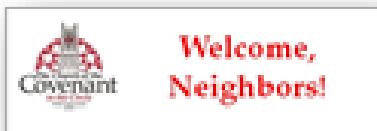
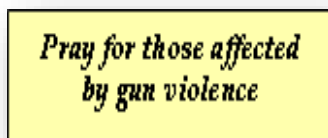
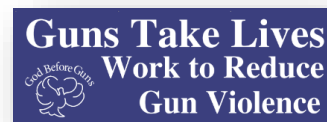
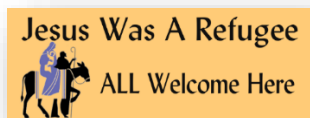




2018–2019 Annual Report



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Printed June, 2019

2018–2019 Annual Report

*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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The Church of the Covenant Leadership & Staff

*Convinced of God's Grace,
the Church of the Covenant seeks to:
Be a welcoming spiritual home,
Live God's inclusive love,
Express Christ's compassion,
Do justice in the world.*

Church of the Covenant
Annual Meeting of the Congregation
Minutes
Sunday, May 6, 2018

Call to Order and Verification of Quorum

The annual meeting of the Congregation of the Church of the Covenant was called to order at 11:23 am around tables in the reception room by Rev. Amy Starr Redwine. A quorum of members was verified. The meeting was opened with prayer by Rev. Amy Starr Redwine.

Faith Formation

- Bible study: John 21:1–19

Business

- Will Klein, Clerk of Session, moved that the minutes from the April 8, 2018 special meeting of the congregation be approved as distributed.
The motion was adopted.

Information Sharing

- Dowd Commons Update: Pledges continue to come in. About \$74,000 more is needed to meet the goal.

State of the Church

- Kevin Lowry, Campus Chaplain
 - Covenant Student Ministries is ten years old this year.
 - They are looking forward to the completion of Dowd Commons and using it for meals.
- Rev. Melanie Marsh Baum, Associate Pastor
 - Focused on relationships to family and youth.
 - Plans to work with mission partners like Cleveland School of the Arts.
- Rev. Amy Starr Redwine, Pastor
 - Spoke on the need for belonging before believing and how the Covenant can help people get on a path to a spiritual journey. Many people still feel loneliness. The Covenant can be a place to connect.
 - Reminded people that change is a part of life and that change will continue at the Covenant.
 - Presented Annual Report highlights.
- Keith Kallay, Treasurer
 - Provided a status update on the Church's finances.

The meeting was adjourned at 12:15 p.m.

Will Klein

Clerk of Session

Church of the Covenant
Special Meeting of the Congregation
Minutes
Sunday, September 16, 2018

Call to Order and Verification of Quorum

The special meeting of the Congregation of the Church of the Covenant, having been announced in accordance with the Ecclesiastical By-Laws, was called to order at 11:05 a.m. in the sanctuary by Rev. Amy Starr Redwine. The purpose of this meeting is to vote on the nomination of Jim Prince to fill a vacated term in the Trustee class of 2020. The meeting was opened with prayer by Rev. Amy Starr Redwine.

MOTION from the 2018-19 Nominating Committee: To elect Jim Prince to fill a vacancy in the Trustee class of 2020.

Action: the motion was adopted.

The meeting was adjourned with prayer at 11:06 a.m.

Will Klein

Clerk of Session

**Church of the Covenant
Special Meeting of the Congregation
Minutes
Sunday, January 27, 2019**

Call to Order and Verification of Quorum

The special meeting of the Congregation of the Church of the Covenant, having been announced in accordance with the Ecclesiastical By-Laws, was called to order at 9:15 a.m. in Dowd Commons by Rev. Ken Jones having been invited to act as moderator due to the illness of Rev. Amy Starr Redwine. The purpose of this meeting is to dissolve the pastoral relationship with the Rev. Amy Starr Redwine; to receive a motion from the Nominating Committee to elect a new slate of officers; and to vote on changes to Rev. Melanie Marsh Baum's terms of call. The meeting was opened with prayer by Rev. Ken Jones.

Quorum

The moderator attested that a quorum was present.

Approval of Minutes

MOTION: to approve the minutes of the Annual Meeting of the congregation on May 6, 2018 and of the Special Meeting of the Congregation on September 16, 2018 as distributed.

Action: the motion was adopted.

Nominating Committee Report-Kitty Jarjisian, Vice-Moderator

Committee Members: Bill Braun, Mary Anne Bromelmeier, John Marsh, Carol Roe, Jill Siddiq (at-large); Jim Smekal, Elder and Moderator; Kitty Jarjisian, Elder and Vice-Moderator; Marjie Heines, Deacon; Jim Mate, Trustee.

Thanks and appreciation for the members' work were expressed.

MOTION: To approve the following slate of church leaders:

Elders (3-year term)

Bill Braun
Kathy Farkas
Matthew Garrett
Libby Panhorst
Lou Stark

Deacons (3-year term)

Ronnie Bromelmeier
John Marsh
Ann Stark
Lyn Tomaszewski

Trustees (3-year term)

Dennis Matz
Ann Williams

Officers of the Society (1-year term)

President: Martha Goble
Secretary: Jim Mate
Treasurer: Keith Kallay

Elders (1-year term)

Norma Shuskey

Nominees for at-large members of the Nominating Committee, 2019-20 (1-year term)

Beth Holbein, Carol Roe, Jill Siddiq, Paul Williams

Action: the motion was adopted.

Recognition of Retiring Elders, Deacons, and Trustees

Elders: Jenny Conner, David Finkenthal, Deni Horstman, Ginny Kallay, Shawna Mitchell Adams, Jim Smekal

Deacons: Matthew Garrett, Marjie Heines, Beth Holbein, Pat Owen-Keltner, Mildred Russin, Liz Shriver, Lynda Starr.

Trustees: Russell Hack, Tom Keys.

Personnel Committee Report-Reaver Nelson, Vice-Moderator

MOTION: To approve changes to the terms of call of the Rev. Melanie Marsh Baum (includes a permanent 2% increase in salary and temporary \$1,000 additional per month for 3 months or as long as she serves as Acting Head of Staff).

Action: after debate and amendment moved by Bill Braun, the motion was adopted.

Effective Salary

Salary and Housing	\$57,361
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Benefits

Medical (25% of effective salary)	\$ 14,903	
Pension (11% of effective salary)	6,557	
Death & Disability (1% of effective salary)	596	
Dental	1,469	
Total Benefits		\$23,525

Reimbursable expenses

Social Security Offset (7.65% of effective salary)	\$ 4,388	
Professional expenses	3,500	
Professional development	1,500	
Total Reimbursable expenses		\$ 9,388

Total Compensation	<u>\$90,274</u>
--------------------	-----------------

Vacation Time	One month (4 weeks)
---------------	---------------------

Study Leave	Two weeks
-------------	-----------

Family Weekends	Two
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Bill Braun- Appealed to the membership to support and pray for Melanie during this time of transition.

Introduction of Laurie Moorman, liaison from the Committee on Ministry of the Presbytery of the Western Reserve.

Laurie presented information from the PCUSA adopted paper, "Guidelines for Pastors on Leaving Their Pastorates".

MOTION: To recommend to the Presbytery of the Western Reserve the dissolution of the call between the Church of the Covenant and the Rev. Amy Starr Redwine, effective January 27, 2019.

Action: the motion was adopted.

The meeting was adjourned with prayer by Rev. Ken Jones at 9:36 a.m.

Will Klein

Clerk of Session

The Church of the Covenant

Staff

Pastoral / Program Staff

The Rev. Amy Starr Redwine	Pastor/Head of Staff (through January, 2019)
The Rev. Melanie Marsh Baum	Associate Pastor/Acting Head of Staff
Mr. Kevin J. Lowry	Director of Student and Family Ministries
The Rev. Dr. Robert Campbell	Pastor Emeritus
The Rev. Laury Larson	Associate Pastor Emeritus

Music

Dr. Matthew L. Garrett	Director of Music
Dr. Jonathan W. Moyer	Organist & Associate Director of Music
Dr. Michael B. Peters	Associate Director of Music
Dr. Kaori Hongo	Director of Music for Children & Youth, Handbell Choir
Mr. George Leggiero	Covenant & University Circle Carillonneur
Dr. Jennifer Conner	Music Librarian
Dr. Ken Wendt	Manager of Audio-Visual Services (May, 2019)

Administration and Operations

Mr. Willie Howard	Administrative Services Manager
Mrs. Este Pozza	Manager of Finance and Operations
Ms. Aisha Newton	Communications Manager (through February, 2019)
Mr. Roddrick Gordon	Lead Custodian
Mr. Shannon James	Custodian
Mr. Willie Parker	Custodian (through November, 2018)

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
Brittney Terrell & Rafael Sturdivant, Co-Directors	Saturday Tutoring Program
Mr. Kevin J. Lowry	Student Ministries

The Reverend Melanie Marsh Baum **Associate Pastor/Acting Head of Staff**

Session – Session has gone through some major transitions this year, with the departure of Amy Starr Redwine as Head of Staff, myself moving into an acting head of staff role, and the hiring of a consultant to assist in working through issues of communication and conflict. We recognize the great deal of work that we have before us, and are grateful to consultant Bill Appleton for his assistance, as well as to the congregation for their commitment and presence during this transition.

Deacons - The Deacons continued their partnership with the Ernest Bohn Senior Day Center. At Christmas 2018 we hosted our second annual holiday lunch at the center, complete with delicious food, Christmas Carols, a gift exchange, and lovely conversations with seniors and staff. We are excited to see this relationship growing. In addition, we expanded our relationship with Covenant Student Ministries, offering Finals Week survival bags for students during exams, and taking on a deeper role with planning and hosting community meals.

Ministry of Service – This year Ministry of Service became more deeply connected with our Saturday Tutoring Program as they transitioned from retiring Director, Linda Wilson to Co-Directors Brittney Brown and Rafael Sturdivant. We are excited about the ways the program is growing and evolving. We continue to cultivate a stronger volunteer presence of church members at Tutoring. We also continue to partner with many outreach and social service organizations within the community, including North Presbyterian Church and Habitat for Humanity, Transplant House, and Family Promise. As part of its ongoing commitment to care for the membership of the congregation, MoS has continued to sponsor/coordinate Covenant Eights Dinner Groups for the congregation. This renewed ministry is now in its third consecutive year.

