

Spiritual Formation

Worship and Prayer

Shepherding the Flock

Call to Order/Omnibus Motion (page 3)

Moderator/ Executive Pastor's Report – Jay Lee

Discernment/Strategic Visioning

40 Days of Discernment – Craig Murray

Family of Churches – David Martin

- ECO Church Plant Particularization Road Map
- Chinese Church Plant Chartering Timeline - Ben Wang

Vision Committee – Jackie Burke

- Church Profile
- Jay's 180-Day Plan Follow-up

Oversight/Accountability

ECO Coordinator – John Walsh

- Texas Presbytery meeting

Operations Committee – Anne Compton

- Financials – Budget Update

Governance Coordinating Committee – Jennifer Tollett

- Amendment to Appendix D of the Governance Manual
- Motion to approve committee

PNC Update – Kelsey Phillips and Charlie Davis

Closing Prayer

Next Meeting – September 23, 2024, 5:30 Music Room

Governance Resources -

- hppres.org/governanceresources



Omnibus Motion

Motion to approve the agenda for tonight's meeting, the minutes from the regular Session Meeting on June 24, 2024, Membership Reports for June 2024 and July 2024 and the list Covenant Partners who took their Vows on June 23, 2024 (pages 4-14).



STATED MEETING OF THE SESSION
 HIGHLAND PARK PRESBYTERIAN CHURCH
 June 24, 2024, 5:30

<i>Quorum</i>	Present
<i>Attendance</i>	Attached
<i>Spiritual Formation</i>	<p>Worship and Prayer</p> <p>The Session meeting for June met at Grace Lake Highlands, 10101 Walnut Hill Lane. Charlie Dunn welcomed us to their sanctuary where we sang and had prayer for each of our family of churches.</p> <p>The Session was then led into the Welcome Center where Charlie Dunn explained the renovations being made throughout the building. We were guided back to the Fellowship Hall for dinner and our meeting.</p>
<i>Shepherding the Flock</i>	<p>Call to Order Jay Lee called the business meeting to order at 6:20 p.m.</p> <p>Jay asked for an Omnibus Motion to approve the agenda for tonight’s meeting, the minutes from the regular Session Meeting on May 20, 2024, the May 2024 Membership Reports and the list of Covenant Partners who took their Vows on November 26, 2023, December 5, 2023, and December 3, 2023 (p. 2-11).</p> <p>Moderator/Executive Pastor’s Report Jay showed slides of the new and soon to be built facility that will house the Dallas Leadership Foundation, led by Will McCall. It will be located on Peak Street across from our Peak Street Church.</p> <p>Jay also reported that he had met with Dana Allin and several of the ECO leaders and spouses for dinner.</p> <p>He then commented on the dark cloud over the two local churches that have lost their Senior Pastors. One pastor at their meeting shared that moral failures are across all denominations.</p> <p>Jay then read a quote from C.S. Lewis, who says, “<i>The safest road to hell is the gradual one—the gentle slope, soft underfoot, without sudden turning, without milestones, without signposts.</i>” The Elders were asked to pray for those who have lost their pastors and for the protection of all pastors.</p>

<p><i>Discernment/ Strategic Visioning</i></p>	<p>40 Days of Discernment – Craig Murray</p> <p>Craig thanked the Session for their feedback from our May Session Meeting when we discussed pursuing God’s direction for our church and identifying how God has been at work in our midst. Jay stated that some of our ECO leaders have stated that as a church we must move forward now, which will save time once the new Sr. Pastor comes.</p> <p>Craig discussed Ruth Haley Barton’s book, Pursuing God’s Will Together, A Discernment Practice for Leadership Groups.</p> <p>Craig, with the help of the steering team, have prepared a 40 Days of Discernment program which will help the elders of HP Pres in praying and discerning the Lord’s direction for our church. He stated that this spiritual activity requires intentionality, slowing, deep listening, and surrender.</p> <p>From our May Session Meeting’s discussion and responses, 8 main thematic threads showed up. The 40 Day Plan, running from June 24 to August 2, will include daily emails and prayer focus sent to the Elders along with suggested liturgy for Preparation, Scripture, Reflection, Prayer, and Sharing. A link will be provided where Elders can share thoughts that the Lord prompted in us during this daily practice. Weekly Zoom Meetings will be held on Mondays in July and In Person Gatherings will be Monday, June 24; Sunday, July 14; and Friday, August 2.</p> <p>All this information is in our June Packet (pages 12-22).</p> <p>Family of Churches – David Martin Church Chartering Process p. 23-24 of packet</p> <p>ECO Church Plant Particularization Road Map David Martin came forward to explain the chartering process for an HP Pres Church Plant to become a fully independent ECO church. First is the relationship between the Church Plant and ECO as outlined by ECO Polity and administered through the Synod and the ECO Presbytery of Texas. ECO Polity sets forth the essential requirements for any Church Plant seeking to be chartered as an independent ECO church.</p> <p>The intent of this Church Chartering Map is to provide helpful guidance to a Church Plant in the required steps it must take to become an independent chartered ECO church. This Map is organized around four key areas of preparation: 1) Spiritual, 2) Governance, 3) Operations, and 4) People</p> <p>Grace Lake Highlands Renovation Update – Charlie Dunn</p>
--	--

