submitted by: Will Klein

**The Church of the Covenant
Special Meeting of the Congregation
Minutes
Sunday August 30, 2015**

Call to Order and Verification of Quorum

The special meeting of the congregation of The Church of the Covenant was called to order at 10:58 a.m. in the sanctuary by Rev. Amy Starr Redwine. A quorum of members was verified by Will Klein, clerk of session. The meeting was opened with prayer by Rev. Amy Starr Redwine.

Appointment of Tellers

Tellers Keith Kallay and Suchi Nelson were elected without objection.

Motion to Elect Candidate and Discussion-APNC members present-Sybil Marsh, Chris Langmack, Tom Denbow, Debbie Rorick, and Will Klein. APNC members Kayla Clint and Mindy Stewart were excused.

MOTION: To elect Melanie Marsh Baum as the Associate Pastor of The Church of the Covenant with the enclosed terms of call.

Action: Approved by majority vote after introduction and questions.

Effective Salary

Salary and housing	\$47,500
Effective Salary	\$47,500

Benefits

Medical (24.5% of Effective Salary)	\$11,637.50
Pension, Insurance, etc. (12% of Effective Salary)	\$ 5,700
Total Benefits	\$17,337.50

Reimbursable Expenses

Social Security Offset	\$ 3,633.75
Professional Expenses	\$ 3,400
Education, Professional Development	\$ 1,500
Total Reimbursable Expenses	\$ 8,533.75

Total Package \$73,371.25

Motion to Dismiss the Associate Pastor Nominating Committee

MOTION: To dismiss the associate pastor nominating committee.

Action: Approved without objection.

Adjournment

The meeting was adjourned with prayer and a benediction by Melanie Marsh Baum at 11:20AM.

Minutes submitted by: Will Klein

The Church of the Covenant
Minutes of the Special Meeting of the Congregation
Sunday, February 7, 2016

Call to Order and Verification of Quorum

The special meeting of the congregation of The Church of the Covenant was called to order at 11:00 a.m. in the sanctuary by Rev. Amy Starr Redwine. A quorum of members was verified by Will Klein, Clerk of Session. The meeting was opened with prayer by the Rev. Amy Starr Redwine.

Approval of Minutes

The minutes of the Annual Meeting of the Congregation on May 3, 2015 were approved as submitted.

The minutes of the Special Meeting of the Congregation on August 30, 2015 were approved as submitted.

Nominating Committee - Harriet Wadsworth, Moderator

Thanked the retiring nominating committee members: Nancy Acree, Gale Bromelmeier, Hugh Burtner, Kitty Jarjisian, Cheri Keys, Keith Kallay, Lucy Matz, and Michelle Miller.

Presented the following nominees:

Nominees for Elder and Deacon for the Class of 2019

(length of term as marked in parenthesis)

Elder

LaShawna Adams Mitchell (3)
Jennifer Connor (3)
Virginia Kallay (3)
Ron Neill (3)
Jim Smekal (3)
Lou Stark (3)
Jim Tomaszewski (2)

Deacon

Matthew Garrett (3)
Marjorie Heines (3)
Elizabeth Holbein (3)
Dick Miller (1)
Pat Owen-Keltner (3)
Mildred Russin (3)
Elizabeth Shriver (3)
Ann Stark (3)

Trustees

President: Keith Kallay (1)
Secretary: Kathleen Farkas (1)
Treasurer: Robert Baker (1)
Robert Jefferis (3)
Jim Prince (1)
Ann Williams (3)

Nominees for the Nominating Committee, 2016–17

(1 year term)

Tracy Blake, Stacey Booker, Gale Bromelmeier, Rod Keen, Lucy Matz

Election of Officers and Nominating Committee Members

Rev. Amy Starr Redwine

There being no nominations from the floor, a call for a vote was made and approved without objection.

Recognition of Retiring Elders, Deacons, and Trustees

Elders: Cynthia Szafranec, Shirley Thompson, Jules Tryk, Ann Williams

Deacons: Alex Veenstra

Trustees: Robert Baker, Theodis Fipps, Peter Shriver

Changes to Pastors' Terms of Call - Carol Roe, Personnel Committee Moderator
MOTION: To approve the following terms of call for the Rev. Melanie Marsh Baum.

Associate Pastor Melanie Marsh Baum
2016 Terms of Call
Changes to 2015 terms of call are in italics

Effective Salary

Salary and Housing \$47,500

Benefits

Medical (24.5% of Effective Salary) \$11,637.50

Pension, Insurance, etc. (12% of Effective Salary) \$5,700

Total Benefits \$17,337.50

Reimbursable Expenses

Social Security Offset \$3,633.75

Professional Expenses \$3,400

Education, Professional Development \$1,500

Medical Expenses \$950

Total Reimbursable Expenses \$9483.75

Total Package \$74,321.25

Vacation Time

Four weeks

Study Leave

Two weeks

Family Weekends

Two

Action: Approved without objection.

Presented an update of the Personnel Committee's work since the implementation of the staff restructuring initiative.

Adjournment

The meeting was adjourned with prayer by the Rev. Amy Starr Redwine at 11:15 a.m.

Minutes submitted by: Will Klein

The Church of the Covenant

Staff

(as of April 15, 2016)

Pastoral Staff

The Rev. Amy Starr Redwine	Pastor/Head of Staff
The Rev. Melanie Marsh Baum	Associate Pastor
The Rev. Eileen F. Vizcaíno	Chaplain to Students
The Rev. Nancy Lynch	Parish Associate
The Rev. James F. Dowd	Pastor Emeritus

Student and Family Ministries

Ms. Mindy Stewart	Director of Family Ministries
Ms. Dara Elliott	Crèche Teacher

Music

Dr. Jonathan W. Moyer	Organist & Director of Music
Dr. Matthew Garrett	Associate Director of Music
Dr. Kaori Hongo	Director of Music for Children and Youth
Mr. George Leggiero	Covenant & University Circle Carillonneur
Dr. Jennifer Conner	Music Librarian

Administration and Operations

Mr. Willie Howard	Administrative Services Manager
Mrs. Mildred Russin	Volunteer Coordinator
Ms. Lyn Cooper Tomaszewski	Communications Manager
Mr. Willie Parker	Custodian
Mr. Shannon James	Custodian

Covenant University and Community Ministries (CUCM)

Covenant University and Community Ministries (CUCM) is a non-profit organization founded in 2010 by the Church of the Covenant to provide a home for programs that reach out and engage both the university and Greater Cleveland community.

Ms. Anne Pillot	Community Meals
Mr. David Eggert	God Before Guns
Ms. Linda Wilson	Saturday Tutoring Program
The Rev. Eileen F. Vizcaíno	Student Ministries

The Reverend Amy Starr Redwine, Pastor

During the 2011 sanctuary renovation, a medical student and regular participant at the Covenant named Myles Nickolich documented the project through photography. Myles' pictures show the incredible work undertaken over ten weeks to transform the sanctuary. When the renovation was finished, Myles wrote on his blog that "while the face of this church has changed, the soul is still the same." (see the pictures here: <https://nickolich.shutterfly.com/archives>)

What constitutes the soul of the Covenant? We are a community that has weathered great challenges in the 100+ years of our ministry, steadfastly following Jesus through the mergers of three separate faith communities; multiple building and renovation projects; taking a stand on issues of social justice; providing much-needed child care, tutoring, and food for our neighbors; continually adapting to changes in the community around us. Built into the soul of this community is a deep capacity to trust God to work through us by the power of the Holy Spirit as we seek to follow Jesus by doing justice, loving mercy, and walking humbly with our God.

This has been a year of transition as we have undergone a two-fold renovation of the staffing model and governance structure. Although there is no blog with photographs detailing the difficult and at times painstakingly detailed work, imagine these pictures: groups of faithful Covenant members sitting at meeting tables, asking questions, brainstorming ideas, participating in challenging conversations about the future of the church; a professional human resources consultant spending hours with church staff and researching best staffing practices at churches around the country; staff laboring over e-news and bulletin articles, power point presentations, financial spreadsheets, and sermons to communicate to the congregation the who, what, when, where, and why of the changes. Although this work has not been as tangible or as visible as the 2011 sanctuary renovation, it is no less important to the health and future of our ministry together. I am deeply grateful for all of those who have participated in this challenging work and for the trust, respect, and prayer they received from the congregation as they faithfully labored.

As we have spent time this Eastertide with stories from the Book of Acts, we have remembered that when the first followers of Jesus spread the word of his life, death, and resurrection, this good news was always accompanied by transformation and new life for those who received it. Of course, transformation and new life bring change, and change is never easy. It is a spiritual discipline – an opportunity to practice trust in God's presence and provision.

The Bible also reminds us that the journey of faith and all that accompanies it is never something we undertake alone. As a community, we draw alongside each other to worship, pray, sing, discern, and reach out to those in need. I have every confidence that as we continue to work together with trust and vulnerability, we will discover God's Holy Spirit moving among us in surprising and wonderful ways, bringing new life to our community even as our soul remains rooted in our call to discipleship.

The Reverend Amy Starr Redwine

Pastor

The Reverend Melanie Marsh Baum, Associate Pastor

Committees/Ministries I have been called to staff:

Ministry of Service

Board of Deacons

Reach Out/Membership

Outreach & Social Justice

Ministry of Faith Formation

Adult Education

It was a joy to join the Church of the Covenant Staff for the final three months of 2015. I arrived in the midst of a transitional time for the church staff and congregation, that has proved to be both challenging and life-giving as we have worked together to navigate changes, and sought to discern where God is calling us as a community of faith. In addition to working with the congregation and staff during this time of change, I also maintained regular duties as Associate Pastor, including worship planning and leadership, preaching, periodically teaching Adult Education classes, pastoral care, and visitation of the sick and home-bound.

Ministry of Service – In the final months of 2015, the church was moving toward a new form of government, organized by Ministry. I was tasked with offering staff support to the Ministry of Service, which comprises duties and membership of the Committee on Outreach and Social Justice, as well as the Committee on Membership (Reach Out) and Board of Deacons. During October, November and December, the members of these committees, along with Elders, worked on assessing the work currently done by each committee, prioritizing needs that might be met by the New Ministry of Service, and discerning what the leadership structure of the ministry would look like. This work is expected to continue into 2016.

Board of Deacons – The Deacons continue to work as an independent body of Ordained and Installed members, with ties to the Ministry of Service. They provide care for the church community through their Covenant Callers and Stephen Ministers programs, as well as through their flower ministry. The Deacons also provided care for our greater community in 2015 through their ongoing partnerships with Goodrich Gannett Neighborhood Center, Daniel E. Morgan Elementary School, and Family Promise Shelter. Social Justice and Outreach – SJ&O continue to provide oversight and make recommendations to session on allocations for our Outreach Budget. Their membership and duties are currently being transitioned into the Ministry of Service. This process is expected to continue throughout 2016.

Membership/Reach Out – In the midst of the Transition into the new Governance structure, the Reach Out committee made the decision late in 2015/early 2016 to suspend their regular meetings, and turn the duties of their committee over to the newly formed Ministry of Service. Committee Moderator, Chris Langmack agreed to be a liaison to the Ministry of Service in providing any historical information the ministry might need about the duties and responsibilities of Reach Out Committee. Martha Goble from the Reach out Committee is currently serving as a non-elder member of Ministry of Service.