Ministry of Faith Formation

Theology on Tap (TOT) – TOT celebrated its third year in 2018-19. We continue to meet on a weekly basis, and regular attenders have taken on a more robust role in leadership of the weekly group discussions. At the time of this report, TOT was in the process of planning its annual summer day trip to Chautauqua Institution. Theology on Tap continues to meet weekly through the program year, monthly in the summer season, and looks forward to the future of this ministry, and to exploring social issues from a theological perspective as we grow.

Young Professionals Gathering (YPG) – YPG is going strong into its second year as a small group fellowship. This year's events have included a Holiday progressive dinner, Super Bowl party, Bowling outing, and a clothing exchange. This has been a vital ministry for cultivating relationships among members in the post-college, early professional stage of life, and it has been a joy to watch friendships bloom and grow over these two years. We look forward to continuing our fellowship with one another.

The Reverend Melanie Marsh Baum

Associate Pastor/Acting Head of Staff

Music Department

Dr. Matthew L. Garrett

Music Department

Dr. Matthew L. Garrett, Director of Music
Dr. Jonathan W. Moyer, Organist & Associate Director of Music
Dr. Michael B. Peters, Associate Director of Music
Dr. Kaori Hongo, Director of Music for Children & Youth and Handbell Choir
Mr. George Leggiero, Covenant and University Circle Carillonneur
Dr. Jennifer Conner, Music Librarian
Dr. Ken Wendt, Manager of Audio-Visual Services

Staffing Team:

Dr. Moyer assumed additional teaching and administrative responsibilities at Oberlin in August 2018, resulting in the need for a restructuring of music department responsibilities and staffing for the 2018-2019 program year. Session approved a new, budget-neutral proposal from Drs. Moyer, Garrett, Hongo, and Peters in October 2018. Approved changes are reflected in the above staffing list. Dr. Moyer has been on sabbatical since February 2019, and he will return to his church staff position in late June. We have been fortunate to work with guest organist Mark Edwards throughout the spring programming season. We also thank Anna O'Connell and Jenny Conner for their work with the handbell choir from January through May. In late March, we welcomed Dr. Ken Wendt as the new part-time manager of audio and visual services.

Finances:

The music department concluded the 2018 fiscal year under budget, and with a balance of \$11,398 in the Friends of Music Fund. Cleveland Foundation grant funding continued to provide financial support for the Tuesday Noon Organ Concert Series.

Friends of Music funding supported the hiring of instrumentalists for worship services and Tuesday Noon Concerts, radio advertising for concerts, the Jonyrma Singleton Scholarship for a high school choir intern, and a commissioned work for orchestra, choir, and carillon by composer David Childs. Generous donations to the Friends of Music allowed music department staff to enrich the music ministry and concert offerings of the church. This summer, a portion of these funds will be used for a greatly-needed refurbishing of our handbells. Thank you to all the "Friends" who continue to celebrate the joy of music at Covenant with your financial support!

Legacy gifts have been given to the church music program by Arthur Mead Martin in memorial to his mother Winifred Mead and sister Violet Inez Martin. These donations have been invested to create the Winifred Mead and Violet Inez Martin Fund for Music at the Church of the Covenant. Distribution from this fund to the music program budget will follow the same guidelines of distribution from other church endowment funds.

Programing:

We celebrated three anniversaries in November 2018: The 100th anniversary of the World War I Armistice, the 50th anniversary of the McGaffin Carillon, and the 10th anniversary of Dr. Moyer's leadership of church music programs. Covenant Chancel Choir and Case Western Reserve University Concert Choir joined with a chamber orchestra and our carillon to present "Consolation," a musical program of reflection, memory, and the hope for peace in current and future times. With generous donations from the Friends of Music, we were able to commission a new work by internationally renowned composer Dr. David Childs. This piece was premiered in concert, with the composer conducting, and in worship, under the direction of Dr. Michael Peters.

Part of University Circle's Holiday CircleFest, our December Carol Sing attracted a full-capacity audience once again this year. The music department staff worked closely with faculty from Case Western Reserve University to continue to improve the logistical side of producing this multi-faceted program.

Cleveland Foundation grant funds continued to support a portion of our Tuesday Noon Concerts and Concert Artist organ recitals in the fall and winter. Among our regional and local artists, we welcomed internationally renowned organists including Dr. Dana Robinson from the University of Illinois at Champaign-Urbana, Vincent Grappy from the Cathedral of Blois, and Arvid Gast from the Musikhochschule in Lübeck. During our winter and spring season of Concerts and Special Events, we were pleased to have consistent audiences of 30 guests or more. The McGaffin Carillon Friday Lunchtime Concerts continue to delight University Circle community members.

The church continues to be a venue for outside performing groups. Ensembles from Case Western Reserve University, student recitals from the Cleveland Institute of Music, the Cleveland Guitar Society Orchestra, and students from the Cleveland School of the Arts continue to perform in our beautiful sanctuary. In March 2019, Session approved a proposal from the music department to create a recital and concert fee structure for students and community music ensembles. These guidelines will hopefully encourage increased use of the sanctuary for music events and help to generate funding for the ongoing maintenance and upkeep of our facilities.

The music staff continue to work with pastoral staff and church leaders to connect music and the spoken word for meaningful worship experiences. We strive for expansive musical programming, covering a wide variety of styles, genres, and historical periods. Thank you to our musically talented congregation for lifting your voices to the glory of God!

Respectfully submitted,

Matthew L. Garrett, PhD

Director of Music

Covenant Chancel Choir 2018-2019

Soprano	Alto	Tenor	Baritone-Bass
Nanette Canfield*	Mary Anne Bromelmeier	Zac Costantino*	Jeff Green*
Jinle Glover +	Jennifer Conner	Mist'a Craig*	Silas Ifeanyi
Sarah Lucey	Gwen DeLaney*	Tom Denbow	Jonathan Moyer
Anna O'Connell*	Merav Eldan*	Mark Edwards	Michael Peters
Anna Skelton	Kitty Jarjisian	Matthew Garrett	Frank Repasi
Kiko Weinroth*	Cathy Miller	Donald Goins	Jelani Watkins*
Kate Williams	Sue Prince	Aidan Klemm	
Madeline Yankell	Erin Tomko	Aaron Lange*	
		John Marsh	

* Section Leader/Soloist

+ Jonyrma Singleton High School Choir Intern

New singers always welcome! Contact Dr. Matthew Garrett for more information (mgarrett@covenantweb.org)

Beckwith Handbell Choir

June Begany	Beth Holbein	Margaret Bevel-Jeter	Erin Tomko
Jennifer Conner	Robert Jefferis	Sue Prince	Nick Tomko
Victoria Eldrige			

Kevin J. Lowry
Interim Director of Student and Family Ministries

The 2018-2019 program year has been a year of discernment of what is next for Church of the Covenant and Covenant Student Ministries. The main focus of this discernment is moving from a program-based model for “doing church” to a relationship-based model of “being the church.” While national trends continue downward in mainline religious demonization — including the Presbyterian Church USA — there is a real need for social connection and hope in the world. Two things that the church is uniquely qualified to provide. The church, that I believe God is actively constructing, is one about relationships and belonging. No longer are we looking for one-size-fits-all programs but to develop individual pathways that support people along their spiritual journey their entire life. In this endeavor the church should be a leader in innovative forms of co-learning, exploration, and practices of discovery that promote the flourishing of life itself.

Both Covenant Student Ministries and the CotC Children, Youth and Family have been program-centric, over the past year we have shifted from this model to building personal, deep, and sacred relationships with the members of this community. The driving factor in this is having an adult in a young person’s life that knows them as well as they know themselves or knows them as well as their parents. This is an opportunity for the church universal to distinguish itself from the various other extracurricular youth programs.

Relationship building looks towards equipping disciples to deliver the Good News of God’s unwavering love to a broken and hurting world. This work is slow and steady work that takes time. This is a qualitative process over the program model that is more quantitative. This is where I believe where God’s changing church is headed and I look forward to continuing to build relationships with our students and families that meet them where they are and offer them space to belong the thrive.

Student Ministries

The main focus for Covenant Student Ministries was to build Spiritually Alive, Radically Inclusive, Justice Centered and Fiercely Loving communities. We also offered every student the three “C’s” of Christian life: Connection, Compassion, and Community. While our “engagement” numbers have gone down, our unique individuals who participate consistently in one or more programs have gone up by 10%. We have also seen a steady trend of 5% growth over the past ten years. Below is a quick snap shot of the quantitative data of Covenant Student Ministries, while numbers and growth are important, I invite you to dig deeper into the numbers and engage in the stories behind the numbers.

2019 Program Year by the Numbers

Unique Students (substantive connection): 46 (10%↑)	25 Campus Partner Events (CWRU)
Unique Students (non-substantive connection): 362	Engagements (program attendance): 1166 (17% ↓)
88 Unique Events (Scheduled Programing)	One on One Conversations: 144
18 Avg. Weekly Attendance at Sunday Worship	Referrals from Campus Offices (CWRU, CIA, CIM): 18
8 Avg. Weekly Attendance at Connect	Suicide Interventions (immediate risk): 3

Family Ministries

The program year has seen both its challenges and successes for our Family and Adult Education programs. Over the past year we have the opportunity to invite our family of faith into a personal relationship with God that involves the whole Christian community in which they are embedded and who has made the vows of support and guidance to them at their Baptism. We continue to work to shift mindset from a one day a week faith to equipping households to live and experience a full week of faith, with daily activities that connects them to God and God’s kingdom in the here and now and to live as Christ's disciples through community, expression, action, and reflection.

Kevin J. Lowry, Interim Director of Student and Family Ministries

Session

**The Reverend Amy Starr Redwine, Moderator (through January 2019); Will Klein, Clerk
The Reverend Melanie Marsh Baum, Associate Pastor, Moderator (beginning February, 2019)**

Governing body and program development.

Consists of the Pastor as Moderator, Associate Pastor, Clerk of Session and 12 to 18 ruling elders.