Charlie showed slides of Grace Church. The air conditioning has been limited but attendance has increased. Two new members testimonies were shown on slides.

Grace's Vacation Bible School will start the next day, June 25-27. There are 120 kids who have signed up for VBS, with half not members or attendees of the church.

The Grace Day School has completed their asset transfer and legal transition. They will be implementing a Bible class, family chapel, and new safety protocols. They will be using the Brightwheel communication, and they will have Parent Teacher Fellowship for the upcoming school year.

Jay asked Brett Krause to pray for Grace VBS.

Peak Street new elder nomination and training process – Cameron Beatty

Cameron asked David Martin to talk about spiritual preparation and Peak Street Church's chartering timeline.(p. 35)

The question was brought up as to whether Peak Street's preparation of elders would lead to two different Sessions and how would this work before Peak is chartered as its own church. David Martin explained that the Peak Street process for forming elders is part of the chartering process, but those selected for this role will be an Advisory Board until the time the church is chartered at which point the congregation will vote to install pastors and elders. Until that time, the Peak Street Advisory Board will be under the authority of HP Pres but there will be a high degree of connectivity.

Vision Committee – Jackie Burke

Church profile

Jackie reported that the committee met this month, and the only topic was the Church Profile, which was developed by Zack House. The profile is a distillation of the Congregational Survey, put into a text format. The Church Profile is included in the Session Packet on (pages 36-43).

This is a rough draft, but the final version will be a well-designed brochure used by our PNC to make initial introductions of our church in the search for our next Senior Pastor. There will be a gallery of photos that show the life and mission of HP Pres.

They will be working on pictures and data to show our vision, Vision 100, which will be our 100th anniversary in 2026.

This next month will be a discernment time and when the Vision Committee meets in August they will have completed reading the book *Attentive Church Leadership* by Kevin G. Ford and Jim Singleton.

<p>Oversight/ Accountability</p>	<p>Operations Committee – Anne Compton Larry Glasscock reported for Anne. He reported that FY24 YTD General Fund Giving through May 2024 was \$9.340M, which is \$141k more than Budget, and is \$30k LESS than YTD Giving through May 2023. YTD Total Operating Expenditures are under budget by \$313k. YTD Net Operating Deficit at May 2024 is \$1.461M and is under budget by \$72k. Larry also stated that there is work on revamping the church’s insurance. A question was raised regarding the money spent on the Coffee Bar in the Welcome Center. So far they are regarding this as an outreach that needs to remain. There was a question on when we might have a Senior Director of Operations. Jay said he had interviewed a person last week, but he feels it may take a while.</p> <p>Governance Coordinating Committee – Jennifer Tollett Jennifer reported that the GCC is in the process of filling committee slots for out-going 2024 Elders.</p> <p>Reid Slaughter asked for the Session to pray for fiscal year end giving. Roughly \$4 million is needed by August 31.</p> <p>PNC Update Kelsey Phillips, Alisa Sell, and Charlie Davis reported that the PNC are in the first of five phases of the search. Kelsey explained each phase: 1. Equip, 2. Engage, 3. Explore (examine candidates), 4. Endorse, and 5. Embrace. There is no timeline for each phase. The PNC is thankful for all the help they have received from ECO, Dana Alin, and Jim Singleton. They are planning on engaging the congregation at each phase and will be putting together small and large focus groups to both deliver and receive information.</p> <p>Lastly, Jay reported that this Thursday, June 27, that Branden Beardon, from Compass Church in Colleyville, would be talking to some of the staff team leaders on how to communicate on tithing and generosity.</p> <p>Last Sunday, June 23, Sasan Tavassoli spoke of the Holy Spirit in the Book of Revelation, chapter 5. He reminded us to be looking and seeing for ways to engage with the city, engage in worship, we have potential. The Holy Spirit is working through our committees. Let us remember to include and involve our new members.</p> <p>Closing Prayer Jay then asked Craig Murray to come forward and explain Day One of our 40 Days of Discernment, which has been emailed to all the Elders. He</p>