Adult Education – Adult Education, now a part of Ministry of Faith Formation, continues to provide education opportunities for the adults in our congregation both in regular Sunday morning education hour, as well as through special events, and small group study. Sunday morning Adult Forums maintained an average attendance of approximately 10 people throughout the fall, with remarkably higher attendance during the three-week series on Refugee Life in Cleveland in early December.

The Reverend Melanie Marsh Baum

Associate Pastor

Dr. Jonathan W. Moyer / Music Department

Dr. Jonathan W. Moyer, Organist and Director of Music
Dr. Matthew Garrett, Associate Director of Music
Dr. Kaori Hongo, Director of Music for Children and Youth
George Leggiero, Covenant and University Circle Carillonneur
Dr. Jennifer Conner, Choir Librarian

As our choral season from the 2015-2016 year draws to a close, we reflect on some of the musical and spiritual highlights of the past year.

The Case/Covenant Collaboration concert on April 15 was truly a high mark in the 5 years we have been engaged with our neighboring university in these concerts. Dr. Matthew Garrett's direction as both Covenant's associate director of music and the director of choirs at CWRU has been indispensable in advocating and strengthening the relationship between our two institutions. Covenant is increasingly seen as an important venue for concerts and activities by numerous ensembles and individuals who recognize a welcoming and supportive community.

Such was the case this past year with a student pursuing a Master's degree in trumpet at the Cleveland Institute of Music, who contacted me about finding a space in our building to finish a recording for an upcoming audition, because there were no rooms available at the Conservatory. Even though it was a Saturday afternoon, we were able to accommodate his request. His gratitude was demonstrated not only in the friendship we formed but also his willingness to perform in one of our services free of charge as well as organize other trumpet players for our Easter service. This is just one example of the many blessings awaiting us in our University Circle home.

In October of last year, we welcomed the return of the Cleveland School of the Arts back to the University Circle with a special joint concert between our two choirs as part of a weekend long conference devoted to the impact of Marc Chagall and his world-view entitled The Art of Love, Hope, Peace, and Reconciliation. The endeavor brought together musicians, scholars, and clergy in multiple venues to discuss some of the most pressing issues of our day and how the fine arts can enable dialogue and promote peace. The aim is to continue this dialogue in new and innovative collaborations.

We welcomed the return of the Music Department Intern program this past year with a special designated financial gift. Our intern Jennifer McPherson assisted the music department in numerous ways, through playing the organ in services, singing in the choir, accompanying rehearsals, assisting Dr. Hongo and the children's choir, and numerous other aspects. This program enables our church to train future church musicians through practical experience beyond the classroom.

The Covenant Choir benefited from the presence of two high school choral interns Brooke Still and Joshua Delk, paid for by generous donations through the Friends of Music Fund. Both Brooke and Joshua will be entering college this coming fall.

The integrations of the children's choir into the Sunday School hour proved to be an enormous success in many ways. As a result, more children were able to stay and engage with the choir, building confidence in their singing and positive peer influence.

Throughout the year, we have aimed to increase the diversity of our musical offerings through inclusion of more culturally contrasting styles of music, such as world music, spirituals, and jazz. Covenant remains committed to presenting all of its musical expressions with excellence and spiritual vitality.

Covenant's organ recital series was the beneficiary of a generous grant of \$5,900 from the Charles H. Teare and Clifford K. Kern Music Fund of the Cleveland Foundation. This grant enabled us to feature two major concert organists, Balint Karosi (from Boston) and Fancesco Cera (from Italy) along with 18 weeks of Tuesday Noon organ recitals. These programs along with the Friday Lunchtime Carillon Concerts have consistently attracted numerous visitors and music enthusiasts into our facilities.

We never know the impact of who we will meet in the University Circle. What relationships are still out there for us to build and nurture? As demonstrated by so many events from this past year, our commitment to support our neighbors yields numerous blessings.

Respectfully submitted,

Jonathan W. Moyer

Organist and Director of Music

Mindy Stewart, Director of Family Ministries

PACT (Parents And Children Together):

Our Parents And Children Together program continues to enjoy engaging themes and share God's all-inclusive love with our brothers and sisters at Family Promise (The Haven) on Francis Ave. Here's a list of activities we pulled off for our 3rd (and 4th) year of PACT:

April 25, 2015 – Pizza & Board Games at Family Promise

May 22, 2015 – Built a Garden at the Church of the Covenant

June 2015 – PACT at Family Promise - cancelled due to a very wet June and flooding at Family Promise

July 24, 2015 – Wet & Wild games at Church of the Covenant

July 31, 2015 – PACT + Youth Mission + Family Promise

August 28, 2015 – Kickball & East Coast Custard at Family Promise

September 25, 2015 – A ride down Euclid Ave. in the Rocket Car

October 23, 2015 – Pumpkin decorating contest at Family Promise

November 20, 2015 – Inside Out movie at Church of the Covenant

December 18, 2015 – Holiday Party with Family Promise at Church of the Covenant – a festive party including gifting homemade no-sew fleece blankets to each mom and child as well as a Lolly the Trolley ride to see holiday lights.

January 22, 2016 – PACT Supergoal Party – using a Super Bowl theme to plan the upcoming activities.

February 19, 2016 – PACT goes to see "Godspell" at the NearWest Side Theatre

March 2016 – No PACT due to the Easter holiday

April 29, 2016 – Dinner and Movie at Family Promise

2015 Youth Summer Mission Experience:

Feed the hungry. Welcome the stranger. Clothe the naked. Visit the sick. Go to the imprisoned. Ten Church of the Covenant youth fulfilled five simple commands of Jesus during their summer Youth Mission Experience here in their hometown of Cleveland. While there's great excitement of traveling abroad or even to a different state, our youth aged between 10 and 17 years old, discovered they can bring the love of Jesus to those in our local neighborhoods.

The five days of service and fun began Wednesday afternoon with a foot washing ceremony. Each of the youth and adult leaders learned what Jesus meant when he talked about servant leadership by humbling themselves and washing each other's feet.

The following day began early with breakfast and devotions at the church before heading out to RID-ALL Urban Garden (www.greennghetto.org) – a community garden led by long-time Clevelanders committed to not only raising organic produce and fish, but to also raise up and improve an otherwise devastated neighborhood. One of the entrepreneur’s at RID-ALL provided our youth with an in-depth tour of the grounds including the all-natural compost, self-sustaining tilapia farm, and the multitudes of organic plants which help provide food, job skills, and economic growth to the local community members. Some of the young men working on the land were generous enough to let us help them shovel compost in order to cover land in preparation for future growth of the organization.

After lunch and a short break at the church, we eagerly jumped into the art of “clothing the naked” (i.e. making no-sew blankets) for the babies and children at University Hospitals/Rainbow Babies and Children (www.uhhospitals.org/rainbow) . Hoping to donate five blankets, we quickly cut and tied fleece together allowing us to donate more than 10 blankets! We were able to donate these items of comfort to the spiritual care coordinator of RBC/McDonald Women’s Hospital when we helped host a rainbow themed picnic in the central activities room at RBC. Again, expecting to visit with 15-20 patients and families, God’s love shined through our youth drawing close to 65 people! Some merely took a boxed dinner to go while others ate their dinner in the theater room while their children (many of whom were patients or siblings of patients) enjoyed playing corn hole, rainbow volleyball, or making sand bottles with rainbow colors. It was an evening of “normalcy” and fun for families who are otherwise dealing with intense, life-altering situations on a daily basis.

Visiting the imprisoned, sick, and stranger can take on many different faces, but all of them can be found in one way or another in the lives of the elderly in nursing homes. Our youth brought a ray of sunshine to the lonely and confused men and women at Judson Park (www.judsonsmartliving.org) . A smile and some M & M’s go a long way when interacting with someone two generations removed from you. The youth did a great job at extending God’s love to the elderly by playing games, asking questions, and serving them their snack.

Welcoming the stranger does not always require us to open our doors to the public, but we can go out to the strangers and welcome them to their new home. This is just what our youth did on Friday afternoon at the Family Promise of Greater Cleveland – Francis Ave. location (www.familypromisecle.org). We scrubbed the walls, washed down furniture and toys, swept the floors, and generally helped create a welcoming environment for the women and children who find themselves in difficult and homeless situations. After all of their hard labor, it was a great chance to reward our youth and bless the residents at Family Promise with a cookout and bounce house! Work hard and play hard; that was our motto for the mid-mission activities.

Coming in on the home stretch for the week, Saturday morning was spent playing water games and providing community for those who live at Laura’s Home (a ministry of City Mission, <http://www.thecitymission.org/lauras-home>). While many of our youth and chaperones engaged with 20 plus children, many who are fatherless, a handful of our youth helped prepare, package and distribute 90 packed lunches for the women and children who participate in the program at Laura’s Home. Both activities were challenging in their own way, but also necessary for our youth to have an awakening to the physical, relational, and spiritual needs amongst our neighbors.

Following an exhausting couple of hours, we headed to North Presbyterian Church (<http://northpres.net>) where Pastor Charlie Hurst welcomed us with open arms to spend an afternoon with some of the men who find refuge at the church. Many of our youth learned new card games, participated in a rousing game of UNO, and enjoyed hanging out with those who have quite a different life story than others they have heard. While our interaction with these gentlemen was brief, we were

able to see many of them the following day when we attended the Sunday morning service at North Church. Although our two churches are a part of the same presbytery, our youth participated in a very different worship experience. Following the church service, and after assisting the regular volunteers and staff with serving lunch their weekly community meal to 100 people, we returned to our home base for a closing ceremony with Rev. Amy Starr Redwine. Partaking in communion, reuniting with parents, and reflecting on the week's fun and challenging activities, we brought our five days together to a close.

While we did not spot lions or giraffe on an African Safari to take in a cultural experience, or look out over the Grand Canyon as a sightseeing trip during our free time, we experienced multiple cultures within our own city and enjoyed some of the plethora of summertime activities Cleveland has to offer. Our Mission Experience didn't take us to far destinations, but our youth traveled far out of their comfort zones learning the value of God's love, relationships, and serving Jesus among the hungry, stranger, naked, sick, and imprisoned. And, well, isn't that the purpose of a Summer Youth Mission Experiences?

Trunk or Treat:

Word got out and the weather cooperated so Covenant members and people of the community could enjoy a beautiful evening for the 2nd Annual Trunk-or Treat. Fifteen dedicated church members decorated their cars and passed out candy to local "trunk-or-treaters" while other volunteers helped serve chili to the masses and supervised the making of s'mores around the bonfire. While free food and candy were definitely highlights to the evening, the live jazz trio added a party-like atmosphere, and the hayrides around the circle were a huge hit among the young and old. Serving more than 150 members of the community is only the beginning of the impact Church of the Covenant can have on its neighborhood. When God's love is shown through food, music, entertainment and a safe space, we can expect for others to be drawn to the Light.