Class of 2019

Jennifer Connor
LaShawna Adams Mitchell
Jim Smekal
Lou Stark

Class of 2020

Kitty Jarjisian
Chris Langmack
Suchitra Nelson

Class of 2021

Barb Clint
Elizabeth Hagen
Reaver Nelson
Omar Siddiq
Jim Tomaszewski

In accordance with the Book of Order, the Session is the council for the congregation and has “responsibility for governing the congregation and guiding its witness to the sovereign activity of God in the world, so that the congregation is and becomes a community of faith, hope, love, and witness”. (G-3.0201) In light of this charge, each Session meeting opens with prayer and time for Bible study. Time is spent visioning ways to initiate and respond to ecumenical efforts that bear witness to the love and grace of God.

The 2018-2019 program year saw session continue to lead “the congregation in fulfilling its responsibilities for the service of all people, for the upbuilding of the whole church, and for the glory of God”. (G-1.0103) During the course of the year, Session established the dates for communion, special offerings, and congregational meetings, the most significant of which being the January 27, 2019 meeting to dissolve the pastoral relationship with the Reverend Amy Starr Redwine, at her request. The Rev. Melanie Marsh Baum assumed the role as moderator of session subsequent to this action. Session engaged the services of a consultant, Bill Appleton of Kairos Consulting, to help session and the congregation begin the process of identifying and managing the underlying conflict. This work continues.

Session examined and received new members of the congregation, confirmands, and noted the deaths, resignations 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 ministries and boards throughout the year, keeping up to date with the business of the church. The annual budget submitted by the Ministry of Finance, 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.

The annual meeting of the congregation was held May 6, 2018. Special meetings of the congregation were called for September 16, 2018, and January 27 and April 28, 2019. The approved minutes of these meetings are included in this report.

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

Respectfully submitted,

Will Klein

Clerk of Session

Ministry of Faith Formation

(MOFF)

Members

Jennifer Conner, Moderator	Staff:	Jonathan W. Moyer
Jennifer DoVale	Melanie Marsh Baum	Michael Peters
Jim Smekal	Matthew Garrett	Amy Starr Redwine (through January)
Ann Williams	Kevin Lowry	

The Ministry of Faith Formation is tasked with overseeing worship and education opportunities for both children and youth and adults. The committee met nine times over the year. Each meeting began with faith reflections to better prepare members for serving the faith needs of the church. Some of these included inclusiveness, the different needs of different age groups, important stepping stones for a child's Christian Education, listening and loving one another. The committee also began to explore possible topics for future guest speakers and questions for the congregation about how to best serve them. The following are highlights of the ministries' work:

- The committee completed routine activities such as setting the communion dates, identifying ways to recruit volunteers such as ushers/greeters and communion servers, and reviewing worship offerings for continued improvements. They also addressed staffing realities.
- The committee commissioned a task force in the fall to review theological education offerings in the church. In October, Ryan Bonfiglio presented the Covenant lecture, with a presentation growing out of his work with adult theology. He also met with the task force to review adult theological education going forward.
- During the summer, the adult seminar featured videos from Ryan Bonfiglio exploring truths and half-truths in theology. In the fall the staff implemented a 5-week program: a community meal on the first Sunday, a presentation on the second, faith in action on the third, a book study on the fourth, and mission on fifth Sundays. In the spring the Sunday morning offering after worship was a discussion of the Lenten theme covered in the sermon. During Lent there was a Wednesday night book discussion and meal about Marcus Borg's *Meeting Jesus Again for the First Time*.
- Worship initiatives this year included summer outdoor worship and worship in Dowd Commons with sermons drawn from theological words. Advent explored more deeply the theme from the previous year from the Advent Conspiracy materials. Families with children were given Advent kits to make an advent wreath at home. The children presented the Christmas Pageant. The Christmas Eve service was a slightly different model combining the most important elements of a Lessons and Carols service. The Lenten season began with an Ash Wednesday service and meal in the Living Room. During Lent, the sermon series was "Who do you say that I am: Jesus as teacher, healer, social activist". This was also the topic of the Youth Sunday which was the culmination of the Lenten season. In the Maundy Thursday service, it was decided to make a clear break between the opening communion service and Tenebrae. For Easter there was a sunrise service and the morning worship with guest preacher Dr. Kenneth Chalker.
- Faith development initiatives included a continuation of the Theology on Tap, an enneagram group, a weekly meditation class in the fall, continuation of the monthly Women's Bible Study and weekly Tuesday Bible study opportunities. Children 5th grade and above remained in worship for their education. There was Sunday school mixed with choir around the Sunday theme for younger children in the fall and a time of joyful play with some story telling for the children during the spring.

Respectfully Submitted

Jenny Conner,
Moderator

Ministry of Finance
(MOF)
Members

Elizabeth Hagen, Moderator
Martha Goble
Catherine Jarjisian
Keith Kallay

Chris Langmack
Ron Neill
Suchi Nelson
Libby Panhorst

Staff:
Amy Starr Redwine (through January, 2019)
Melanie Marsh Baum (February, 2019)

The Ministry of Finance meets regularly and the primary function is creating and monitoring the annual budget. The Stewardship Team and the Audit Committee report to the Ministry of Finance. This year the Ministry worked with other ministries, boards, committees, and staff to create and present to Session a budget. The Ministry then monitors the budget as the year progresses to assure that we stay balanced. The Ministry of Finance works closely with the Session, Treasurer, President of the Trustees, and the Manager of Finance and Operations, Este Pozza. This partnership allows for full transparency and good communication. The Ministry of Finance received recommendations from the Audit Committee and from the Long Term Financial Task Force to implement policies that will make the church's finances better controlled and easier to track.

Respectfully Submitted,

Elizabeth Hagen
Moderator

Ministry of Service (MOS)

Members

Jim Tomaszewski, Moderator
Bob Ault
Karen Ault

Mary Anne Bromelmeier
Chip Bromley
Barb Clint

Kathleen Farkas
Jim Prince
Omar Siddiq
Staff: Melanie Marsh Baum

Mission Statement: The Ministry of Service exists to create connections and cultivate relationships through service to our church, the community and the wider world. The ministry met monthly from July 2018 through June 2019 in an effort to fulfill its mission.

Over the past year, the Ministry of Service carried out its responsibilities by:

- Continuing to support a variety of community partners and encourage Covenant member participation in mission partnerships such as Thrivent Faith Build (Formerly Apostles Build), North Church, God Before Guns and Sanctuary Churches Forest Hills Presbyterian and St. Andrew Episcopal in Mentor.
- Providing support to church-sponsored ministries such as Saturday Tutoring, and Covenant Student Ministries.

Specific Tasks of MOS included:

- Attracting and welcoming new participants and members into the life of the church and encouraging fellowship among longstanding members by creating, coordinating and supporting programs and activities such as participation in the Faith in Action workshops and a book partnership with John Hay students centered around the book and movie “The Hate U Give”.
- Maintaining a collaborative relationship with the Board of Deacons and the Board of the Covenant University and Community Ministries.
- With staff assistance, planning and coordinating specific all-church events such as Thanksgiving Dinner, Easter Breakfast, All-Church Picnic (as part of the Dowd Commons dedication), Back to School Picnic and Annual Meeting.
- Supporting other church community outreach such as Trunk or Treat and Holiday CircleFest.
- Recommending to Session the annual allocation of budgeted mission funds, including distributions to Presbytery, Synod, and General Assembly.
- Determining the annual mission partner allocations from the Women’s Association funds.
- Facilitating volunteer engagement of Covenant members and participants in the work of our mission partners at North Church, Thrivent Faith Build (Formerly Apostles Build), God Before Guns, Our Family Home Center, Transplant House, as well as Covenant’s own Saturday Tutoring Program and tutoring at Daniel E. Morgan Elementary School in Cleveland.
- Engaging Ministry of Service members to visit our mission partners to learn more about their work and challenges as well as suggest new mission partner possibilities.
- Supporting other church teams such as Covenant Eights and the New Members Care Team.
- Sponsoring the annual Bread for the World offering of letters.
- Supporting and facilitating the Covenant Food Pantry.

Respectfully submitted,

Jim Tomaszewski
Moderator

Personnel Committee

Members

Lou Stark, Moderator (Session)	John Marsh (at-large)
Reaver Nelson, Vice Moderator (Session)	Harriet Wadsworth (Trustee)
Dan Carroll (Deacons)	Staff: Amy Starr Redwine, ex officio (through Jan)
Nessa Gressley (at-large)	Staff: Reverend Melanie Marsh Baum, ex officio
Chris Langmack (Session)	

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

1. Development of the 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
 - 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

The Personnel Committees major activities for the past year included:

1. Receiving the resignations of Reverend Amy Starr Redwine, Aisha Newton, Willy Parker and Mindy Stewart.
2. Hired Rodrick Gordon as a custodian.
3. Review job description for the Interim Pastor. Change current duties for Reverend Melanie Marsh Baum and Kevin Lowry during the transition period.
4. Development of the 2019 Personnel Budget. We saw a decrease from \$591,633 to \$520,607. This was due to resignations, etc.
5. The staff received a 2% increase.
6. The Personnel Committee revised the vacation pay policy for staff receiving pay when leaving for only accrued time.
7. The Personnel Committee approved a new reimbursement policy for staff reimbursements. This was recommended by the Audit Committee and will be forwarded to Session for its consideration.

Respectfully Submitted,

Lou Stark

Moderator

Board of Deacons
Matthew L. Garrett Moderator

Class of 2019

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

Class of 2020

Tom Denbow
Stephanie
Johnson
Lucy Matz
Nancy Matz
Julie Mailey

Class of 2021

Stacey Booker
Dan Carroll
Cathy Luck
Ken Rock
Ryan Szafraniec

The Church of the Covenant maintains a Board of Deacons consisting of 18 to 21 Deacons in three classes of five to seven individuals serving three-year terms. *The Book of Order* describes the ministry of Deacon as "one of compassion, witness, and service." (G-2.0201). Deacons are identified by the Nominating Committee; trained within the Diaconate; and elected, ordained and installed by the congregation. Deacons are responsible for the caring ministries of the congregation, including but not limited to:

1. Hosting Sunday receptions after worship and receptions after memorial services.
2. Providing flower arrangements for members of the Covenant community and those in the hospital.
3. Caring for members who cannot regularly attend church by visiting them and giving them holiday gifts.
4. Sending cards to members for birthdays, bereavements, illnesses and other occasions.
5. Creating final exam "survival kits" for local college students affiliated with Covenant Student Ministries.
6. Organizing and hosting the annual Giving Tree celebration and working in collaboration with the Ministry of Service to identify mission partners to be Giving Tree recipients.
7. Hosting an annual "Covenant Classics" event for the congregation.
8. Attending Session and Trustee meetings and sharing meeting minutes with these two groups.
9. Helping CWRU support Camp Kesem.
10. Supporting Covenant Callers and Stephen Ministry.
11. Serving lunch to Covenant Student Ministries following work days at Covenant.