	<p>asked that we take time to prepare our minds, heart, and spirit. Using Psalm 95, he asked that the Elders pray around their tables.</p> <p>Jay closed the meeting at 7:50p.m.</p>
<i>Upcoming Schedule</i>	<p>Next Session Meeting – August 26, 2024, 5:30 Music Room</p> <p>Governance Resources - hppres.org/governanceresources</p>

Jay Lee,
Moderator

Jennifer Tollett,
Clerk of Session

SESSION ATTENDANCE 2023-2024

Elder	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug
Lana Adams	x	x	x		x	x	x	x	x	x		
Jackie Burke	x	x	x		x	x	x	x	x	x		
Anne Compton	x	x	x		x	x	x	x	x	A		
Charlie Davis	x	x	x		x	x	x	x	x	x		
Justin Eastburn	x	x	x		x	x	x	x	x	x		
Cole Evans	x	x	x		x	x	x	A	x	x		
Larry Glasscock	x	x	x		x	x	x	x	x	x		
Brett Krause	x	x	x		x	x	x	x	x	x		
Lauren Langley	x	x	x		x	x	x	A	x	x		
Tom Leiser							A	x	x	x		
David Martin	x	A	x		x	x	x	x	x	x		
Craig Murray	x	A	x		x	x	x	x	x	x		
David Murray	x	x	x		A	x	A	A	x	A		
Margaret Nderitu	x	x	x		x	x	x	x	x	x		
Kelsey Phillips	A	x	x		x	x	x	A	x	x		
John Rain	x	x	A		x	x	x	x	x	x		
Karl Rathjen	x	x	x		x	x	x	x	A	x		
Nancy Seay							x	x	x	x		
Alisa Sell	x	x	x		x	x	x	x	x	x		
Reid Slaughter	x	x	x		x	x	x	x	x	x		
Jennifer Tollett, Clerk	x	x	x		x	x	A	x	x	x		
Angie Vaughan	x	x	x		x	x	x	x	x	x		
John Walsh	A	x	x		x	x	x	x	x	x		
Madeline Wilkins	x	x	x		x	x	A	x	x	x		

Others in attendance:

Jay Lee, Andrew Franklin, Josh Peck, Calum Lindsay, Zach House, Audrey Schmit, Cameron Beaty, Charlie Dunn.

2024 June Membership Report

June 1, 2024, through June 30, 2024

Session Meeting of August 26, 2024

Covenant Partners - June 30, 2024

AGE	Total: Beginning of the Month	New Covenant Partners	Dismissed Covenant Partners	Deceased Covenant Partners	Total: End of the Month	Percent of Total
18 & Under*	280	1	0	0	281	5%
19 to 35	1686	7	0	0	1693	31%
36 to 50	962	1	0	0	963	18%
51 to 65	1209	1	0	0	1210	22%
66 to 80	756	0	0	0	756	14%
81 & Over	348	0	0	1	347	6%
Unknown	199	0	0	0	199	4%
Total	5440	10	0	1	5449	100%

Baptized Members (Infant to 14) - June 30, 2024

According to ECO, a 'baptized member' has been baptized but has not yet made a public profession of faith in Christ, through, for example, our Confirmation experience (7th grade).