4th – 7th Grade Group:

We're small but mighty; we eat and serve together; we laugh and talk as though we've been friends for years. Most of these youth have grown up together, some in the same home, but they're always welcoming to new-comers. As last year's 4th graders moved up to the 5th grade, they loved not being the youngest anymore and informed the new kids what this group was all about, and made sure they felt included. Since there were multiple senior high youth members that graduated or no longer participate in CotC activities, the 8th graders were "promoted" to join the Senior High Youth group – making last year's 4th-8th Grade Group the current "4th – 7th Grade Group." These youth still love to eat lunch and enjoy discussing Biblical themes in respect to current life situations, or playing games (Bible picture is a group favorite). In December 2015, the youth were "locked-in" the church for games, food, movies, and service projects. Well, they were allowed out for an hour to go bowling at the Corner Alley. The 16 hour event came to a close with some Christmas caroling at Judson Park in order to warm up their voices before Pageant rehearsal. Hour-by-hour the youth had a blast, and the leaders did too.

Senior High Youth (8th-12th Graders):

It's an understatement to say youth are busy these days. Balancing school, sports, extra-curriculars, and family life is quite an act, so anytime this small group of young women (and Justin) are willing to hang out together outside of Sunday morning, I count it a blessing. They displayed great leadership skills as they served among their peers during the Summer Youth Mission Experience, and continually show up to grace the greater congregation with their voices and hearts in the Christmas Pageant and Youth Sunday. Teenage life is different from when you or I walked the halls of high school, and being examples of Christ's love and hope to these young individuals may be one of the most significant things we do as a Church.

Mindy Stewart

Director of Family Ministries

Session

Rev. Amy Starr Redwine, Moderator; Will Klein, Clerk

Governing body and program development.

Consists of the Pastor as Moderator, Associate Pastor, Clerk of Session and 20 ruling elders.

Class of 2016

Jennifer Conner
Virginia Kallay
LaShawna Adams Mitchell
Ron Neill
Jim Smekal
Cynthia Szafraniec
Shirley Thompson
Jules Tryk
Ann Williams

Class of 2017

Erin Baker Tomko
Mary Anne Bromelmeier
David Finkenthal
Mike Heines
Denise Horstman
Catherine Jarjisian
Carol Roe
Harriet Wadsworth

Class of 2018

Barbara Clint
Elizabeth Hagen
Jim Miller

Associate Pastor, The Reverend Melanie Marsh Baum, elected by the congregation on August 30, 2015

In accordance with the Book of Order, Session has responsibility for governing the congregation (G-3.0201) and “directing the ministry of Deacons, Trustees and all organizations of the congregation” (G-3.0201c). The 2015-2016 program year saw Session assume these responsibilities with renewed commitment. The Session has regularly scheduled monthly meetings, and occasional special meetings called for specific business. In January, 2016 Session attended a retreat to help facilitate the discernment of the church’s mission and vision.

Each Session meeting opened with prayer and typically, a time for Bible study and visioning, in accordance with Session's role as the spiritual leaders of the church. During the course of the year, the Session established the dates for communion, congregational meetings, and special events like retreats. The Session examined and received new members as well and noted the deaths and transfers of current members.

Monthly statistical reports on membership, which include changes to the official rolls of members, baptisms, communion services, and worship service attendance, were reviewed and received by Session. The Session received regular reports from all committees and boards throughout the year, keeping up to date with the business of the church.

The annual budget, submitted by the Budget and Finance Committee, was reviewed and approved. A detailed annual report and questionnaire was completed and approved for submission to Presbytery and General Assembly. Insurance and state incorporation documents are noted and approved as being current.

A special meeting of the congregation was held August 30, 2015 to elect Melanie Marsh Baum as the Associate Pastor of The Church of the Covenant. A special meeting of the congregation was held on February 7, 2016 to elect new officers and to revise the terms of call for Melanie Marsh Baum.

Detailed Session records are maintained in the church office and are submitted annually for review by the Presbytery Session Records Committee to insure that all requirements are met.

Respectfully submitted,

Will Klein

Clerk of Session

Adult Education/Black History Committee

Committee Members

Carol Roe, Moderator	Karen Knowlton
Nancy Acree, Moderator (January 2016)	Shirley Thompson
Hugh Burtner, Vice-Moderator	Melanie Marsh Baum, staff
Orene Anthony	Willie Howard, interim staff (through December 2015)

The Mission of the Adult Education/Black History Committee is:

1. Connect the members of the congregation to various international, national, regional, and local issues and their religious and theological significance;
2. Provide individual members of the congregation opportunities to enrich their spiritual development;
3. To raise awareness of the members of the Congregation about various facets of Black history as well as issues of racial diversity.

Our Neighbors: The Committee considers the world, our nation, the region and our local community as its neighbors. The committee brings those various neighbors to the members of our congregation. We also consider individual members of the congregation as our neighbors.

Collaboration

1. **Internally:** The Adult Education and Black History Committee collaborated with other committees of Ministry and staff, as well as the congregation members suggestions of considerations.
2. **Externally:** The Committee has collaborated with neighboring Case Western Reserve University, University Hospitals, The University Circle Police Department, organizations of the Cleveland Refugee Community, Forrest Hills Presbyterian Church, and Julialynne Walker, host of Crossing Cultures.

Responding to God's Call: The Committee assessed a need to provide an avenue of entry to allow a means for those who are inclined to continue as so moved by forum topics. It was agreed that bi-monthly gatherings/outings (perhaps lunch at local restaurants) may present opportunity for continued discussions of forum topics and mission exploration.

Evaluation of Work: On review and based on remarks from members the committee believed it met committee expectations with an average forum attendance of 32 people.

Challenged Covenant members and participants to live God's inclusive love, Empowered Covenant members to express Christ's Compassion, Equipped Covenant members to do justice within the community and the world by:

A. Forum presentations

1. Forums intentionally complimented theological doctrines and sermons and the Outreach Ministries. Presentations included a series on "Beliefs" by Amy Starr Redwine, The Refugee Community experiences, The Lenten series on Freedom (Amy Starr Redwine and Melanie Marsh Baum), and "God Before Guns."
2. MLK Sunday the Presenter was Lowell W. Perry Jr., Director of the Cleveland Central Promise Neighborhood.
3. Black History Month was a collaboration with Forrest Hills Presbyterian Church including seminars on Reparations, Julialynne Walker on the African Diaspora, and group lunches in local area restaurants.

B. Ongoing avenues for spiritual growth:

1. Women Bible Study
2. Theology on Tap with Melanie Marsh Baum.
3. Tuesday Noon Bible Study with Amy Starr Redwine.

Plans for the coming year

1. Intentional complimentary themes of sermon and forum topics.
2. To inform the congregation of community activities and opportunities for ministry.
3. Topics to address social issues of the mentally challenged and that calls us to minister as Christians.
4. Provide book selections for salon discussions.
5. Continue to be and receptive to the word and suggestion from members and the community.

Respectfully submitted,

Nancy C. Acree

Moderator

Children, Youth, and Families Ministries

Committee Members

Ann Williams, Moderator
Jenny Connor
John Marsh

LaShawna Adams Mitchell
Mindy Stewart, Staff

The Children, Youth and Families Ministries committee is charged with providing an educational program and activities for the children, youth and families of the Church of The Covenant and the community. This year our theme was “Our Stories, Our Diversity”. The first eight weeks our lessons were based on the core stories of the Bible. During November and December we looked at the components of the Advent story and how we could learn from the people in it. January and February found us studying freedom stories in the Bible (freedom from fear, sin, and change). We used the same scripture and sermon topic to build the lessons and activities for the two age groups in our Sunday school program. Volunteers from the congregation led the children through the various stories with activities to help them understand the lesson. The volunteers were; Marie Jones, Nancy Matz, Stacey Booker, Brian Stewart, Bob and Karen Ault, Jules Tryk, Orene Anthony and Ann Williams. In February, it was suggested to cut the lesson time to around 35 minutes with choir following for a half hour. This we found to work very well for all concerned. We still carried out our tradition of serving bagels when choir was finished.

“Our Stories, Our Diversity” was also the theme for Youth Sunday. This is the service where the children and youth are in charge of the entire worship service. Their dedicated mentors (Jennifer Connor, John Marsh, Jim Tomaszewski and Ann Williams) led them through various activities about the freedom and core stories in order to put together the service which was held on April 24. Our three graduating seniors, Naomi Marsh, Matthew Klein, and Donald Goins gave their meditations based on the core stories. Rachel Bromelmeier also a graduating senior sang a duet with Donald Goins.

The children continue to be more a part of the weekly worship service. Each Sunday a staff member gives a short talk specifically for the children. This is a wonderful way for the staff and children to get to know one another. Greer Miller and Sarah Starr Redwine led the congregation in the corporate prayer of confession and read the scripture lesson as well. While Keasia Clark Jones gave the statement of opportunity concerning an upcoming fund raiser. We are very proud and grateful for their willingness to participate in this manner and for a job well done.

The Annual Advent Workshop was held on December 6, 2015 where the children made ornaments out of felt, yarn, and paper. All participants left with several creations to share or give. The pageant this year was "The Little Dove" with the participants telling the story of the birth of Jesus.

As we continue in the next year of transition, we can be assured that the Holy Spirit will guide the Ministry of Faith Formation to develop an educational program for the children and youth that will help them to develop their faith and the principles of leading a Christian life in the world in which they live. One of the greatest challenges will continue to be how to encourage young families to attend and to begin to take an active part in the life of the church. The other challenge is leadership and volunteers of the various age groups and their activities. Working together and with other groups within the church, they will find a way to encourage and support one another in learning God's will.

Respectfully submitted,

Ann Williams

Moderator

Outreach and Social Justice Committee

Committee Members

Jim Prince, Moderator

Bob Ault

Karen Ault

Chip Bromley

Arnie Dahm

Kathy Farkas

Robert Jefferis

Virginia Kallay

Jim Tomaszewski

Jules Tryk

Melanie Marsh Baum, Staff

Lyn Cooper Tomaszewski, interim staff (through August, 2015)

In the past year, the Social Justice and Outreach Committee has focused on opportunities to support, encourage and develop the talents of the congregation to meet local and international mission needs.

The Committee has continued to work with its ongoing local and global mission partners, and explored opportunities with new partners as well. It also continued the effort of reviewing ties with our local and global organizations and trying to link people with opportunities to serve, and to have financial support follow service with those organizations. We have also sought to work closely with Student Ministries and Parents and Children Together to identify opportunities for service and fellowship and to encourage members of the Covenant Community to become engaged in advocacy and outreach.

The Committee has been active in responding to the needs of the community and others around the world. During the past year, the Committee:

- Continued to work in the community arena with God Before Guns and other congregations and organizations to develop approaches to reduce gun violence in our community. These efforts have provided the congregation with information as well as activities to become involved in this social justice area.