The office of Deacon 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 2018-2019, the Deacons embraced their calling through several activities involving our congregation and community. Thanks are extended to Lynda Starr, Dan Carroll, and Cathy Luck, who assisted with moderator responsibilities over the 2018-19 program year.

The Diaconate continues to embrace 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. Receptions have been a successful way to fellowship with members and share church accomplishments with one another. The first Sunday of each month, Deacons assist with a community meal for congregants and visitors. The final Sunday of each month has been designated as Birthday Sunday, and the Deacons provide a cake and recognize all members who celebrate birthdays within 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're thinking of you. A bud vase is taken to Seidman Cancer Center of University Hospitals to a patient who might need a bit of encouragement as he/she faces their cancer treatments. Deacons volunteer to take responsibility for one week of each month. Several additional Deacons serve as substitutes.

Covenant members and Deacons generously responded to the Giving Tree program which this last year delivered gifts to the Ernest J. Bohn Center. The Deacons also provided a delicious lunchtime meal to its 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, sang Christmas Carols with them, learned more about them and experienced first-hand the impact that the Giving Tree gift program had on these residents. As part of the Giving Tree program, gifts were also collected for the second graders at Daniel E. Morgan Elementary School where Covenant members tutor and for music majors at the Cleveland School of the Arts.

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 2018 the Deacons made live green arrangements for our siblings in faith.

This year, the Deacons began engaging in monthly service projects around the church and beyond the walls of our physical space in University Circle. We assisted with the cleaning and maintenance of spaces in the church building, in addition to our service projects with CWRU students during finals and taking hospitality to member unable to attend church regularly. The Deacons continue to strive to live our faith through a ministry of compassion and service.

Respectfully submitted,

Matthew Garrett

Moderator

Board of Trustees
Officers of the Society

President

Martha Goble

Secretary

Jim Mate

Treasurer

Keith Kallay

Trustees

Class of 2019

Russell Hack

Ann Williams

Class of 2020

Jim Prince

Harriet Wadsworth

Class of 2021

Patricia Fowler

Nancy Smekal

The Board of Trustees has key areas of responsibility. They include managing the endowment, monitoring the church expenditures as they relate to endowment withdrawals and overseeing the needs of the building and the grounds. The Church of the Covenant is entering its 175th year. An amazing and beautiful structure, its needs are many, actually more than could be accomplished in a single year. So then, monitoring operating and major improvement expenditures is an ongoing task. This must be accomplished within a framework of withdrawing no more than five percent of the endowment on an annual basis. One goal of the trustees this year is to bringing that five percent down each year by a tenth of a percent.

In 2017, the Trustees established an internal audit committee to perform an annual review of the financial statements and controls, *within* the church, in order to ensure accurate disclosure and proper accountability of the uses of the funds by the church to the congregation. The final report of the internal audit committee is reviewed and used for management discussion purposes by our external auditors, Zinner and Company. It ensures that proper controls are in place over the sources and uses of funds within the church. The internal audit also improved the external auditor's reliance on the accuracy of the presentation of the financial statements as presented by the Church of the Covenant. Members of the 2018 internal audit committee were Russell Hack, Nancy Smekal and Keith Kallay, who heads the committee and is the Treasurer.

Two important presentations were sponsored by the Trustees in 2018. They were both given by Rod Keen. One, in March, 2018 was a discussion of the significance and role of "The Society" in the governance of Church of the Covenant. The second, in September, 2018, was a presentation and discussion on the *Report of the 2018 Task Force on Long-Term Financial Strategy*.

In 2018, the Trustees took on other projects as well. They included: 1) evaluating the appraised value of the church and our insurance policy; 2) taking action on inactive funds within the balance sheet; 3) evaluating the performance of our investment advisors and comparing their results to other potential financial institutions and 4) establishing a policy to re-confirm the Williamson Special Projects Fund making sure we have sufficient cash to handle a major emergency.

Completing the Dowd Commons and celebrating this occasion with a festive evening benefit in September was the best part of Trustees accomplishments for 2018. A summary of this five-year-in the planning-process was summarized in a *Report to the Congregation on the Dowd Commons Project*. A copy of this document is included with the 2018 Annual Report and it includes all pertinent detail available now. I thank all my fellow trustees, Jim Mate, Harriet Wadsworth, Russell Hack, Ann Williams, Jim Prince, Patty Fowler and Nancy Smekal, who have made this year so enjoyable and who work so diligently on all our endeavors. I especially thank Keith Kallay who gives 110% to every project he initiates or is involved.

Martha Goble,
President, Board of Trustees

Building and Grounds Committee

Committee Members

Keith Kallay, Moderator
Patricia Fowler
Martha Goble
Russel Hack

Denise Horstman
Chris Langmack
James Mate
Catherine Miller

James Prince
Nancy Smekal
Harriet Wadsworth
Ann Williams

The church is fortunate to have such a magnificent building which has been recognized by the National Historical Society and represents a significant foothold in University Circle. In order to maintain a structure over 100 years old requires an investment of sweat labor and cash. The committee schedules at least four work-days a year to take on projects outside the normal work scope of the maintenance staff. In 2018, these projects included the annual exterior spring clean-up, painting the hallway outside the Cloister Room, providing clear access to the fire escape outside the kitchen, moving 6 yards of gravel to areas around the access ramp and rear fire escape, organized the Christmas, plumbing, candle and electrical supply storage rooms, assisted in making the temporary move of Crèche, and clearing out the youth lounge which contained moldy carpet, broken furniture, and much more. Finally, the most significant amount of time spent by the Building and Grounds Committee was meeting multiple contractors, negotiating, and working on the Dowd Commons.

In 2018, the Church had a budget of \$65,000 for significant repairs. The Building and Grounds Committee keeps a continuous wish list which includes projects totaling nearly \$250,000. Every year the wish list continues to grow, however, budget constraints require prioritizing the projects to fit into the \$65,000 budget. Unfortunately, some projects are not planned. In 2018, water pipes froze in the education wing, costing \$14,677.71. Fortunately, our insurance covered \$9,677.71 and the remaining \$5,000 deductible came out of our budget. Another unexpected cost was the elevator motor which had to be replaced at a cost of \$8,114.30. Finally, the last un-planned repair was to the sound system, costing \$2,058.

The remaining budget was used for the following projects:

- Replacing the rear Gutters outside the kitchen which eliminated water backing up and running down the inside of the storage room and deteriorating the wall.
- Replacing the grease trap in the kitchen which was the cause of the foul odor.
- Appliances for the new kitchen.
- The Building and Grounds Committee agreed to contribute \$15,000 out of its budget directly to the Dowd Commons.
- Two ADA approved door units for the church to allow access to the kitchen from outside the building and from the dining room.
- Other smaller projects included AT&T fiber relocation, minor expenses to finish up the new Guard Hut, Paint for projects, flowers, and a ladder for changing bulbs throughout the church.

Our budget for 2019 is \$64,000. Significant expenditures planned for 2019 are replacing light fixtures outside the Cloister Room and the Dining Room, creating a storage room in the rear of the child-care center, sound equipment, plumbing needs, stonework repairs, a security system and repairs to the rear door to the church. We hope that the heating blower unit on the furnace at the east end of the Dowd Commons for \$3,500 will be our only un-planned repair for 2019.

Keith Kallay
Moderator

Investment Committee

Committee Members

Keith Kallay, Moderator
Martha Goble
Elizabeth Hagan

James Mate
Amy Star Redwine (through January, 2019)
Melanie Marsh Baum (February, 2019)

The Church of the Covenant is blessed to have endowment established by those gone before us with anticipation that it would continue to sustain the church for years to come. Currently, our investments are managed by Bingham, Osborn & Scarborough, LLC. (B.O.S.) out of California. In 2017, the Unrestricted Endowment had a good year with a net return of 15.71%, and an ending cash balance of \$7,772,712. However, as of December 31, 2018, the Unrestricted Endowment fell to \$6,580,412. The net performance was a negative 7.66% after withdraws for operations.

B.O.S. was a Cleveland based firm, however, they have moved to California and visit the Church twice a year. The Committee has been evaluating other providers and benchmarking with other congregations for nearly a year and are planning to diversify. In 2019, the Church will be using more than one investor. This decision was made since the performance of B.O.S. has not meet our expectations or benchmarks.

We have discussed our financial needs with multiple investors. Each investor has suggested that in order to sustain our endowment we should withdraw 4% annually for operations. Currently, the trustees have an established policy to withdraw no more than 5% from the endowment, which was reduced from 6% in the early 2000s. In the years 2016, 2017 and 2018 the trustees have stuck to the formula and have not withdrawn additional cash for special projects. The Task Force on Long Term Financial Strategy has also recommended that this percentage be reduced by 1/10th of a percentage annually until we reach 4.5%. This policy will challenge the church to re-evaluate its expenditure structure going forward. Additionally, the Task Force emphasized the importance of growth in membership and pledges.

Keith Kallay
Moderator

Fine Arts and Memorials Committee

Committee Members

Catherine C. Miller, Moderator

Julie Mailey

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

Among the various projects carried out this year was having the brass candle snuffers used in worship services repaired and buffed.

A lovely Victorian pump organ was presented to the Covenant by long-time member Alice Fehl. The organ and its stool were placed in the reception room on the west wall for all to enjoy. To add to the organ placement, we had been given an antique manuscript which we had restored and framed. This was hung on the west wall of the reception room above the Fehl Victorian organ.

Noticing the need to clean out the badly cluttered “candle room,” Cathy and Dick Miller cleaned out that space getting rid of excess paraphernalia no longer usable. Candles were sorted and labeled, and those no longer usable were discarded. The candelabrum, Tenebrae hearse, unity candle/Advent wreath forms were all stored neatly. Special thanks to the custodial staff for hauling away the excess. After consultation with staff and others, the pew candle torches remain stored in the Deacons room off the Narthex.