AGE	6/30/2024
Infants - 14	885



2023-2024 MEMBERSHIP REPORT

June 30, 2024

Session Meeting of August 26, 2024

NEW COVENANT PARTNERS

Highland Park Presbyterian -Vows Taken June 23, 2024

Donovan, Kelly
Glover, Paige
Landess, Joey
Landess, Julia
Pace, AJ
Pace, Kimberly
Robinson, Cal
Sengelmann, Gretchen
Terry, Travis
Walker, Cord

MILESTONES

Births

Bilyeu, Sonny, child of Mr. and Mrs. Jeff Bilyeu (Mary) on June 18, 2024
Ramsey, Millie, child of Mr. and Mrs. Richard Ramsey (Ellen) on June 20, 2024

Infant Baptism

Bakke, Graham, child of Mr. and Mrs. Andrew Bakke (Erin) on June 16, 2024
Byrd, Teddy, child of Mr. and Mrs. Blake Byrd (Nina) on June 16, 2024
Fraker, Hal, child of Mr. and Mrs. Kevin Fraker (Grace) on June 16, 2024
Hendrix, Ricky, child of Mr. and Mrs. Reid Hendrix (Rachel) on June 16, 2024
Lierly, James, child of Mr. and Mrs. Jeff Lierly (Rei) on June 16, 2024
Meyer, Benjamin, child of Mr. and Mrs. Travis Meyer (Ashley) on June 16, 2024
Parker, Graham, child of Mr. and Mrs. David Parker (Jessica) on June 16, 2024
Quick, Kylene, child of Mr. and Mrs. Jacob Quick (Jaryn) on June 16, 2024
Ruckman, Grant, child of Mr. and Mrs. Tom Ruckman (Alicia) on June 16, 2024
Shaw, Reagan, child of Mr. and Mrs. Wesley Shaw (Mary) on June 16, 2024
Spradley, Victor, child of Mr. and Mrs. Walter Spradley (Domenica) on June 16, 2024

Adult Baptisms

None

Weddings

Daniel, Kelly to Leiser, Hunter on June 22, 2024
Liu, Gloria to Lung, Luke on June 22, 2024
Meachum, Dorothy to Dugan, Wyatt on June 15, 2024
Price, Tom on June 8, 2024
Hall, Bryan on June 2, 2024

Deaths

Brooks, III, John on June 11, 2024

DISMISSED COVENANT PARTNERS

None

2024 July Membership Report

July 1, 2024 through July 31, 2024

Session Meeting of August 26, 2024

Covenant Partners - July 31, 2024

AGE	Total: Beginning of the Month	New Covenant Partners	Dismissed Covenant Partners	Deceased Covenant Partners	Total: End of the Month	Percent of Total
18 & Under*	281	0	0	0	281	5%
19 to 35	1693	0	0	0	1693	31%
36 to 50	963	0	0	1	962	18%
51 to 65	1210	0	0	0	1210	22%
66 to 80	756	0	0	2	754	14%
81 & Over	347	0	0	4	343	6%
Unknown	199	0	0	0	199	4%
Total	5449	0	0	7	5442	100%

Baptized Members (Infant to 14) - July 31, 2024

According to ECO, a 'baptized member' has been baptized but has not yet made a public profession of faith in Christ, through, for example, our Confirmation experience (7th grade).

AGE	7/31/2024
Infants - 14	895

Highland Park

PRESBYTERIAN CHURCH

2023-2024 MEMBERSHIP REPORT

July 31, 2024

Session Meeting of August 26, 2024

NEW COVENANT PARTNERS

None

MILESTONES

Births

Infant Baptism

Childs, Claire, child of Mr. and Mrs. Craig Childs (Hannah) on July 21, 2024
De La Croix-Vaubois, Bodie, child of Mr. and Mrs. Christopher De La Croix-Vaubois (Janie) on July 21, 2024
Hardee, Hays, child of Mr. and Mrs. Andrew Hardee (Ali) on July 21, 2024
Krahl, Millie, child of Mr. and Mrs. David Krahl (Hayley) on July 21, 2024
Lucas, Seely, child of Mr. and Mrs. Matthew Lucas (Allie) on July 21, 2024
Nussle, Rhys, child of Mr. and Mrs. Ross Nussle (Katie) on July 21, 2024
Oden, Emmy, child of Mr. and Mrs. Reid Oden (Caroline) on July 21, 2024
Ramsey, Millie, child of Mr. and Mrs. Ellen Ramsey (Millie) on July 21, 2024
Thompson, Eleanor, child of Mr. and Mrs. Collins Thompson (Catherine) on July 21, 2024

Adult Baptisms

Morton, Jackson on July 21, 2024

Weddings

Simmons, Annette to Prichard, Gage, Sr. on July 12, 2024

Deaths

Cook, Virginia on July 13, 2024
Cundiff, Janet on July 8, 2024
Simpkins, Hayden on July 13, 2024
Jones, Trip on July 7, 2024
Mahon, Ed on July 23, 2024
Paulsen, Henry II on July 23, 2024
Smith, Wade on July 23, 2024