- Again joined with Habitat for Humanity to provide money and volunteers for their Apostles Build program to rehabilitate housing, this year on the East Side of Cleveland. The Committee has engaged the congregation in this effort in hopes of involving additional people in social justice activities.
- Started a new volunteer initiative to support North Church to go along with the financial support it is providing. Teams of Covenant folk prepared and served a meal, and worshipped with the North Church congregation on two Sundays this year. Next year we will expand this effort four Sundays.
- Continued to manage Covenant's food pantry to provide food for those in need at the end of each month when additional assistance is often needed. The monthly food collection by our youth has helped a great deal with this important effort.
- Again joined with Daniel E. Morgan to tutor students on a weekly basis during the school year, and coordinate the annual Operation Snowflake effort to collect Christmas Gifts for a class of first or second grade students to ensure that each student gets at least one gift for Christmas.
- Provided a monthly meal for the families resident at Family Promise, as well as Mother's Day baskets to brighten the holiday for mothers at one of their facilities.
- Again sponsored a letter writing campaign to support the initiatives identified by Bread for the World regarding hunger issues in the United States and globally.
- Expanded our international mission by providing support for three new Presbyterian Mission Partners, in addition to continuing support for the Dougbe River Presbyterian School in Liberia.
- Provided the congregation with information about a number of local and regional opportunities to become involved with social justice events and issues.

Respectfully submitted,

Jim Prince

Moderator

Women's Association Fund Allocation Committee

Committee Members

Virginia Kallay, Moderator

Dalia Baker

Mary Anne Bromelmeier

Marilyn Demeter

Kathleen Farkas

Joy Kent

Jim Prince

Jules Tryk

Kate Williams.

Lyn Cooper Tomaszewski, interim staff

The purpose of the Women's Association Fund Allocation Committee is to allocate annually receipts from the Women's Association Endowment Fund. The Committee reports to Session and the congregation through the Outreach and Social Justice Committee. The Committee gives funding priority to programs and organizations that address issues and needs related to women and children.

Respectfully submitted,

Virginia Kallay

Moderator

Outreach and Social Justice 2015 Fund Distribution

Approved in 2015 Church of the Covenant Budget

General Assembly	\$10,000
Presbytery of the Western Reserve	\$26,240
Outreach/Local/Session Mission	\$34,374 (see Mission Partners list)
Ministry to Students (CUCM)	\$35,200
PWR/North Church (3 rd year of designated 3 year pledge)	\$ 5,000
Total:	\$110,814

Mission Partners for 2015

Citizen Circle	\$ 500
Community Meals (CUCM)	\$1,200
Covenant Network of Presbyterians	\$2,600
Dougbe River	\$1,500
Family Promise of Greater Cleveland	\$1,750
Free Medical Clinic of Greater Cleveland	\$5,000
Garden Valley Neighborhood House	\$1,500
Grafton Correctional Program (CUCM)	\$1,000
God Before Guns (CUCM)	\$ 500
Goodrich Gannett (to Deacons for Giving Tree Holiday Meal)	\$ 100
Habitat for Humanity-Apostle's Build	\$4,000
Home Repair Resource Center	\$1,000
Karamu House	\$1,000
NOAH (Northeast Ohio Alliance for Hope)	\$5,000
Saturday Tutoring (CUCM)	\$4,000
New and emerging (reserved)	<u>\$3,724</u>
Total 2015 Allocation	\$34,374

Women's Association 2015 Fund Allocation

ABC - Albania Medical Care Training	\$1,000
Amaro Tan School, Albania	\$1,000
Church Women United burial fund	\$ 200
Daniel E. Morgan Tutoring (books)	\$ 218
Famicos Foundation	\$ 500
Family Promise of Greater Cleveland	\$1,000
Free Medical Clinic of Greater Cleveland	\$ 500
Front Steps (formerly Transitional Housing)	\$1,500
Heights Youth Club	\$1,150
Horizon Subscriptions (Women's Bible Study)	\$ 150
Jane Guyer (missionary-Christmas gift)	\$ 300
Ministry to Students (CUCM)	\$2,500
Saturday Tutoring (CUCM)	\$3,000
UPCaM (United Protestant Campus Ministries)	<u>\$1,700</u>
Total 2015 Allocation	\$14,718

Hunger Fund 2015 Funding

Beginning Fund Balance January 1, 2015: **\$3,909.94**

Funds are used to fund the monthly meals for Family Promise of Greater Cleveland, bi-monthly meals at Abington Arms Apartments, financial support for the Bread of Life Hunger Center, and purchase of the food for the Covenant Food Pantry as needed. Food is collected by the children during worship the fourth Sunday of the month.

Personnel Committee

Committee Members

Carol Roe, Moderator
Patty Fowler
Elizabeth Hagan

Bob Jefferis
Reaver Nelson
Jim Prince

Ann Williams
Amy Starr Redwine, Staff

The Personnel Committee is responsible for the following major activities subject to the review and approval of Session:

1. Development and annual review of the personnel policies pertaining to (but not limited to):
 - Job descriptions: new, revised, or reclassified.
 - Compensation and salary ranges for each job description
 - Employee benefits
 - Selected performance evaluations
 - Discipline and grievances
2. Development of annual personnel budget.
3. Oversight of the recruitment of office and building employees.
4. Participation in the performance evaluation of the pastors.
5. Participation in the grievance procedures by special appeal, if requested.

Major activities of the past year include:

The Personnel Committee's focus the past year has been a major re-structuring of the Covenant staff based on assuring we were being careful stewards of the resources of the church. Recognizing the difficulty of the task, the Committee recommended to Session that we obtain the services of an outside consultant to identify efficiencies in the staffing model. The final recommendations approved by Session resulted in the reduction of one custodian and one part time administrative staff member. Additionally, another administrative staff person's hours were reduced, supervision of the custodial staff shifted to an expanded administrative services position, and a new position of finance and operations was created. During this transition, a valued long-term member of our staff, Tom Fountain, chose to leave.

Needless to say, the magnitude of the change was unsettling not only for the staff but also the members of the Congregation. The re-structuring brought to the forefront some other issues such as the need for a security risk assessment of the building and the parking lot. Working with UCI, the risk assessment was conducted. A Task Force is addressing the long term issues with the parking lot.

Respectfully submitted,

Carol Roe
Moderator

Reach Out Committee

Committee Members

Chris Langmack, Moderator
Martha Goble
David Keltner

Mildred Russin
Debbie Rorick
Melanie Marsh Baum, staff

The Reach Out committee's main objectives are to nurture our current members and to stimulate growth in overall membership. We believe that "membership" is the responsibility of each member and that the Reach Out Committee facilitates and formalizes the activities to assist each of us to achieve the stated objectives.

Our activities for the past year included the following:

Membership Activities for Current Members, Students & Guests:

- 1) All Church Picnic
- 2) Restaurant Outings
- 3) Ice Cream Social
- 4) Celebration of Community
- 5) Coffee in the narthex after church
- 6) Festive Reception after the Christmas pageant

The Reach-Out Committee strongly endorses the Lower Level renovation plan. We see this as an opportunity to stimulate fellowship in a warm, inviting atmosphere.

In February, the Reach-Out Committee suspended operations while the new governance plan is being implemented.

In conclusion, we cannot stress enough the opportunities available to each of our members to 1) enjoy the fellowship of our current members 2) bring friends to share the experience of the Covenant and 3) be enthusiastic about welcoming visitors and new members.

Many thanks to our loyal committee members, Debbie Rorick, Martha Goble, David Keltner, and Mildred Russin.

Chris Langmack
Moderator

Worship & Music Committee

Committee Members:

David Finkenthal, Moderator
Denise Horstman
Erin Baker
Gale Bromelmeier
Matthew Garrett

Holsey Gates Handyside
David Keltner
Karen Knowlton
Mildred Russin
Kate Williams

Portia Smith
Jonathan Moyer, staff
Amy Starr Redwine, staff

Please read reports of the pastor/head of staff and organist/director of music for more information related to this committee's work.

This Committee recognizes and affirms the central role of worship in our church. Charged with supporting, shaping, and reforming the way our worship services engage our congregation and the broader community, we are guided by the commitment and traditions of this storied community of faith to continue as a leading voice of inclusion and collaboration.

Once again, Worship and Music at the Church of the Covenant continues to evolve. Pastor Starr-Redwine, in collaboration with the Worship and Music committee and guided by congregational feedback, has continued to refine changes to services, the bulletin, and communion.

We welcomed the addition of Melanie Marsh-Baum as our Associate Pastor and have begun incorporating her talents and gifts into the worship life of the church. During Lenten worship, with support from associate pastor Marsh-Baum, liturgical movement replaced music as the postlude, offering a new and emotive way to praise God.

Even with the winds of change blowing, our most precious traditions were continued. Some of the most meaningful and well attended services included Easter and Christmas celebrations as well as Maundy Thursday, Youth Sunday, and the annual Martin Luther King commemoration. This year's Circlefest Carol Sing collaboration concert (featuring the Covenant Choir, CWRU Choral music department, University Circle Symphonic Orchestra, and the Cleveland Guitar Society Orchestra) drew a standing room only audience and for the first time was simulcast by WRUW.

Among the most successful changes to the program year was the addition of an early service for children and families on Christmas Eve, which was very well attended, interactive, and meaningful. The first time sunrise service on Easter morning was a smash despite inclement weather.

Looking forward, the responsibilities of the Music and Worship committee will be assumed by the new Ministry of Faith Formation. Although the name will change, and some efficiency is realized, the heart of this committee is still its members. It is my most sincere hope that their commitment to offer meaningful opportunities to experience and appreciate God's love will continue through their service and commitment to our community of faith.

Respectfully submitted,

David Finkenthal

Worship and Music Moderator

Board of Deacons

Marjorie Heines, Moderator; Norma Shuskey, Secretary

Class of 2016

Matthew Garrett
Marjorie Heines
Elizabeth Holbein
Pat Owen-Keltner
Elizabeth Shriver
Mildred Russin

Class of 2017

Renee Boykin
Stephanie Johnson
Ed Laylin
Lorna Mierke
Donna Prease
Alex Veenstra

Class of 2018

Stephanie Finkenthal
Cheri Keys
Susan Klein
Cathy Luck
Reaver Nelson
Norma Shuskey

Programs

Sunday and Memorial Receptions
Flower Arranging and Delivery
Covenant Callers

Giving Tree and Christmas Luncheon
Stephen Ministry

Office of Deacons is set forth in Scripture as one of sympathy, witness and service after the example of Jesus Christ. The Board of Deacons is elected by the congregation.

In 2015 – 2016, the Deacons embraced their calling through several activities involving our congregation and community.

The Deacons' most demanding and consistent activities include the weekly after church receptions; arranging and delivering flowers to members; the annual giving tree and luncheon at Goodrich Gannett; and Covenant Classics.

The Diaconate has embraced the responsibility of hosting receptions after Sunday services, as well as memorial receptions that take place at the church. Four teams of three to four Deacons each, rotate responsibility for receptions. The receptions have been very successful, with more and more members staying after church for fellowship and coffee, punch and snacks. The final Sunday of each month has become very popular since the Deacons designated it as Birthday Sunday, providing cake and recognizing all members who celebrated birthdays that month.