The Fine Arts and Memorials Committee purchases furniture for specific places in the church, such as the Herrick Room and Reception Room. There is an understanding that the Fine Arts Committee should be consulted before moving or changing any décor. At times furniture has been repurposed without talking with the Committee. The Committee would encourage individuals to check with them before repurposing furniture.

Plans are being made to add Amy Starr Redwine’s name to the glass plaque in the Narthex.

Fine Arts and Memorials

Balance January 1, 2017	\$ 15,293.01
Receipts in memorium	1,345.00
Received from close out of Tribute fund	<u>485.00</u>
Total receipts	\$ 1,830.00
Disbursements/expenses	<u>(\$48.59)</u>
Ending balance December 31, 2018	\$ 17,074.42

Respectfully submitted,

Catherine C. Miller
Moderator

Organ Committee

Committee Members

Harriet Wadsworth, Moderator
Catherine Jarjisian
Catherine C. Miller

Denise Horstman
Keith Kallay
Chris Langmack

Paul Williams
Matthew Garrett, staff
Jonathan Moyer, staff
Michael Peters, staff

As has been reported for a number of years, the next major undertaking of the organ committee will be a thorough review of the chancel organ and exploration of 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.

Other priorities of the committee are installation of the planned cap for the railing around the Newberry Organ, and monitoring of the condition of lighting for the Rose Window.

The Organ committee was unable to meet in 2018-19 because of Jonathan Moyer's increased faculty responsibilities at Oberlin College beginning in the fall of 2018, and his sabbatical for the spring semester of 2019. The committee expects to resume meeting in 2019-2020, giving special attention to the condition of the Chancel organ and options for the future of the instrument.

Respectfully submitted,

Harriet Wadsworth

Moderator

Committees Responsible to the Congregation

Nominating Committee

Members

Bill Braun (elected)	Carol Roe (elected)
Mary Anne Bromelmeier (elected)	Jill Siddiq, Co-Recorder (elected)
Marjorie Heines (Deacons)	James Smekal, Moderator (Session)
John Marsh, Co-Recorder (elected)	
James Mate (Trustees)	Amy Starr Redwine then Melanie Marsh
Catherine Jarjisian, Co-Moderator (Session)	Baum (ex officio)

The Committee began its work in August 2018 and completed it in May 2019. A total of seven meetings were held in homes and at the Covenant. A review of the spiritual requirements and practical requirements for all officers as well as best practices in nominating candidates was a key discussion during meetings. A slate of nominees was presented at a Special Meeting of the Congregation on January 28, 2019 and additional nominees on April 28, 2019.

The following officers were elected. Full-term Officers are for three-year terms (Class of 2022);

Elders:	Bill Braun, Kathy Farkas, Matthew Garrett, Libby Panhorst and Lou Stark.
Deacons:	Ronnie Bromelmeier, John Marsh, Ann Stark, Lyn Tomaszewski and Nick Tomko.
Trustees:	Dennis Matz and Ann Williams.

The following officers were elected to fill a one-year term that had become vacant.

Elders:	Mary Anne Bromelmeier and Norma Shuskey
Deacons:	Jennifer DoVale

Also elected were Officers of the Society and elected Nominating Committee members that serve for one year.

Officers	President	Martha Goble
	Secretary	Jim Mate
	Treasurer	Keith Kallay
Nominating Committee:		Nancy Acree, Elizabeth Holbein, Carol Roe, Jill Siddiq and Paul Williams.

At the time of this report, there remain two (2) open officer positions for the Board of Deacons. There are 16 Deacons serving with a required minimum of 18 and maximum of 21. There are 15 Elders serving with a required minimum of 12 and maximum of 18.

All the required Trustee, Officers and Nominating Committee positions are filled.

James Smekal
Moderator

Programs

Archives

Archives Volunteers: Denise Horstman & Marilyn Demeter

The archives 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 ranging 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 questions.

Members of the congregation had the unique opportunity last spring to intersect with our congregation's distant past by engaging with the grandchildren of founding pastor and carillon namesake The Reverend Dr. Alexander McGaffin. His three granddaughters and their husbands and one of his great-grandsons traveled from across the U.S. to attend the festivities celebrating the 50th anniversary of the Alexander McGaffin Memorial Carillon on the weekend of June 9–10. (A grandson and his wife were prevented from attending by illness.) Granddaughter Susan Moore presented the archives with photographs of Alexander McGaffin, including one in his U.S. Army uniform, and a copy of the passport he used when serving in Europe during World War I, on leave from his role as our pastor. She transcribed for us excerpts of his handwritten letters home from the War. She also gave us a large photograph of their mother's wedding at the Church of the Covenant, officiated by The Reverend Dr. Philip Smead Bird (long after Dr. McGaffin's untimely death), showing the sanctuary beautifully adorned and full of congregants.

In celebration of the 10th anniversary of Jonathan Moyer's tenure as music director in 2018, a project continues to select archival images of all of the choirs for copying and display in the corridor leading to the choir room.

June 12, 1844, was the founding date of Second Presbyterian Church, the oldest of the three congregations that merged to form The Church of the Covenant. At this writing, therefore, the 175th anniversary of our church is upon us. So among various donations from Covenant members this year it was especially timely to receive from Norma Shuskey several historical documents. These include an extra copy of the first published history of our church, copyrighted 1945, *The First 100 Years*.

Also in Norma's donation was a printed copy of a sermon preached by the nationally prominent litigation attorney Charles F. Clarke, whose name you may see in the pews in the dedications to his late wife of many copies of our current hymnal. The late Charlie Clarke was an elder of our church, a trustee, secretary on the board of trustees, and, perhaps most important to him and many others, teacher of our senior high Sunday School classes for more than fifteen years.

Charlie titled his sermon "The Uniqueness of the Covenant." It is an excellent summary of Covenant's history—particularly troubled in the 1960s—to that 1976 Sunday morning several years into the 21-year pastorate of The Reverend Albert L. Jeandheur. Charlie closed with a wartime quote from Dr. Bird (pastor from 1928 until his death in 1948): "Conscious of the past and the shining personalities of other days, aware of the treasures of the years and all noble traditions that deserve to live, mindful of what has been and rejoicing in the wealth of so great a heritage, but alert to the day, aware of the moment, stirred by the challenges of these desperate hours, filled with a sense of responsibility which is all the greater because of our noble history, let us build on."

Travel and health issues limited the work of Covenant's archives volunteers this year, although various accessions from office files were numbered and moved into the tower storage area. This highlighted the need to attract a new volunteer or two to this vital work. Please contact one of us if this might be of interest.

Denise Horstman & Marilyn Demeter

Archives Volunteers

The Covenant Cache Resale Shop

Volunteers

Mary Archibald
Virginia Bruns
Carol Eckner
Martha Goble
Arlene Greener

Beth Holbein
Helen Kunsman
Marilyn Langmack
Norma Shuskey
Nancy Smekal

Shirley Thompson
Jeanette Throne
Ann Williams
Kate Williams

The Cache Resale Shop was founded in 1976. Until the shop closed for six months in January because of the lower level renovation, it was open Tuesdays (for sorting and selling) and Thursdays (for selling only) from 10:00 – 4:00. However, we are now able to open only on Tuesdays, because of a much smaller number of volunteers. Our customers have adjusted to this change, and Tuesday sales are robust. A VERY small number of workers are now working extremely hard to keep the shop going.

In addition, the shop is open occasionally on Sunday after the worship service. Our much-anticipated annual Christmas Boutique takes place during University Circle's Holiday CircleFest.

The goals of the Cache Resale Shop are:

- To earn money for the church.
We are currently directing our profits toward the renovation of the church's lower level—the Dowd Commons (kitchen, dining room and activities room).
- To give excess merchandise to other organizations, such as Goodwill, the City Mission, the Homeless Standdown, 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 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 (male and female!) to help us carry forward this vital program.

Respectfully submitted,

Marilyn Langmack

2018 Cache Operating Results				
FUND BALANCE ON DECEMBER 31, 2017				\$ 19,897.58
2018 Net Receipts		\$ 9,345.93		
OPERATING EXPENSES				
Sales Tax	\$ 589.04			
Operating Supplies	\$ 590.66			
TOTAL EXPENSES		\$ 1,179.70		
OPERATING INCOME			\$ 8,166.23	
OTHER EXPENSES				
2018 Contribution to Dowd Commons Fund		\$ 20,000.00		
Christmas Gifts		\$ 325.00		
TOTAL OTHER EXPENSES			\$20,325.00	
NET GAIN OR (LOSS)				(\$12,158.77)
FUND BALANCE DECEMBER 31, 2018				\$ 7,738.81

LIBRARY COMMITTEE

Committee Members

Karen Burt, Librarian & Marilyn Demeter

*The Library Committee welcomes new committee members,
and would especially welcome anyone willing to learn to use the Concourse program*

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 computer-based library program
- Maintaining the card catalog and data base created using the Concourse program
- Checking out and checking 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

For the next few months the library committee will be processing books donated by various friends of the library.

The library collection now includes 2722 items and there are 174 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.

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 2021

Anne Pillot
Jim Prince, Secretary/Treasurer
Rafael Sturdivant

Class of 2019

Charles (Chip) Bromley, Chair
Mary Anne Bromelmeier
Jim Prince

Class of 2020

Amy Starr Redwine
(through January, 2019)

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. Three programs are currently under the CUCM umbrella. In 2017: Community Meals, Covenant Student Ministries, and The Saturday Tutoring Program. God Before Guns became an independent 501 c3 and is no longer under the CUCM umbrella.

See page 9 for Student and Family Ministries Report.



The Saturday Tutoring Program

The Church of the Covenant | 11205 Euclid Avenue | Cleveland, Ohio 44106
saturdaytutoring@gmail.com | (216) 505-0885 | www.saturdaytutoring.org

[/saturdaytutoringpage](https://www.facebook.com/saturdaytutoringpage) [@SaturdayTutor](https://twitter.com/SaturdayTutor)

The 2018-2019 Annual Report of The Saturday Tutoring Program

Brittney Terrell & Rafael Sturdivant, Co-Directors

This year, The Saturday Tutoring Program celebrated its 29th year of providing free tutoring for students in grades 1-12 from school districts throughout Greater Cleveland.