DISMISSED COVENANT PARTNERS

Young, Carrie on July 22, 2024, per their request
Young, Rob on July 22, 2024, per their request



Covenant Partner Vows

NEW CONVENANT PARTNERS

Highland Park Presbyterian Church

Vows taken on June 23, 2024

Donovan, Kelly

Glover, Paige

Landess, Joey

Landess, Julia

Pace, AJ

Pace, Kimberly

Robinson, Cal

Sengelmann, Gretchen

Terry, Travis

Walker, Cord

**ECO Coordinator
Motion
For the Session Meeting, August 26, 2024**

It is moved that the following stated commissioners be elected as elder commissioners to the Texas Presbytery Meeting to be held on September 9th and 10th, 2024. If additional elders are needed and available to serve as commissioners, then the Session assigns its authority to the ECO Liaison Committee to add additional elder commissioners to serve at that meeting subject to limits set forth by ECO.

Nominated Commissioners: John Walsh, Alisa Sell, Neil Rambin, and others that volunteer at the session meeting.

PROPOSED REVISION TO GOVERNANCE MANUAL

APPENDIX D COMPOSITION OF SESSION COMMITTEES

Governance Coordinating Committee (GCC)

1. The GCC will be comprised of three governing elders and the Senior Pastor; another member of staff may serve in an ex officio capacity
2. At the June Session meeting each year, the GCC will nominate a governing elder from the first-year class to begin a three-year term on the GCC on the first day of his or her second year of office as a governing elder.
3. In the first year of GCC service, a governing elder will also serve as one of the Assistant Clerks of the Session; In the second year of GCC service, the governing elder will also serve as Vice-Moderator of the GCC; in the third year of GCC service, the governing elder will serve as the Clerk of the Session and as the Moderator of the GCC. **This cycle is the preferred pattern but may be adjusted by the GCC should special circumstances require.**
4. Governing elders considered for serving on GCC should have demonstrated strong leadership skills, exposure to multiple areas of HP Pres's ministry, a willingness to listen and consider different points of view, and an ability to bring groups to a consensus on a timely basis.

Officer Nominating Committee (ONC)

1. The ONC will be comprised of three governing elders, one deacon representative, and three to five covenant partners.
2. At the September Session meeting each year, the GCC in consultation with the outgoing ONC moderator, will nominate a governing elder from the first year class to begin a three-year term on the ONC on the first day of his or her second year of office as a governing elder; in the second year of ONC service, the elder will also serve as the Vice-Moderator of the ONC; and in the third year of ONC service, the elder will serve as the Moderator of the ONC. **This cycle is the preferred pattern but may be adjusted by the GCC should special circumstances require.**
3. The Moderator and Vice Moderator of the ONC cannot serve as moderator of any major ministry teams, while they are serving on the ONC.
4. The deacon representative shall be the moderator of the deacons, or his or her designee.
5. The three governing elders and one deacon representative nominate three to five additional covenant partners for a one-year term (who may not serve more than two consecutive years) to be elected to the ONC by the congregation through a congregational meeting.

Operations Committee

1. The operations committee will be moderated by a governing elder.
2. The Executive Director will be the main staff liaison to the Operations Committee, but other staff leaders may attend committee meetings as appropriate.

3. The operations committee will be comprised of at least 51% governing elders along with other elders or covenant partners with needed expertise. **Governing elders on the Operations Committee may nominate additional covenant partners for a one-year term (who may not serve more than two consecutive years).**
4. Those serving on the operations committee will possess relevant expertise as it relates to the management of operations: finance, HR, asset management and protection or other administrative and operational skills and knowledge.
5. The size of the operations committee should be no less than 4 and no more than 8. The moderator of the operations committee serves a 2-year term. In June of the moderator's final year, the GCC, in consultation with the outgoing moderator, will nominate the next term's moderator for Session approval.

Audit Committee

1. The audit committee should have three members, one of whom is a governing elder. All members should have strong financial backgrounds.
2. The committee should **ideally** include at least one Certified Public Accountant.