The Deacons reach out with love and compassion through our Sunday bouquet distribution. The flowers in the sanctuary on Sunday are made into smaller bouquets and given to members who may be ill, celebrating a birthday, or just to say we are thinking of you. In 2015, the Board of Deacons effectively streamlined the scheduling by identifying four church members (two Deacons and two congregants) who each take responsibility for one week of each month. Several additional Deacons serve as substitutes.

The Board of Deacons also continues to deliver Sunday flower to the Seidman Cancer Center across the street from Church of the Covenant. Each Sunday, flowers are delivered to one of the floors to be given to a patient who may need a bit of encouragement as they face their cancer treatments.

The annual Giving Tree program to benefit the Goodrich-Gannett Community Center has grown substantially, and Covenant members and Deacons have generously responded. For Christmas 2015, we collected and delivered nearly 150 gifts. The Deacons also provided a delicious lunchtime meal to the Goodrich-Gannett members as part of the distribution of the Giving Tree gifts. By providing the meal, the Deacons responded to God's call to feed the hungry in a more complete and needed way. The Deacons interacted with the attendees and learned more about them and experienced first-hand the impact that the Giving Tree gift program has on these residents.

The Deacons serve shut-in members through the Covenant Callers. Callers reach out with phone calls and cards, as well as Easter lilies and Christmas gifts. In 2015, the Deacons provided callees with subscriptions to the Upper Room.

Finally, the Board of Deacons coordinates the Covenant Classics programs throughout the year. Covenant Classics events are geared toward seniors (and almost-seniors) to provide an opportunity for fellowship, entertainment and lunch. In November, Covenant Classics featured former Deacon Flo Worth performing “An American Songbird.” The program was well received by those who attended and enjoyed lunch and fabulous music, including a sing-along section,

Respectfully submitted,

Marjorie Heines

Moderator

Board of Trustees

Officers of the Society

Keith Kallay, President

Kathleen Farkas, Secretary

Cynthia Szafraniec, Treasurer

Class of 2016

Robert Baker
Theodis Fipps
Peter Shriver

Class of 2017

Kathleen Farkas
Catherine C. Miller

Class of 2018

Patricia Fowler
Ron James
James Mate

Committees

Building & Grounds Committee
Endowment Committee
Fine Arts and Memorials

Organ Committee
Special Gifts Committee
Bird Memorial Fund (see financial report)

The Board of Trustees is responsible for the direction of the not for profit corporation (the Society) which holds the fiscal and physical assets of the Church. We take this responsibility very seriously. As you will see from the reports below, we have kept our building and organ in satisfactory condition, we monitor our expenditures as they relate to the budget, we make people aware of the available giving opportunities and we continue to manage the endowment in a prudent manner. The fluctuations in the stock market in 2015 resulted a net negative return on investments of 1.05%, however, if we did not conform to our conservative strategy, the losses could have been much worse. Trustees also take a leading role in maintaining and updating facilities to create a safe and welcoming atmosphere for worship activities conducted in the sanctuary, education wing, chancel and overall grounds.

There are a number of projects that were completed during 2015 including the completion of new signage, the rehabilitation of stone work and a new phone system.

Keith Kallay

President of the Society

Endowment Committee

Committee Members

Robert Baker, Moderator	Cynthia Szafraniec, Treasurer
Keith Kallay, President of the Society and Bird Fund	Amy Star Redwine, staff
Moderator	Tom Fountain, staff (until December 2015)
Ron Neill, Session/Budget	

The Endowment Committee is a standing committee of the Trustees, and its primary function is to manage and monitor the investments of, and distributions from, the Consolidated Endowment and various other specific-purpose investment funds held by the Church. There are other trust of which the Church is a beneficiary, but these funds are held in trust are managed by third parties and not The Endowment Committee. The Committee also consults with the Budget and Finance Committee in arriving at recommendations for the amount of funds to be distributed annually to support the work of the Church through the annual operating budget.

The Endowment Committee monitors what is normally considered the Consolidated Endowment which is composed of several funds. On December 31, 2015, these funds managed by Bingham, Osborne & Scarborough, LLC had an aggregate value of \$6,924,546.65 as compared to a value of \$7,492,314.47 at December 31, 2014. Of these funds managed by Bingham, Osborne & Scarborough, LLC, the Unrestricted Endowment Fund had a value of \$6,480,701.61 at December 31, 2015 as compared to a value of \$6,989,636.61 at December 31, 2014. During 2015, there was a net investment loss of \$76,103.58 and net withdrawals for operating, capital expenses and fees of \$450,077.67. In addition to these funds, a portion of the endowment has been used to make mortgage loans to senior staff.

Continuing the practice of the past several years, the unrestricted portion of the Endowment managed by Bingham, Osborne & Scarborough, LLC was invested 28.3% in cash and bonds and 71.7% in equities, of which 49.6% of the portfolio were US equities, 4.0% were real estate securities and 18.1% were foreign equities. The Endowment Committee in 2015 reviewed the allocation of the Endowment among various types of investments and decided to subdivide the previous categories by creating new ranges of investment for additional categories of investments. The revised allocation was used by Bingham, Osborne & Scarborough, LLC in the second half of 2015

Under the management of Bingham, Osborne & Scarborough, LLC the funds, not counting withdrawals, had the following net of fees performance: latest one year, -1.13%; latest 3 year, 7.89%; and since management was turned over to Bingham, Osborne & Scarborough, LLC on July 31, 2009, 9.64%.

Robert Baker
Moderator

Fine Arts, Memorial and Columbarium Committee

Committee Members

Catherine Miller, Moderator

Nancy Matz

The Fine Arts and Memorials Committee is dedicated to maintaining the aesthetic and historic qualities of our Church with memorial funds and gifts.

This year, we coordinated with the Organ Committee to have a commemorative plaque created in recognition of the new Berry organ. It will be placed in the Narthex. The copper liner from the baptismal font was removed, refinished and lacquered. We are currently working with the Communications Committee and Terry Zuik of the Signets Company to refurbish, update and coordinate interior signage.

Fine Arts and Memorials

Balance January 1, 2015	\$ 10, 579.14
Receipts	\$ 2,295.00
Disbursements	281.18
Ending balance	\$ 12, 592.96

Respectfully submitted

Catherine C. Miller

Moderator

Organ Committee

Committee Members

Harriet Wadsworth, Moderator

Catherine Jarjisian

Catherine C. Miller

Denise Horstman

Keith Kallay

Chris Langmack

Portia Miles Smith

Paul Williams

Jonathan Moyer, staff

Amy Starr Redwine, staff

A reconstituted Organ Committee held a first meeting on March 13, 2016.

In June, Jonathan Moyer will present a comprehensive report to the committee on the status and maintenance needs of the sanctuary's front organ. The committee will craft a new statement of purpose going forward, and will explore a range of options to ensure that the front organ is in excellent condition and can fulfill its role in enhancing the congregation's worship experience. This work is expected to extend over a number of years.

Respectfully submitted,

Harriet Wadsworth

Moderator

Special Gifts Committee

Committee Members

Martha Goble, Moderator
William Anderson
Venerine Branham
Susan Dahm

Chris Langmack
Fred Mailey
Peter Shriver
Tom Fountain (ex officio staff until December 2015)

Special Gifts are contributions given to The Church of the Covenant over and above ones annual pledge or as a legacy.

The purpose of the Special Gifts Committee:

- 1) Provide information on how the Endowment Fund is used to further the Church of the Covenant's Mission.
- 2) Present the importance of the Endowment Fund to the congregation regularly.
- 3) Encourage church members' participation in Special Gift giving.
- 4) Collect information on commitments of congregants toward Special Gift legacy giving.

There are two ongoing tasks of the Special Gifts committee. First we work on promoting gifts to the Endowment Fund by encouraging including Covenant in ones will. We also are continuing to advocate for renovation of the church's kitchen and dining area. Some progress has been made this year, more remains to be addressed. Bill Anderson leads this effort with Chris and Martha serving on the committee.

This year the committee hopes to establish a Tribute Fund that would enable church members to honor people for certain significant occurrences in their lives. We await approval of the Trustees.

By the way, if you can't find your name on the Legacy Plaque please consider naming Church of the Covenant in your Will.

Thank you,

Martha Goble
Moderator

Committees Responsible to the Congregation

Nominating Committee

Committee Members

Harriet Wadsworth, Moderator (Session)	Keith Kallay (Trustees)
Nancy Acree (elected)	Cheri Keys (Deacons)
Gale Bromelmeier (elected)	Lucy Matz (elected)
Hugh Burtner (elected)	Michelle Miller (elected)
Catherine Jarjisian (Session)	Amy Starr Redwine (<i>ex officio</i>)

Purpose: to present to the congregation a slate of potential elders, trustees, and deacons to serve, with terms beginning in May of 2016.

Highlights: The committee met as necessary to review self- and member nominations and to discuss possible additions to those suggested. At each meeting, committee members accepted assignments to contact potential nominees to ascertain their willingness to serve; the subsequent meeting was devoted to reporting the results of those contacts and suggesting alternates for those giving negative responses.

The results of the committee's work are as listed. Except as indicated, officers were nominated for three-year terms; Nominating Committee members serve for one year.

Elders	LaShawna Adams Mitchell, Jenny Conner, Ginny Kallay, Ron Neill, Jim Smekal, Lou Stark, Jim Tomaszewski (2)	
Deacons	Matthew Garrett, Marjorie Heines, Beth Holbein, Dick Miller (1), Pat Owen-Keltner, Mildred Russin, Elizabeth Shriver, Ann Stark	
Trustees	Bob Jefferis, Jim Prince (1), Ann Williams	
Officers	President	Keith Kallay
	Secretary	Kathleen Farkas
	Treasurer	Robert Baker
Nominating Committee	Tracy Blake, Stacey Booker, Gale Bromelmeier, Rod Keen, Lucy Matz	

Harriet Wadsworth
Moderator

Programs

Archives

Denise Horstman, Archivist

Marilyn Demeter

The archive of the Church of the Covenant holds a unique place with respect to Covenant's mission and vision. It is the repository of all non-current records of Covenant and its three constituent churches. The records range in date from the 1830s to the present. The archives volunteers maintain these records of Covenant's mission and ministry and make them available as resources and inspiration for the work of our church's current and future staff and members—our principal “neighbors” in the context of Covenant's mission.

This year's internal research request subjects included pastor emeritus designations for the Personnel Committee; capital campaigns for the Lower Level Task Force; early African-American members for the Adult Education/Black History Committee; and lifelong member Virginia Langmack and her husband, Sven, at the time of Virgie's December 2015 memorial service.

Processing of records included filing several years' worth of worship bulletins, music programs, and sermons. In sorting of clippings from the 1890s to the present, we were sidetracked for part of an diverting afternoon by many pages of newspaper coverage from Cleveland and beyond of the 1891 heresy charges against The Reverend Dr. Samuel Sprecher, pastor of Euclid Avenue (Third) Presbyterian Church.

A visitor one afternoon, bearing a copy of *The First One Hundred Years* from her late mother's home to donate to us, turned out to be historian Rebecca McFarland of the Cleveland Police Historical Society. We were fascinated to learn from her that the memorial service for “Untouchables” leader (and former Cleveland Safety Director) Elliot Ness was held at the Church of the Covenant in 1957.