	September 15 – November 17, 2018	January 26– April 13, 2019
STUDENTS		
Number of students enrolled	245	269
Number of students who attended 70% or more of the sessions	41	30
Range of students present	57 to 100	51-105
TUTORS		
Number of tutors registered	265	153
Number of tutors who attended 70% or more of the sessions	30	22
Range of tutors present	51 to 95	35 to 69

HIGHLIGHTS:

- This year we served 330 students from the following communities/school districts (public, private, parochial, charter, urban, suburban): **Beachwood, Bedford, Bedford Heights, Brunswick, Chagrin Falls, Cleveland, Cleveland Heights, East Cleveland, Euclid, Garfield Heights, Gates Mills, Highland Hills, Lakewood, Lyndhurst, Maple Heights, Mayfield Heights, Parma, Richmond Heights, Shaker Heights, South Euclid, Warrensville Heights, and Willoughby.**
- On average, we served 73 students per week.

- During first semester, we had an average of 74 tutors present per week. This was the highest attendance rate for tutors since Fall 2016.
- First semester, there were 8 students and 11 tutors with perfect attendance.
- On Week 8 of the first semester, we were able to provide 1:1 tutoring, 67 tutors for 67 students.
- We had one graduating senior who attended the program since the fourth grade.
- Our partnership with the following organizations/entities remains solid: Case Western Reserve University, Church of the Covenant, Cleveland Institute of Music, Cleveland State University, Greater Cleveland community, Hathaway Brown, John Carroll University and Junior League of Cleveland.
- In addition, we continued our partnership with the Young Writers of Cleveland. This organization provides the opportunity for our students' writing to be published in their magazine which is distributed throughout the city of Cleveland.
- We revamped our website making it more user friendly.
- With the revamping of the website, we were able to provide online registration as well as an online waiting list for families.
- We increased our social media presence on Facebook and Twitter. In addition, we now have a YouTube page which includes videos of our students in action during tutoring sessions.
- This year we implemented electronic check-in for students and tutors. This helped reduce congestion during the arrival of both students and tutors.
- During second semester, we partnered with a student from Case Western Reserve University to provide The Science and Empowerment Roundtable better known as the STEM Program. It was a 5-week program offered to students in grades 6 through 12 who were interested in the fields of science, technology, engineering and/or math. It is a grant-funded program but due to its success and high demand, it will once again be offered to students for the 2019-2020 school year.
- Brittney and Rafael had a successful first year as co-directors of The Saturday Tutoring Program. They changed many of the operating procedures for the program, but the vision remains the same which is to help Greater Cleveland students reach their fullest potential.
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Community Meals Program

Anne Pillot, Coordinator

apillotcreative@gmail.com ~ CovenantUCM.weebly.com/community-meals.



In 2018, the Meals Program served 6-10 meals per month, with congregations serving either monthly or on alternate months. Attendance ranges from 25 to 100 guests, depending upon location and date. Meals are served at New Life at Calvary, University Circle United Methodist, Mt. Zion Congregational (UCC), and Abington Arms Apartments (closed to the public).

In June, the church leadership at South Euclid UCC decided to focus their outreach in other areas and asked their meal volunteers to end their involvement with Community Meals.

Guests

In 2018, we experienced a decrease in guest counts. Our coordinator spent the year doing research and visiting neighboring meals. She learned that the Community Meals program serves more guests than other meals in the area. The leaders at these other meals tailor how much food is prepared based on the numbers, and are unconcerned about the drop. Her research also showed that Cleveland's population has been declining for the last 10 years.

Volunteers

Each congregation manages their meal and volunteers: they plan menus, purchase supplies, prepare meals, serve, and clean up. Groups average 6-20 volunteers. Some offer clothing or toiletries at their meal. Many provide containers for taking home leftovers.

Community Partnership

During meals, non-profit agencies offer services including voter registration, hygiene items, and food stamp benefit sign-up.

2018 STATS

3,900 Meals for new and recurring guests
100 Volunteers per month average
12 Congregations

2018 MEMBER CONGREGATIONS

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

**These congregations also make an in-kind contribution by offering their building and kitchen as meal location sites.*

FINANCIAL STATEMENT

The Program relies on cash donations from member congregations to meet the modest expenses for our coordinator's stipend and a bookkeeping fee.

In 2019, the coordinator's stipend will be reduced to \$2,400.

Income & Expenses

INCOME	
2017 Balance Forward	\$5,272
2018 Congregation Donations	<u>\$3,000</u>
Total Income	\$8,272
EXPENSES	
Program Coordinator	\$3,500
Bookkeeping Expense	<u>\$ 372</u>
Total Expenses	<u>\$3,872</u>
Balance	<u>\$4,400</u>

2018 Monthly Schedule - Served by 12 Congregations

SUN	MON	TUE	WED	THUR	FRI	SAT
	St. Paul's 4th Mon		Fairmt & Park - 4th Wed evens Suburban - 4th Wed odds Abington Arms (private): Ch. Saviour - 4th Wed evens Park - 4th Wed odds	Temple Emanu El 4th Thur evens	First Baptist 4th Fri	
University Circle UMC Last Sun	S Euclid UCC 5th Mon	New Life At Calvary Last Tues			Faith UCC 5th Fri	Mt. Zion Last Sat



Community Meals Program

Providing meals to those in need.

11205 Euclid Avenue • Cleveland, OH 44106

covenantucm.weebly.com/community-meals

Program Coordinator: Anne Pillot apillotcreative@gmail.com

Part of the non-profit Covenant University and Community Ministries, a 501c3. All donations are tax deductible.

HIGHLIGHTS:

Friends of the McGaffin Carillon in University Circle, Inc.

www.ucbells.org info@ucbells.org

Board of Directors

Denise Horstman, President
Keith A. Kallay, Treasurer
William Anderson, Secretary
Charles F. Huling
Karen M. Knowlton

Sheryl Modlin
David H. Osburn
George Leggiero, Covenant & University Circle
Carillonneur (ex officio)

(FMC's complete 2017-18 annual report will be available in Covenant's literature racks and at www.ucbells.org.)

The board of this separate 501(c)3 nonprofit corporation continues to pursue its mission to PEAL:

PEAL:

- **P reserve and Revitalize** the Only Cast-Bell Carillon within the City of Cleveland
- **E nrich Quality of Life in the University Circle Community** by Transforming the Soundscape with Music and Providing Free Concert Events
- **A dvance Education and Collaboration** through the Creation of Student Carillon Guilds
- **L ight a Torch of Creativity** by Commissioning New Music and Community Events

FMC is grateful to all its financial supporters, from \$5 to 5 figures, and seeks Covenant members' continued engagement with our initiatives as donors and volunteers. Please contact anyone on the board to find out how your contribution of any amount of time or dollars can help. We need you!

The 50th anniversary year of the McGaffin Carillon was filled with celebration and plans for the future. FMC contracted with Royal Eijsbouts of the Netherlands, who cast and installed the bells, to restore the three-bell Cragin Peal that hadn't been heard for years. Designated donations to FMC funded the \$50,000 project. The restored peal rang for the first time at noon on June 9, 2018 on the exact anniversary of the carillon's dedication and launched the Cleveland Museum of Art's Parade the Circle. This completed the first phase of a complete restoration and renovation of the entire carillon.

November 2018 marked the centennial of the armistice that ended the First World War. One of the first successful programs that FMC sponsored was joining carillons around the world on Christmas Eve 2014 in marking the centennial of the "Christmas Truce" of 1914. We thought it only fitting to mark the anniversary of the armistice. Through a grant from the Ohio Arts Council, on Sunday, November 11, we were able to present a commemoration in music and literature. Readings from soldier's letters, war diaries, and poetry reflecting on the war, as well as music by composers affected by the war was a moving tribute. This was the culmination of a full weekend of events that also included a Friday night collaborative concert by the Case Concert Choir, the Covenant Choir, and the Case Orchestra that premiered *Solas*, a work commissioned from the composer, David Childs, for this occasion. Both events were preceded by carillon concerts.

A grant from Cuyahoga Arts and Culture allowed us to expand the Friday lunchtime concerts series to be year-round. In 2019 these concerts will be heard from January through November. Tower tours are available after these concerts and many have taken advantage of that opportunity to see how the carillon is played.

Holiday Circle Fest was again a big success with nearly 100 people touring the tower and learning about the bells.

FMC's goal has always been to expand the lunch concerts to every day through a student guild. A full renovation and expansion of the aging instrument is necessary to allow that frequency of playing. Since its founding FMC has been raising the funds that will be necessary for that renovation. We can say that we are half-way there. Along with many donations toward that goal, we have received designated gifts to fund portions of the project including two new bells, the new playing console, the clock chimes, and the peal restoration. Several designated gift opportunities are still available including the practice instrument and the digital automatic playing system.

Assets at the end of December 2018 were \$173,000.

Denise Horstman

President

Financial Statements and Reports

Treasurer's Report

This Financial Statement provides actual revenues and expenses compared to the 2018 budget. This year, revenues were \$20,033 over budget and expenses were \$11,283 under budget for a net income of \$33,930 (\$31,316 higher than expected).