Vision Committee

1. The Vision Committee will be moderated by a governing elder.
2. The Senior Pastor and/or the Executive Pastor will be the main staff liaison to the Vision Committee, but other staff leaders may attend committee meetings as appropriate.
3. The Vision Committee will be comprised of at least 50% governing elders along with other elders with needed expertise.
4. The size of the Vision Committee should be no less than 4 and no more than 8.
5. **Governing elders on the Vision Committee may nominate additional elder for a one-year term (who may not serve more than two consecutive years).**
6. The moderator of the Vision Committee serves a 2-year term. In June of the moderator's final year, the GCC, in consultation with the outgoing moderator, will nominate the next term's moderator for Session approval.

ELDER COMMITTEE ASSIGNMENT 2024-2025

Session Committees Only

Audit

Lana Adams-Moderator (27)

Justin Eastburn (25)

Officer Nominating Committee John

Rain-Moderator (25)

Angie Vaughn-Co-Vice Moderator (27)

Tom Leiser-Co- Vice Moderator (26)

Deacon Moderator

ECO Coordinator

John Walsh (25)

Operations Committee

Brett Krause-Moderator (26)

Anne Compton (25)

Justin Eastburn (25)

Larry Glasscock (27)

David Murray (27)

Vision Committee

Lauren Langley-Moderator (26)

John Rain (25)

Alisa Sell (25)

Angie Vaughan (27)

Governance Coordinating Committee

Karl Rathjen-Moderator (25)

Craig Murray (26)

Cole Evans (27)

Pastor Nominating Committee

Charlie Davis-Co-Moderator (27)

Kelsey Phillips-Co-Moderator (26)

Alisa Sell (25)

**Highland Park Presbyterian Church
Financial Dashboard
As of July 31, 2024**

YTD Narrative:

- FY24 YTD General Fund Giving thru July 2024 was \$11.118M, which is \$549k more than Budget, and is \$385k MORE than YTD Giving thru July 2023.
- FY24 YTD Total Revenue thru July 2024 is \$11.695M, which is \$364k more than Budget.
- YTD Total Operating Expenditures thru July 2024 are \$13.7M, which is under budget by \$298k.
- YTD Net Operating Deficit at July 2024 is \$2M, and is under budget by \$692k.

Highland Park Presbyterian Church
Statement of Activities - Operating Fund Only - Actual vs Budget
FYTD 2024 as of July 31, 2024

Interim for Internal Use Only

	General Fund		Fav/(Unf)
	<u>Actual \$</u>	<u>Budget \$</u>	<u>Variance \$</u>
Revenues			
Contributions	11,117,970	10,569,024	548,945
Release of Rest Funds - Outreach **	467,000	550,000	(83,000)
Release of Rest Funds - Other	324,000	315,543	8,457
Total Contributions and Releases	11,908,970	11,434,567	474,402
Program Revenue	58,981	71,298	(12,318)
Event & Other Revenue	31,509	97,918	(66,409)
Investment Return	378,459	136,972	241,487
Reimbursement from Schools	36,281	183,333	(147,053)
Ministry & Capital Subsidies - Operating ##	(719,813)	(593,554)	(126,259)
Total Other Revenue & Subsidies	(214,584)	(104,032)	(110,552)
Total Revenue	11,694,386	11,330,535	363,850
Expenditures			
Family of Churches	572,461	602,039	29,578
Ministry	3,208,940	3,357,455	148,515
Operations	5,637,580	5,975,974	338,395
Outreach **	1,893,122	1,476,810	(416,312)
Senior Leadership	953,516	1,218,627	265,111
Worship and Arts	1,437,627	1,370,416	(67,211)
Total Expenditures	13,703,246	14,001,322	298,076
Operating Surplus/(Deficit) before Debt Service	(2,008,860)	(2,670,787)	661,926
Debt Servicing (Interest Only)	126,386	126,386	-
Net Operating Surplus/(Deficit) before Depr.	(2,135,247)	(2,797,173)	661,926
Depreciation Expense	2,527,289	2,915,000	387,711
Total Operating Surplus/(Deficit)	(4,662,536)	(5,712,173)	1,049,637

Notes:

** Release of Restricted Funds - Outreach related to Outreach expenses: per Judi Wheeler, estimating can release \$467,000 of Compassion and Disaster relief donations to Operating

Ministry & Capital Subsidies - Operating: estimating a \$695,000 combined total Operating deficit for CDC, Church Coffee, and Residences.