Denise Horstman

Archivist

The Covenant Cache

Volunteers

Jane Adams	Phyllis Hackett	Lou Salvator
Mary Archibald	Bonnie Stewart	Sue Salvator
Karen Ault	Bernice Jefferis	Norma Shuskey
Emily Blake	Cheri Keys	Shirley Thompson
Zoe Ann Brown	Tom Keys	Jeanette Throne
Joyce Collins	Helen Kunsman	Ann Williams
Carol Eckner	Cyndi Kuntz	Kate Williams
Alice Fehl	Marilyn Langmack	Louise Wolfcale
Martha Goble	Reathel McWhorter	

The Cache Resale Shop, which was founded in 1976, is open Tuesdays (for sorting and selling) and Thursdays (for selling only) from 10:00 – 4:00. In addition, the shop is open occasionally on Sunday after the worship service. Our much-anticipated annual Christmas Boutique is open during University Circle's CircleFest.

The goals of the Cache Resale Shop are:

- **To earn money for the church.** This year, for example, we helped with the purchase of the new signage outside the church. We also supported the Covenant youth by providing a basket for the sock hop silent auction fundraiser.
- **To give excess merchandise to other organizations,** such as Goodwill, Family Promise of Greater Cleveland, the Homeless Stand Down, and the CWRU book sale.
- **To reach out to and serve the community.** Our customers include students, those who live and work in the area, the homeless, and visitors at the hospitals, among others. We also get referrals from the phone number 211-First Call for Help (United Way).
- **To serve our customers by providing very inexpensive merchandise and creating a friendly and welcoming atmosphere.** We know many of our customers by name. Often people tell us that they come to the Cache for fellowship and a pleasant break in their day. We also promote other services and help offered by the church, and refer people to the pastoral or office staff if needed.

We consider ourselves a mission and a service project, not just a resale shop.

We appreciate the invaluable help of the custodial staff, as well as the support of the office staff. We are particularly grateful to Eileen Vizcaino for her enthusiastic promotion of the Cache to the student community.

We are grateful to all the members and friends who make this ministry possible by donating “gently-used” items for us to sell. We are always looking for new volunteers to help us carry forward this vital program.

Respectfully submitted,
Marilyn Langmack and Cyndi Kuntz

2015 Cache Operating Results

2015 CACHE OPERATING RESULTS

FUND BALANCE ON December 31, 2014			\$17,304.36
Adjustment to distribution to Operating fund @ 12/31/2014			\$12,088.00
FUND BALANCE ON JANUARY 1, 2015			<u>\$29,392.36</u>
2015 Net Receipts	\$17,316.89		
OPERATING EXPENSES			
Sales Tax	\$1,263.03		
Operating Supplies	\$1,085.38		
TOTAL EXPENSES	<u>\$2,348.41</u>		
OPERATING INCOME		\$14,968.48	
OTHER EXPENSES			
2015 Contribution to Operating Fund	\$10,214.86		
Christmas gifts	\$350.00		
TOTAL OTHER EXPENSES	<u>\$10,564.86</u>		
NET GAIN OR (LOSS)			<u>\$4,403.62</u>
FUND BALANCE ON DECEMBER 31, 2015			<u><u>\$33,795.98</u></u>

Library Committee

Committee Members

Karen Burt, Librarian

Marilyn Demeter

The Library Committee welcomes new committee members

The library committee is responsible for:

- Selecting items to be included in the Church of the Covenant's library collection
- Cataloging these items using Book Systems Concourse library program
- Maintaining the card catalog and data base created using the Concourse program
- Checking out and checking back in items circulated from the library collection using the Concourse program
- General maintenance of the library collection including display of items in the collection and order of items on the shelves

In the past year approximately 41 items have been added to the collection which now includes 2634 items and there are 152 registered patrons.

The most recent additions to the collection can be found on the New Books shelf just inside the library door.

The Library Committee welcomes suggestions for new acquisitions and for gifts of appropriate items.

Respectfully submitted,

Karen Burt

Librarian

Affiliated Non-Profit Organizations

Covenant University and Community Ministries (CUCM)

CovenantUCM.weebly.com - email: CUCM@CovenantWeb.org

Board of Directors

Class of 2016

Earle (Clint) Fowler III
Anna Raske
Louis Salvator
Lyn Cooper Tomaszewski (Secretary)
Tom Fountain (non-board Treasurer)

Class of 2017

Charles (Chip) Bromley
Amy Starr Redwine (President)

Class of 2018

Denise Horstman
Anne Pillot
Linda Wilson

The Covenant University and Community Ministries (CUCM) is a non-profit founded in 2010 by the Church of the Covenant to provide a home for programs that reach out and engage both the university and larger Greater Cleveland community. Four programs are currently under the CUCM umbrella. In 2015 The Friends of the McGaffin Carillon in University Circle, Inc. secured a 501c3 status and the Grafton Community Service Program moved to Covenant mission.

Community Meals Program

Anne Pillot, Coordinator ~ Chairperson: Denise Horstman (through 3/2016); Martha Goble (4/2016)
a_pillot@yahoo.com ~ CovenantUCM.weebly.com/community-meals.

Community Meals Program is an interfaith group of churches and synagogues, partnering to serve nutritious meals to our neighbors in need, with dignity and respect, at five sites in and around Cleveland. Five of these congregations also make a significant in-kind contribution through the use of their building and kitchen as meal location sites. Each congregation manages their meal and volunteers who plan, prepare and serve meals, purchase supplies, and cleans up. Some groups also offer clothing, toiletries and health screenings at their meal. Many provide containers for taking home leftovers. At our meals, non-profits offer voter registration, hygiene items and benefit sign-up. Member congregations include:

Church of the Covenant	Mt. Zion Congregational	South Euclid United
Church of the Saviour	New Life At Calvary	Church of Christ
Cleveland Church of Christ	Park Synagogue	Temple Emanu El
Faith United Church of Christ	St. Paul's Episcopal	University Circle UMC
First Baptist of Greater Cleveland	Suburban Temple -Kol Ami	
Fairmount Presbyterian Church	South Euclid United	

The Program serves 9–11 meals per month, with most congregations serving monthly and a few serving alternate months. All meals are open to the public except Abington Arms, a private apartment building. Attendance ranges from 25 to 120 guests, depending upon location and date. Meals guests comprise all ages, including seniors, young children and families. Through conversations between volunteers and guests, we've learned that not all guests are unemployed or homeless, but do face economic challenges. In 2015, attendance at the meals was 7,177, up slightly from last year's 7,075. Meals are served at:

Abington Arms Senior Apartments
Cleveland Church of Christ
Mt. Zion Congregational (UCC)
New Life At Calvary
University Circle United Methodist

2015 Numbers

7,177 guests served
16 congregations
175 volunteers
(ave/month)

God Before Guns

David Eggert, Coordinator

GodBeforeGuns@gmail.com ~ GodBeforeGuns.org.

God Before Guns is a multi-faith coalition of individuals and faith communities working to reduce gun injuries and deaths through community engagement, education, and advocacy. It convenes and collaborates with diverse faith communities and other community partners. God Before Guns "envision[s] a nation in which our faith in God and each other elevates the sanctity of life above the fears that lead to a society armed against itself."

God Before Guns was formed in the wake of the Newtown, CT shootings at Sandy Hook Elementary School. The group was born at a workshop conducted by Reverend James Atwood at Forest Hill Presbyterian Church. Reverend Atwood's message was essentially that for many Americans guns have become sacred, and that persons of faith have a responsibility to lead the campaign to put our worship of God and our work for God's peace ahead of our reverence for guns and the Second Amendment.

Since its formation, God Before Guns has initiated numerous activities in the Cleveland area, including a Community Summit to Reduce Gun Violence, a Service of Commemoration marking the first anniversary of the Sandy Hook shootings, an Advocacy Day for Child Access Prevention in Columbus, annual Mother's Day march and rally in downtown Cleveland to bring awareness to gun violence, *Trigger* movie screening at the Cedar Lee Theaters, and "No More Silence" event in collaboration with Moms Demand Action. God Before Guns also actively supported numerous activities led by other Gun Violence Prevention groups in our area and around the state including Columbus and Cincinnati.

Most recently God Before Guns supported the Moms Demand Action Orange Walk to Commemorate Third Anniversary of Sandy Hook University Circle, was a community partner for the Cleveland International Film Festival showing of *91%: A Film About Guns in America*, co-sponsored an advanced screening of *Under the Gun: In the Gun Debate Truth Is the Ultimate Weapon*, and encouraged participation in National Gun Violence Awareness Day.

Through its Gun Safety Tips campaign, God Before Guns has developed and a card with simple, easy to understand advice for protecting families from the dangers associated with guns.

God Before Guns invites both congregations and individuals to join them in efforts to reduce gun violence.

Saturday Tutoring Program

Linda Wilson, Director ~ Louise Steele, Chairperson
SaturdayTutoring@gmail.com ~ 216 421-0482 x 281
SaturdayTutoring.org ~ Facebook ~ Twitter

The Saturday Tutoring Program has been providing free tutoring for students in grades 1st through 12th from 21 school districts throughout Greater Cleveland since 1990. The volunteer tutors come from universities, church congregations, service organizations, and the community at large. Students and tutors meet in Church of the Covenant on Saturday mornings during the school year. During their 26th year, the Saturday Tutoring Program held two sessions, September 19 through November 21,

September 19 - November 21, 2015 (10 sessions)		January 23 - March 19, 2016 (9 sessions)	
Students 199 students enrolled 12 students with perfect attendance 65 attended 8 or 9 of 10 sessions 42 attended 6 or 7 sessions		Students 156 students enrolled 5 students with perfect attendance 30 attended 8 of the 9 sessions 20 have attended 7 sessions	
Students Came from 30 Communities			
Beachwood Bedford Brecksville Brooklyn Cleveland Cleveland Heights East Cleveland Euclid Garfield Heights Lakewood	Lyndhurst Macedonia Maple Heights Mayfield Heights Middleburg Heights North Olmsted North Randall Oakwood Orange Parma	Richmond Heights Shaker Heights Solon Strongsville South Euclid Twinsburg University Heights Warrensville Wickliffe Willoughby Hills	
Volunteers			
Case Western Reserve University, CWRU’s Daniel Hale Williams Pre-Med Society, Mortar Board, Church of the Covenant Sigma Chi, Kappa Alpha Theta, Alpha Phi Omega Cleveland State University & CSU’s Viking Expeditions, Phi Mu Cleveland Institute of Art		Cleveland Institute of Music students and staff Hathaway Brown School John Carroll University, and John Carroll University’s golf team & staff The Junior League of Cleveland University of Akron Individuals from the Greater Cleveland Community	

2015 and January 23 through March 19, 2016.