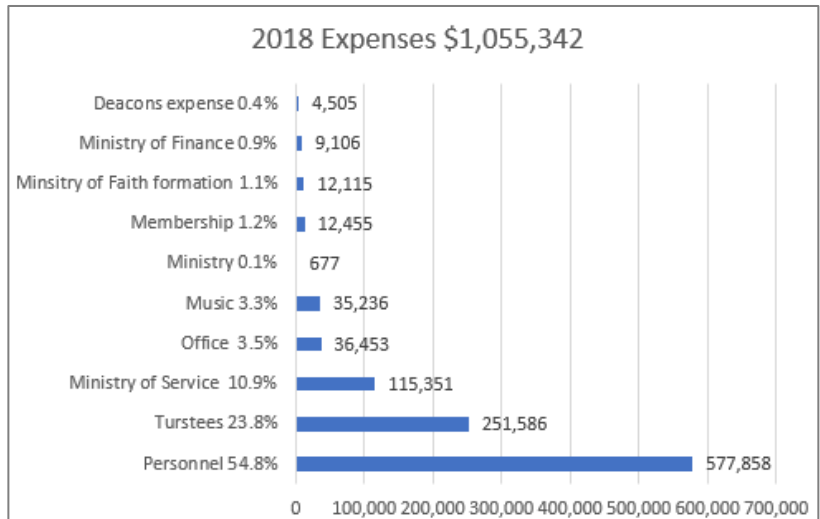
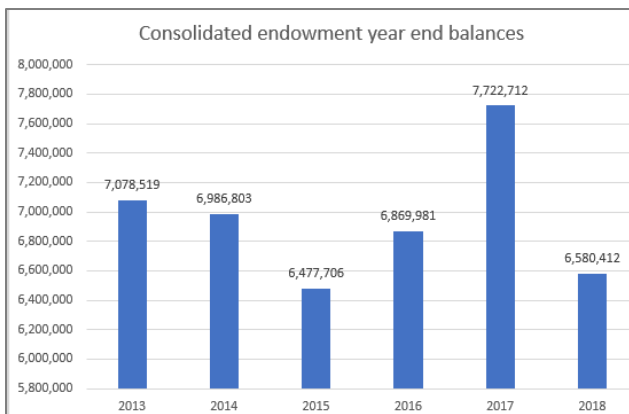
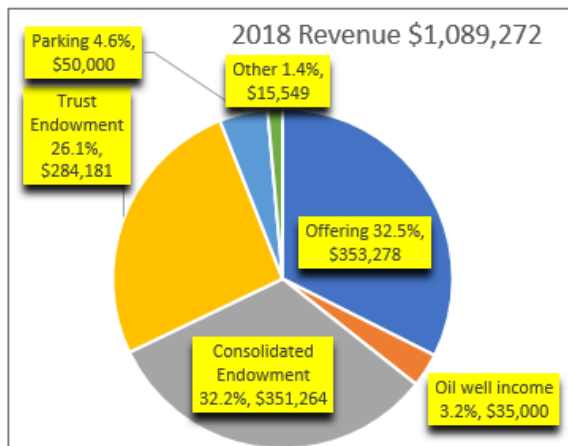
2018 Financial Summary

	2018	2018	% Actual	Variance
	ACTUAL	BUDGET	of Budget	Actual vs Budget
REVENUE	1,089,272	1,069,239	102%	20,033
EXPENSE:				
Personnel	577,858	591,633	98%	13,775
Trustees	251,586	250,950	100%	(636)
Ministry of Service	115,351	114,440	101%	(911)
Office & Communication	36,453	32,450	112%	(4,003)
Music	35,236	36,652	96%	1,416
Ministry expense	677	0	100%	(677)
Membership	12,455	9,000	138%	(3,455)
Ministry of Faith Formation	12,115	18,000	67%	5,885
Ministry of Finance	9,106	7,500	121%	(1,606)
Deacons	4,505	6,000	75%	1,495
TOTAL EXPENSES	1,055,342	1,066,625	99%	11,283
NET TOTAL	33,930	2,614		31,316

Audit Review: The Book of Order requires an annual outside review of our financial records. The 2018 review was completed in April 2019 by Zinner & Company, and the 2017 review was completed in April, 2018. A copy of the audit review is available in the church office.

Keith Kallay
Treasurer

2018 Financial Summary



Personnel includes all paid staff and related benefits, including pastors, program, and support staff.

Consolidated Endowment: 2018 Activity

2018 Withdrawals to General fund (\$351,264)
 2018 Withdrawals to Receivable from Dowd commons (\$104,000)
 Withdrawal of 2016 receivable from endowment (\$131,071)
 2018 Received new investments \$10,811
 2018 Investment income \$555,892
 2018 Investment fees (\$40,558)
 2018 market value depreciation (\$1,082,110)

	2018 ACTUAL	2018 BUDGET	DIFFERENCE favorable (unfavorable)	2017 ACTUAL
REVENUE				
Offerings				
Pledges	308,402	326,833	(18,431)	300,130
Loose Offering	8,119	7,000	1,119	8,243
Contributions not pledged	27,822	20,000	7,822	24,023
Previous Year Pledge Payments	8,935	0	8,935	1,605
Per Capita	3,201	3,000	201	2,909
Oil well income	35,000	35,000	0	46,303
Miscellaneous Income - Parking	50,000	50,000	0	59,559
Consolidated Endowment	351,264	351,264	0	343,145
Trust Endowments	284,181	274,142	10,039	275,965
Other	12,348	2,000	10,348	4,876
Total Reveune	1,089,272	1,069,239	20,033	1,066,758
EXPENSE				
Personnel	577,858	591,633	13,775	579,863
Trustees	251,586	250,950	(636)	253,984
Ministry of Service	115,351	114,440	(911)	107,794
Office & Communication	36,453	32,450	(4,003)	35,448
Music Expense	35,236	36,652	1,416	40,084
Ministry Expense	677	0	(677)	1,828
Membership	12,455	9,000	(3,455)	11,948
Ministry of Faith Formation	12,115	18,000	5,885	17,766
Ministry of Finance	9,106	7,500	(1,606)	12,045
Deacons Expense	4,505	6,000	1,495	6,118
Total Expense	1,055,342	1,066,625	11,283	1,066,878
Net Total	33,930	2,614	31,316	(120)

Clerk of Session Report

Membership January 1, 2018	381
Increase total	0
By letter of transfer	0
By affirmation of faith	0
By reaffirmation of faith	0
Decrease total	9
By letter of transfer	2
By death	7
Removed from rolls	0
Membership December 31, 2018	372
Weddings 2018	3
Baptisms 2018	2
Memorials 2018	8

Ministry of Mission Outreach and Social Justice 2018 Fund Distribution Distributed by Church of the Covenant in 2018

General Assembly	\$10,000
Presbytery of the Western Reserve	\$26,240
Outreach/Local/Session Mission (see Mission Partners below for detail)	\$34,007
Ministry to Students (CUCM)	\$37,200
Presbytery of the Western Reserve/North Church	\$5,000
Total	\$112,447
Mission Partners for 2018	
Circle Health Services (formerly Free Medical Clinic of Greater Cleveland)	\$1,500
Covenant Network of Presbyterians	\$2,600
Cuyahoga County Jail Education Fund (paid through Fairmount Presbyterian Church.)	\$1,000
Dougbe River	\$1,750
Ernest J. Bohn Tower (to Deacons for Giving Tree Holiday Meal)	\$100
Family Promise of Greater Cleveland	\$1,750
Garden Valley Neighborhood House	\$1,500
General/Insurance (CUCM)	\$1,800
God Before Guns (CUCM)	\$1,000
Habitat for Humanity- Thrivent Faith Build (formerly Apostle's Build)	\$5,000
Home Repair Resource Center	\$1,000
InterReligious Task Force on Central America (IRTF)	\$200
Karamu House	\$1,000
Presbytery of the Western Reserve-Mission Partners	\$1,800
Sanctuary Church Support	
Forest Hill Presbyterian	\$600
St. Andrew Episcopal Mentor	\$400
Saturday Tutoring (CUCM)	\$8,700
New and emerging (reserved)	\$355
Our Family Home Center	\$1,952
Total 2018 Allocation	\$34,007
Women's Association 2018 Fund Allocation	
ABC-Albania Medical Care Training	\$1,000
Amaro Tan School, Albania	\$1,000
Church Women United burial fund	\$200
Circle Health Services (formerly Free Medical Clinic of Greater Cleveland)	\$500
Daniel E. Morgan Tutoring (books)	\$162
Famicos Foundation	\$500
Family Promise of Greater Cleveland	\$1,000
Front Steps (formerly Transitional Housing)	\$1,500
Horizon Subscriptions (Women's Bible Study)	\$17
Jane Guyer (Missionary-Christmas gift)	\$300
Ministry to Students (CUCM)	\$2,500
Saturday Tutoring (CUCM)	\$3,000
UPCaM (United Protestant Campus Ministries)	\$1,700
Total 2018 Allocation	\$13,379
Hunger Fund 2018 Funding	
Beginning Fund Balance January 1, 2018:	\$7,939
Received in 2018	\$2,863
Expensed in 2018	(\$1,906)
Fund Balance at December 31, 2018	\$8,896

Funds were used for Family Promise of Greater Cleveland monthly meals and to purchase food for the Covenant Food Pantry as needed. Food and financial donations are collected during worship, now on the third Sunday of the month.

Statement of Financial Position
December 31, 2018 and 2017

	December 31	
	<u>2018</u>	<u>2017</u>
<u>ASSETS</u>		
CURRENT ASSETS		
Cash and equivalents	\$297,019	\$192,080
Accounts Receivable	48,143	43,584
Receivable by General fund from Dowd Commons	99,000	0
Endowment receivable - Win. Mead	75,000	0
Prepaid Expenses	13,935	16,010
Total Current Assets	533,097	251,674
PROPERTY AND EQUIPMENT		
Construction in Progress - Dowd Commons	0	24,664
Building Improvements -Dowd Commons	422,815	0
Land, Building and Equipment	6,827,912	6,827,912
Accumulated Depreciation	(4,083,129)	(3,962,825)
Net Property and Equipment	3,167,598	2,889,751
OTHER ASSETS		
Investments (Market Value)	8,523,781	9,968,473
Funds Held in Trust by Others	4,641,486	4,853,954
Total Other Assets	13,165,267	14,822,427
TOTAL ASSETS	<u>\$16,865,962</u>	<u>\$17,963,852</u>
<u>LIABILITIES AND NET ASSETS</u>		
CURRENT LIABILITIES		
Accounts Payable	24,123	18,044
Payable from Dowd Commons to General fund	99,000	
Total Current Liabilities	123,123	18,044
Total Net Assets	16,742,839	17,945,808
TOTAL LIABILITIES AND NET ASSETS	<u>\$16,865,962</u>	<u>\$17,963,852</u>

Statement of Income and Disbursements
Twelve Months ending December 31, 2018 and 2017