During the second semester, tutors encouraged students to complete a contract, setting goals and identifying a plan to achieve over the summer until the Saturday Tutoring Program resumes in the fall. Here are samples of some of the goals identified:

- Grade 1: Jump rope every day
- Grade 2: Help around the house
- Grade 4: Do homework; Lose weight; Get smarter at math
- Grade 5: Study more for tests; Play with dog more; Read 5 books; Do homework before playing; Pray every day; Be kind to sibling; Go outside more

- Grade 6: Go to Baldwin-Wallace for a week; Practice violin and spelling, each for 40 minutes a day; Take time to relax and practice my talents; Practice both of my instruments every day; Learn something new about the world every day
- Grade 7: Customize shoes; Find out more about becoming a police officer
- Grade 8: Get lots of rest; Pass on what I've learned at The STP; Be myself at all times; Get all B's and A's
- Grade 9: Go to the park; Work the whole summer; Get 8 or more hours of rest; Stay on top of class assignments; Learn to blend interests into a career path; Take care of my animals
- Grade 11: Study to pass the OGT
- Grade 12: Learn to drive; Spend more time with family; Save \$20/week; Not to stress as much; Study for the ACT and SAT; Research more about careers in chemical engineering and creative writing

Thanks to every tutor for believing in Greater Cleveland's children!

Student Community Ministries

Rev. Eileen F. Vizcaino, Director, Covenant Student Ministries

Chaplain for Students (retired April, 2016)

Kevin J. Lowry (May, 2016)

KLowry@CovenantWeb.org ~ 216 421-0482 x 237

CovenantUCM.weebly.com/student-ministries ~ Facebook ~ Covenant@CovenantWeb.org

Student Ministries, and its campus organization, SCC: Student Community at Covenant, provide a safe environment for the college students that surround the Church of the Covenant. We encourage students' spiritual, emotional and intellectual growth through volunteer opportunities and open discussion on faith and life challenges, along with our shared meals and social events which help students meet each other.

Student Ministries engaged students from surrounding universities, including Case Western Reserve University, Cleveland Institute of Art, Cleveland Institute of Music, and Cleveland State University, from first year to post-doc through Snacks for Students, a time for conversation and prayer, after worship every week; welcome gifts for Residence Hall Assistants; participation in orientation fairs for students and their parents; welcoming student choirs performing at Covenant; and conducting visits by CWRU classes.

Among the service opportunities for students were visits with crafts for veterans at Louis Stokes Medical Center and cooking and serving dinner for cancer patient residents at Hope Lodge. Within the Covenant Community, students participated in service days by activities such as polishing handbells, cleaning Crèche toys, working in the sanctuary and assisting in yard work. Students also participate in worship, lighting an Advent candle and serving as a Lay Worship Leader.

SCC: Student Community at Covenant, is recognized as a CWRU student organization. The Chaplain participated in CWRU events such as the Ethics Table, Mather Center for Women, Student Activities and Leadership, Housing and Residence Life, and the Office of Inclusion and Diversity.

The Reverend Eileen F. Vizcaino celebrated her retirement after almost nine years at a Student Brunch attended by over 100 people on April 24, 2016. Kevin J. Lowry officially began his ministry as Chaplain to Students on May 1, 2016.

Friends of the McGaffin Carillon in University Circle, Inc.

UCBells.org info@UCBells.org

Board of Directors

Denise Horstman, President
Cynthia Palmer Szafraniec, Treasurer
William Anderson, Secretary
Keith A. Kallay
Karen M. Knowlton

Catherine C. Miller
David H. Osburn
George Leggiero, Covenant & University Circle Carillonneur
(ex officio)

(Adapted from FMC's complete 2015 annual report, available in Covenant's literature racks, at CovenantWeb.org, and UCBells.org, which includes a financial report and lists of Friends and Donors.)

Founded as a small task force that began meeting in summer 2014, the Friends of the McGaffin Carillon in University Circle, Inc. (FMC), now celebrates an inaugural year filled with milestones as it builds toward the \$1 million complete restoration and expanded programming of this unique instrument:

The IRS granted 501c3 nonprofit corporation status retroactive to the organization's incorporation date of March 13, 2015.

FMC has 144 Founding Friends and Donors, whose gifts range from \$20 to \$20,000. Many gave in memory of loved ones who treasured the carillon when it was first installed, forty-eight years ago in 1968. Their generosity makes possible the grassroots work completed thus far.

The first named element of the restoration—the clavier, or carillon keyboard—will be a memorial to music lover Francis J. “Frank” Svoboda.

An e-newsletter was launched, and notices of spring, summer, and autumn recitals expanded to include many of the instrument's neighbors in the offices of Case Western Reserve University and University Hospitals.

Midday weekday recitals began in spring 2015 with eleven 15-minute events preceding Tuesday organ recitals. These grew to fifteen independent half-hour Friday lunchtime events during summer and fall, featuring regional guest artists David Osburn and Van Parker as well as Covenant and University Circle Carillonneur George Leggiero.

University Circle's annual Holiday CircleFest attracted at least three to four times the previous year's visitors to the Tower, with about a hundred visitors climbing the spiral staircases at the most popular of four tours.

Case Western Reserve University classes and student volunteers and Montessori High School at University Circle students experienced private tours. Donation-based Tower Tours for cultural tourists began generating revenue for FMC.

As winter descended, the McGaffin Carillon continued its annual accompaniment of the Seidman Cancer Center's candlelight labyrinth walk.

2016 will be a critical year, as potential funders are engaged. Until the instrument is fully restored there may be a mechanical breakdown at any time. Ongoing support is needed as fundraising and audience development work continues.

With guidance from consultants at Cleveland's Grants Plus, FMC's directors and supporters will begin in earnest to seek the contributions at all levels from donors near and far that will realize FMC's vision to **PEAL**:

- **Preserve and Revitalize** the Only Cast-Bell Carillon within the City of Cleveland
- **Enrich Quality of Life in the University Circle Community** by Transforming the Soundscape with Music and Providing Free Concert Events
- **Advance Education and Collaboration** through the Creation of Student Carillon Guilds
- **Light a Torch of Creativity** by Commissioning New Music and Community Events

Denise Horstman

President

Financial Statements and Reports

Treasurer's Report

	ACTUAL	BUDGET	Variance to Budget: favorable (unfavorable)	% Actual vs. Budget
Revenues	1,189,878	1,111,171	78,707	7.08%
Expenses				
Personnel	664,702	723,636	58,934	8.14%
Building	196,189	207,548	11,359	5.47%
Mission	111,939	110,814	(1,125)	-1.02%
Office & Communications	50,300	40,277	(10,023)	-24.89%
Music	9,996	11,650	1,654	14.20%
Ministry	4,821	6,250	1,429	22.86%
Membership	18,420	18,300	(120)	-.66%
Christian Education	11,755	18,100	6,345	35.06%
Total expenses	1,068,122	1,136,575	68,453	6.02%
NET TOTAL	121,756	(25,404)	147,160	-579.28%

Audit Review: The Book of Order requires an annual outside review of our financial records. The 2015 review was completed in May 2017 by Zinner & Company. No material modifications were noted. A copy of the audit review is available in the church office.

Cynthia Szafraniec
Treasurer

STATEMENT OF FINANCIAL POSITION
DECEMBER 31, 2015 AND 2014

	<u>December 31</u>	
	<u>2015</u>	<u>2014</u>
<u>ASSETS</u>		
CURRENT ASSETS		
Cash and equivalents	\$186,031	\$97,109
Accounts Receivable	40,511	78,328
Prepaid Expenses	<u>11,918</u>	<u>2,517</u>
Total Current Assets	238,460	177,954
 PROPERTY AND EQUIPMENT		
Land, Building and Equipment	6,827,911	6,827,911
Accumulated Depreciation	<u>(2,769,677)</u>	<u>(2,604,926)</u>
Net Property and Equipment	4,058,234	4,222,985
 OTHER ASSETS		
Investments (Market Value)	8,343,030	8,978,666
Funds Held in Trust by Others	<u>4,501,393</u>	<u>4,805,992</u>
Total Other Assets	12,844,423	13,784,658
 TOTAL ASSETS	 <u>\$17,141,117</u>	 <u>\$18,185,597</u>
 <u>LIABILITIES AND NET ASSETS</u>		
CURRENT LIABILITIES		
Accounts Payable	97,350	19,680
Total Current Liabilities	97,350	19,680
 Total Net Assets	 <u>17,043,767</u>	 <u>18,165,917</u>
 TOTAL LIABILITIES AND NET ASSETS	 <u>\$17,141,117</u>	 <u>\$18,185,597</u>

Statement of Disbursements

Twelve Months Ending December 31, 2015

	YEAR 2015		YEAR 2014
	ACTUAL	BUDGET	
PERSONNEL:			
SALARIES - MINISTERS	98,110	137,500	207,460
- OFFICE	192,084	158,692	149,124
- MAINTENANCE STAFF	73,929	78,097	76,810
- MUSIC & PROGRAM (EXCL. SLOISTS)	115,788	127,582	94,749
TOTAL SALARIES	479,911	501,871	528,143
MINISTERS ALLOWANCES	7,757	6,800	6,924
OTHER COMPENSATION PAYMENTS	177,034	214,965	177,753
TOTAL PERSONNEL DISBURSEMENTS	664,702	723,636	712,820
BUILDING:			
INSURANCE	34,634	35,968	36,162
MAJOR MAINTENANCE PROVISION	25,000	25,000	25,000
SECURITY	15,688	14,980	16,265
UTILITIES	84,528	97,000	88,022
OTHER-SUPPLIES & MISC. MAINTENANCE	36,339	34,600	33,880
TOTAL BUILDING DISBURSEMENTS	196,189	207,548	199,329
MISSION:			
GENERAL ASSEMBLY MISSION	10,000	10,000	10,000
PRESBYTERY OF WR MISSION	26,240	26,240	26,240
OUTREACH	34,374	34,374	19,082
NOAH (Funded under Outreach in 2015)	0	0	6,485
MINISTRY TO STUDENTS	35,200	35,200	35,200
OTHER	6,125	5,000	12,100
TOTAL MISSION DISBURSEMENTS	111,939	110,814	109,107
OFFICE AND COMMUNICATIONS			
POSTAGE	3,842	3,000	4,435
PRINTING EQUIPMENT & SUPPLIES	12,138	11,000	12,383
TELEPHONE, E-MAIL, INTERNET	5,668	6,000	6,967
COMPUTER SUPPLIES & SERVICE	11,504	9,200	16,187
PROFESSIONAL SERVICES	12,386	7,500	12,386
COMMUNICATION COMMITTEE	435	500	1,505
OTHER OFFICE SUPPLIES AND EXPENSE	4,327	3,077	2,386
TOTAL OFFICE & COMMUNICATION DISBURS.	50,300	40,277	56,249
MUSIC			
INSTRUMENTALISTS	1,850	2,000	2,000
EQUIPMENT MAINTENANCE PROVISION	1,055	1,250	875
MUSIC STAFF	0	0	2,002
SCHOLARSHIPS	320	0	8,885
ASSISTANT/SUBSTITUTE ORGANIST	965	1,100	1,225
OTHER	5,806	7,300	9,460
TOTAL MUSIC DISBURSEMENTS	9,996	11,650	24,447

Statement of Disbursements
Twelve Months Ending December 31, 2015
(continued)

	YEAR 2015		YEAR 2014
	ACTUAL	BUDGET	
MINISTRY			
AUDIO/VIDEO	315	1,000	
RADIO MINISTRY			1,462
COMMUNICATIONS	4,256	4,000	7,434
OTHER	250	1,250	1,050
SOUND SYSTEM COORDINATOR	0	0	12,793
TOTAL MINISTRY DISBURSEMENTS	4,821	6,250	22,739
MEMBERSHIP			
DEACONS	504	1,500	1,699
GENERAL ASSEMBLY ASSESSMENT	10,746	10,000	9,478
HOSPITALITY	5,413	4,500	5,665
OTHER	1,757	2,300	1,925
TOTAL MEMBERSHIP DISBURSEMENTS	18,420	18,300	18,767
CHRISTIAN EDUCATION			
CURRICULUM MATERIALS/ED SUPPLIES	844	1,000	1,900
LEADERSHIP & TEACHERS ED	858	3,000	2,331
ADULT EDUCATION	2,525	2,000	1,677
YOUTH PROGRAM	871	3,500	3,028
CHURCH SCHOOL STAFF	0	0	5,464
MLK JR. CELEBRATION	100	500	161
BLACK HISTORY	0	500	500
YOUNG FAMILIES	3,389	3,200	2,711
OTHER	3,168	4,400	4,100
TOTAL CHRISTIAN EDUCATION DISBURSEMENTS	11,755	18,100	21,872
MISCELLANEOUS			
MISCELLANEOUS EXPENSE	0	0	2,273
TOTAL MISCELLANEOUS DISBURSEMENTS	0	0	2,273
TOTAL DISBURSEMENTS	1,068,122	1,136,575	1,167,603

Statement of Income and Disbursements

Twelve Months Ending 2015

	2015		2014
	Actual/Accrued	Budget	
INCOME:			
PLEDGE INCOME	293,858	315,484	292,663
CONTRIBUTIONS NOT PLEDGED	69,467	25,000	32,324
LOOSE OFFERINGS	5,983	5,300	5,256
CONTRIBUTION FROM CACHE	10,215	11,000	10,296
MISCELLANEOUS INCOME	50,853	49,000	59,554
SUB-TOTAL	430,376	405,784	400,093
ENDOWMENTS AND TRUST INCOME:			
CONSOLIDATED ENDOWMENT	430,469	430,469	504,325
BIRD MEMORIAL FUND	47,000	47,000	44,000
TRUST INCOME	265,480	207,743	207,068
PRESBYTERIAN FOUNDATION	16,553	20,175	16,249
TOTAL ENDOWMENTS AND TRUST INCOME	759,502	705,387	771,642
TOTAL INCOME	1,189,878	1,111,171	1,171,735
DISBURSEMENTS:			
PERSONNEL	664,702	691,984	712,820
BUILDING OPERATIONS	196,189	207,548	199,328
MISSION	111,939	110,814	109,107
OFFICE & COMMUNICATIONS	50,300	40,277	56,250
MEMBERSHIP	18,420	18,300	18,766
MUSIC	9,996	43,302	49,632
MINISTRY	4,821	6,250	22,738
CHRISTIAN EDUCATION	11,755	18,100	21,872
MISCELLANEOUS	0	0	2,273
TOTAL DISBURSEMENTS	1,068,122	1,136,575	1,192,786
EXCESS (DEFICIT) INCOME OVER DISBURSEMENTS	121,756	(25,404)	(21,051)

Endowment Funds Report

	DECEMBER 31, 2015		DECEMBER 31, 2014
	AT COST	AT MARKET	AT MARKET
MANAGED BY BINGHAM, OSBORN & SCARBOROUGH	5,154,432	6,477,705	6,992,136
OTHER ENDOWMENT ASSETS			
AMOUNT DUE/(OWED) OPERATING FUND PER BUDGET			(25,508)
MINISTERS MORTGAGES AND LOANS	194,906	194,906	207,555
CONSOLIDATED ENDOWMENT ASSETS WHICH SUPPORT OPERATING BUDGET	5,349,338	6,672,611	7,174,183
SPECIAL ENDOWMENT FUNDS			
REBSTOCK	12,962	40,490	45,502
REBSTOCK (BANK CD)	40,788	40,788	39,990
DOWD	9,797	13,833	43,085
WOMENS ASSOCIATION	155,635	274,708	286,846
CE WILLIAMS	6,047	10,381	10,857
WILKIE SOCIAL WORK	58,662	102,674	107,225
WILLIAMSON	1,039	1,757	1,838
TOTAL SPECIAL ENDOWMENT FUNDS	284,930	484,631	535,343
OTHER ENDOWMENT ASSETS			
S. DAKOTA LAND AND OIL WELL	23,736	23,736	23,736
PHILIP SMEAD BIRD MEMORIAL FUND INCLUDING HANDYSIDE MEMORIAL FUND	988,414	1,162,051	1,225,231
TOTAL ENDOWMENT	6,646,418	8,343,029	8,958,493

Endowment Funds Statement of Earnings, Gains, Fees and Distributions Twelve Months Ending December 31, 2015

	EARNINGS	GAINS (LOSSES) ON SALES	FEES & EXPENSES	NEW ADDITIONS	TRANSFER BETWEEN FUNDS	DISTRIBUTION TO OPERATING FUND
MANAGED BY BINGHAM, OSBORN & SCARBOROUGH	152,784	80,551	(37,341)	0	(153,500)	300,000
OTHER ENDOWMENT ASSETS:						
MINISTERS MORTGAGES AND LOANS						
INTEREST PAYMENTS	7,875					7,875
PRINCIPAL PAYMENTS						12,649
TOTAL OTHER ASSETS	7,875	0	0	0	0	20,524
SPECIAL ENDOWMENT FUNDS:						
REBSOTCK	863	0	(25)	0	(7)	5,100
REBSTOCK (BANK CD)	798	0	0	0	0	0
DOWD	532	0	(25)	0	(30,000)	0
JUNE EPPINK (FORMERLY ACCOUSTICS)	0	0	0	0	0	0
WOMENS ASSOCIATION	5,497	3,573	(8)	0	(15,443)	0
CE WILLIAMS	194	0	0	0	(591)	0
WILKIE SOCIAL WORK	2,030	2,163	(8)	0	(5,776)	0
WILLIAMSON	33	0	0	0	(101)	0
TOTAL SPECIAL ENDOWMENT FUNDS	9,947	5,736	(66)	0	(51,918)	5,100
TRANSFER FOR CONSTRUCTION COST					41,000	
TRANSFER TO SPECIAL FUNDS					127,500	
OTHER ENDOWMENT ASSETS:						
S. DAKOTA LAND AND OIL WELL ROYALTIES	47,493					47,493
PHILIP SMEAD BIRD MEMORIAL FUND INCLUDING HANDYSIDE MEMORIAL FUND	27,112	12,812	(8,410)	357	0	47,000
TOTAL ENDOWMENT FUNDS	245,211	99,099	(45,817)	357	(36,918)	420,117

Statement of Special Funds and Reserves as of December 31, 2015

	ACCT NO	OPENING BALANCE	YTD WITHDRAWN	YTD ADDITIONS	CURRENT BALANCE
FUND DETAIL					
SPECIAL OFFERINGS					
Chancel flowers	8003	3,946.02	9,195.77	7,910.00	2,660.25
Christmas offering	8007	1,526.25	1,526.25	1,942.61	1,942.61
Hunger	8012	3,909.94	3,800.95	3,784.49	3,893.48
Friends of Music	8013	(3,648.23)	11,835.78	18,249.63	2,765.62
One great hour of sharing	8018	100.00	1,857.00	1,757.00	0.00
Peacemaking	8020	119.81	439.81	320.00	0.00
FUNDED IN OPERATING BUDGET					
Office equipment maintenance	8010	997.79	1,497.79	500.00	0.00
Office/Bldg Furniture & Equipment	8011	1,363.04	7,454.09	6,091.05	0.00
Major Maintenance	8014	(25,189.71)	103,672.58	128,862.29	0.00
Organ Maintenance	8019	0.00	3,476.42	3,476.42	0.00
Recording equipment	8022	1,000.00	2,000.00	1,000.00	0.00
MLK Jr/Black History Fund	8060	(195.29)	0.00	195.29	0.00
Guest Lecture fund	8070	0.00	0.00	0.00	0.00
Archives	8073	22.57	632.15	622.08	12.50
New Ministry Initiatives	8101	4,250.65	1,974.99		2,275.66
Kitchen fund	8126	3,144.97	3,639.97	495.00	0.00
Communications	8078	135.16	135.16		0.00
DESIGNATED ENDOWMENTS					
Christian Education- Williams	8004	316.45	566.00		(249.55)
Christian Education- Visscher	8005	358.70	138.56	98.16	318.30
Social Work	8023	1,177.37	1,225.98	591.00	542.39
Williamson Memorial	8028	644.60	94.00		550.60
Women's Association	8029	839.55	14,538.87	14,768.51	1,069.19
OTHER FUNDS					
Memorial/Columbarium	8015	10,579.14	81.18	2,295.00	12,792.96
Cache	8024	17,304.36	12,963.27	29,454.89	33,795.98
Computer Equipment fund	8025	0.00			0.00
Youth retreat	8030	703.08	2,783.00	2,832.00	752.08
Church retreat fund	8054	0.00			0.00
Outreach fund	8083	4,056.71	7,070.40	5,587.78	2,574.09
Session/Trustee fund	8084	0.00			0.00
Library fund	8064	271.06	26.03		245.03
Stephen Memorial Support Fund	8092	801.86			801.86
Transition/Minister Search	8102	(16,330.67)	13,669.33	30,000.00	0.00
Saturday Tutoring	8107	75.00	75.00		0.00
Keltner Flower fund	8117	628.02	818.55	1,000.00	809.47
Covenant Lectures fund	8118	19,034.46	11,633.80	3,519.03	10,919.69
Sunday Morning Breakfast	8119	539.79			539.79
Covenant Student Ministries	8124	25.00	25.00		0.00
Staff Development fund	8125	0.00			0.00
Acoustics fund	8127	0.00			0.00
Organ Restoration fund	8128	32,852.86	2,476.42		30,376.44
J.Sacatsh Garden	8134	1,969.07			1,969.07
June Eppink Restoration Fund	8142	0.00	11,033.50	11,033.50	0.00
Tri-C fund	8144	5,942.99	1,150.00		4,792.99
Williamson Special Projects	8147	0.00			0.00
Parents and Children together	8150	0.00			0.00
Gerald Layton Memorial Fund	8152	3,165.00	3,165.00		0.00
Ground Floor Kitchen Renovation	8154	250.00	27,000.00	31,444.70	4,694.70
TOTAL FUNDS		76,687.37	263,672.60	307,830.43	120,845.20

Special Program Offerings as of December 31, 2015

	2015	2014
Chancel Flowers	7,910	7,075
Hunger	3,784	3,719
Friends of Music	18,250	9,695
Memorial and Columbarium	2,295	1,935
One Great Hour of Sharing	1,757	2,594
Peacemaking Offering	320	1,127
Christmas Offering	1,943	1,526
TOTAL	36,259	27,671