	2018		2017
	ACTUAL	BUDGET	ACTUAL
INCOME:			
Pledge Income	317,337	326,833	301,735
Contributions Not Pledged	27,822	20,000	24,023
Loose Offerings	8,119	7,000	8,243
Miscellaneous Income	100,549	90,000	113,647
SUB-TOTAL	453,827	443,833	447,648
ENDOWMENT AND TRUST INCOME			
Consolidated Endowment	351,264	351,264	343,145
Bird Memorial Fund	47,500	47,500	47,500
Trust Income	220,565	210,553	212,140
Presbyterian Foundation	16,116	16,089	16,325
TOTAL ENDOWMENT & TRUST INCOME	635,445	625,406	619,110
TOTAL INCOME	1,089,272	1,069,239	1,066,758
DISBURSEMENTS:			
Personnel	577,858	591,633	579,863
Trustees	251,586	250,950	253,984
Ministry of Service	115,351	114,440	107,794
Office & Communications	36,453	32,450	35,448
Music	35,236	36,652	40,084
Ministry Expense	677	0	1,828
Membership	12,455	9,000	11,948
Ministry of Faith Formation	12,115	18,000	17,766
Ministry of Finance	9,106	7,500	12,045
Deacons	4,505	6,000	6,118
TOTAL DISBURSMENTS	1,055,342	1,066,625	1,066,878
EXCESS (DEFICIT) INCOME OVER DISBURSEMENTS	33,930	2,614	(\$120)

**Endowment Funds Report
December 31, 2018**

	DECEMBER 31, 2018		DECEMBER 31, 2017
	AT COST	AT MARKET	AT MARKET
MANAGED BY BINGHAM, OSBORN & SCARBOROUGH	5,761,009	6,580,412	7,722,712
Winifred Mead Music Endowment	167,840	150,856	162,931
CONSOLIDATED ENDOWMENT INVESTMENT ACCOUNT	5,928,849	6,731,268	7,885,643
SPECIAL ENDOWMENT FUNDS			
Rebsotck	39,467	35,572	51,780
Rebsotck (Bank CD)	42,029	42,029	41,611
Fidelity IRA	1,075	1,075	0
Dowd	9,173	17,792	18,732
Women's Association	125,009	307,831	336,750
CE Williams	5,776	13,185	13,725
Wilkie Social Work	51,103	125,865	131,436
Williamson Special Projects Fund	0	0	97,690
Williamson	928	2,146	2,239
TOTAL SPECIAL ENDOWMENT FUNDS	274,560	545,495	693,963
OTHER ENDOWMENT ASSETS			
S. Dakota Land and Oil Well	23,736	23,736	23,736
Philip Smead Bird Memorial Fund (including Handyside Memorial fund)	1,086,084	1,223,282	1,365,132
TOTAL ENDOWMENT	7,313,229	8,523,781	9,968,474

Endowment Funds
Statement of Earnings, Gains, Fees and Distributions
Twelve Months Ending December 31, 2018

	EARNINGS	GAINS (LOSSES) ON SALES	FEES & EXPENSES	NEW ADDITIONS	TRANSFER BETWEEN FUNDS	DISTRIBUTION TO OPERATING FUND
MANAGED BY BINGHAM, OSBORN & SCARBOROUGH	159,228	396,664	(40,558)	10,811	(104,000)	(482,335)
Winifred Mead Music Endowment	4,327	10,779	(856)		(3,750)	
TOTAL OTHER ASSETS	163,555	407,443	(41,414)	10,811	(107,750)	(482,335)
SPECIAL ENDOWMENT FUNDS:						
Fidelity IRA	34			11,852		(10,811)
Rebsotck	838	0	(25)	0	(15,200)	
Rebsotck (Bank CD)	418					(418)
Dowd	355					
Women's Association	6,233	6,406	(18)		(14,718)	0
CE Williams	256					
Wilkie Social Work	2,476					
Williamson Special Projects Fund	312		(120)		(97,882)	
Williamson	42					
TOTAL SPECIAL ENDOWMENT FUNDS	10,964	6,406	(163)	11,852	(127,800)	(11,229)
OTHER ENDOWMENT ASSETS:						
S. Dakota Land and Oil Well	80,640				(45,640)	(35,000)
PHILIP SMEAD BIRD MEMORIAL FUND (including Handyside Memorial fund)	28,878	112,145	(9,634)			(47,500)
TOTAL ENDOWMENT FUNDS	284,037	525,994	(51,211)	22,663	(281,190)	(576,064)

**Statement of Special Funds and Reserves
Twelve Months Ending December 31, 2018**

FUND DETAIL	OPENING BALANCE	YTD ADDITIONS	YTD WITHDRAWN	CURRENT BALANCE
SPECIAL OFFERINGS				
Christmas offering	1,219.41	1,352.45	1,219.41	1,352.45
Hunger	7,938.64	2,862.75	1,905.51	8,895.88
Friends of Music	19,279.66	14,257.25	22,139.16	11,397.75
One great hour of sharing	0.00	1,257.28	1,257.28	0.00
Peacemaking	100.00	245.00	345.00	0.00
FUNDED IN OPERATING BUDGET				
MLK Jr/Black History Fund	50.00			50.00
Archives	12.50		12.50	0
DESIGNATED ENDOWMENTS				
Christian Education- Visscher	318.30			318.30
Music intern	31,302.95	15,200.00	9,125.19	37,377.76
Social Work	854.77	45.00	800.85	98.92
Williamson Memorial	550.60			550.60
Winifred Mead Music Fund	162,930.91	75,000.00	12,075.00	225,855.91
Women's Association	1,453.50	14,718.00	13,378.75	2,792.75
OTHER FUNDS				
Memorial/Columbarium	15,293.01	1,830.00	48.59	17,074.42
Cache	19,897.58	9,345.93	21,504.70	7,738.81
Youth retreat	1,580.68	3,629.00	4,310.87	898.81
Outreach fund	2,074.09		1,397.00	677.09
Library fund	245.03			245.03
Stephen Memorial Support Fund	1.86		1.86	0.00
Keltner Flower fund	809.47		809.47	0.00
Covenant Lectures fund	2,915.45	4,885.67	2,490.69	5,310.43
Organ Concert Series	0.00	8,312.93	5,455.20	2,857.73
Organ Restoration fund	14,589.13	685.00		15,274.13
Parking lot resurfacing	00.0	11,432.60		11,432.60
J. Sacatsh Garden	1,969.07			1,969.07
Tri-C fund	3,792.99			3,792.99
Williamson Special Projects (For Dowd Commons)	97,690.00	45,832.13	97,882.00	45,640.13
Tribute	385.00	100.00	485.00	0.00
Dowd Commons (Ground floor kitchen renovation)	107,060.97	234,002.05	425,459.79	(84,396.77)
TOTAL FUNDS	494,315.57	444,993.04	622,103.82	317,204.79

**Statement of Special Program Offerings
Twelve Months Ending December 31, 2018**

	<u>2018</u>	<u>2017</u>
Chancel Flowers	7,070	5,446
Hunger	2,863	3,518
Friends of Music *	14,257	16,646
Memorial and Columbarium	1,345	1,976
One Great Hour of Sharing	1,257	1,912
Organ Concert Series	8,313 *	0
Peacemaking Offering	245	1,395
Christmas Offering	<u>1,352</u>	<u>1,254</u>
TOTAL	36,702	32,147
* Includes \$6,450 grant from The Cleveland Foundation		

THE CHURCH OF THE COVENANT LEADERSHIP

Session

Rev. Amy Starr Redwine, Moderator *
 Rev. Melanie Marsh Baum
 Will Klein, Clerk
 * through January, 2019

Class of 2019

Jennifer Conner
 Virginia Kallay *
 LaShawna Adams Mitchell
 James Smekal
 Louis Stark

Class of 2020

David Finkenthal *
 Denise Horstman *
 Catherine Jarjisian
 Chris Langmack
 Suchi Nelson

Class of 2021

Barbara Clint
 Elizabeth Hagen
 Reaver Nelson
 Omar Siddiq
 Jim Tomaszewski

Board of Deacons

Matthew Garrett, Moderator

Class of 2019

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

Class of 2020

Tom Denbow
 Stephanie Johnson
 Julie Mailey
 Lucy Matz
 Nancy Matz
 Lynda Starr *

Class of 2021

Stacey Booker
 Dan Carroll
 Cathy Luck
 Ken Rock
 Ryan Szafranec

Officers of the Society

President: Martha Goble

Secretary: James Mate

Treasurer: Keith Kallay

Trustees

Class of 2019

Russell Hack
 Ann Williams

Class of 2020

Tom Keys *
 Harriet Wadsworth

Class of 2021

Patricia Fowler
 Nancy Smekal

* Resigned



COVENANT STAFF

PASTORAL/PROGRAM STAFF

The Rev. Amy Starr Redwine, Pastor/Head of Staff (through January, 2019)
 The Rev. Melanie Marsh Baum, Associate Pastor / Acting Head of Staff
 Mr. Kevin J. Lowry, Director of Student and Family Ministries

PASTORS EMERITI

The Rev. Dr. Robert Campbell
 The Rev. Laury Larson

MUSIC

Dr. Matthew L. Garrett, Director of Music
 Dr. Jonathan W. Moyer, Organist & Associate
 Director of Music
 Dr. Michael B. Peters, Associate Director of Music
 Dr. Kaori Hongo, Director of Music for Children &
 Youth, Handbell Choir
 Mr. George Leggiero, Covenant & University Circle Carillonneur
 Dr. Jennifer Conner, Music Librarian
 Dr. Ken Wendt, Manager of Audio-Visual Services (beginning May, 2019)

ADMINISTRATION AND OPERATIONS

Mr. Willie Howard, Administrative Services Manager
 Mrs. Este Pozza, Manager of Finance & Operations
 Ms. Aisha Newton, Communications Manager
 (through February, 2019)
 Mr. Roddrick Gordon, Lead Custodian
 Mr. Shannon James, Custodian
 Mr. Willie Parker, Custodian (through November, 2018)

COVENANT UNIVERSITY AND COMMUNITY MINISTRIES ~ CUCM

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. Three programs are currently under the CUCM umbrella. Go to CovenantUCM.weebly.com.

Ms. Brittney Terrell & Mr. Rafael Sturdivant, Co-Directors, Saturday Tutoring Program
 Ms. Anne Pillot, Community Meals Mr. Kevin J. Lowry, Covenant Student Ministries

