

**MONTREAT PRESBYTERIAN CHURCH (PCUSA)
ANNUAL REPORT TO THE CONGREGATION
JANUARY 31, 2016**

The State of the Church

This overview, along with attached reports from committees, reflects the ministry of Montreat Presbyterian Church during 2015. The church offered a full range of worship, education, mission and fellowship activities, and the family of faith within Montreat and beyond responded with enthusiasm to those opportunities.

Rev. Keith Grogg's leadership and abilities in worship, missions, education, pastoral care and in the larger community strengthened the commitment of members and friends of the congregation. The church continued to add new members and to continue as a warm, caring community of faith.

The following persons served as members of Session during 2015: Martha Campbell, Clerk; Mary Nell Todd, Assistant Clerk; Linda Hobson, Betsy Neville, Eric Nichols, Anne Rogers, Anne Seaman, Jim Weyman and Perrin Wright. The Advisory Member of Session was Rev. Sally Woodard. Rev. Grogg served as Moderator.

Six persons were received as members into the congregation in 2015. Another two persons were received as affiliate members. There were two transfers. There were four deaths of members. At the end of the year there were 92 members and 30 affiliate members. In addition to those persons, the church was strengthened by many "supporting members" and a number of retired clergy whom we call "Clergy Members" as they make Montreat Presbyterian Church their primary home for worship and community.

The church ended 2015 with more income and fewer expenses than budgeted. The 2015 Stewardship Campaign reflected continued commitment by all supporters to the future of Montreat Presbyterian Church as a vibrant, learning, growing, serving, worshipping PCUSA congregation.

Missions and benevolence support remained a priority for the congregation. Gifts of \$93,280, 37.1% of revenue, were given to benevolences contributed to organizations and institutions supported by the church. These included eight mission projects overseas. An annual Mission Trip to Bayonnais, Haiti along with visits by PCUSA National Mission staff, Mission Co-workers and others involved in global missions strengthened the church's commitment abroad. The congregation also shared generously finances, time and leadership with local missions and with the Presbytery of Western North Carolina. The church lives its vision statement, proclaiming the word of God through ministry and mission.

Well attended weekly education programs, a Kerygma Bible Study group and a women's Circle all included persons from the wider community as did projects of the Earth Ministry team. Relationships with the Montreat Conference Center, students and staff at Montreat College, the Presbyterian Heritage Center and with the Jo Bales

Gallagher Presbytery Resource Center extended opportunities for study and for outreach.

The church continued involvement with Montreat Conference Center's renovation of Upper Anderson Auditorium. In the fall, work was completed and Montreat Presbyterian Church began to have weekly worship and monthly fellowship activities in that lovely larger space. The church is grateful to be able to better accommodate members and visitors and to have kitchen facilities, making possible new options for the church's worship and programming.

The effective ministries of Montreat Presbyterian Church during 2015 are a tribute to the leadership of the pastor, officers and committee chairs along with the many other persons who shared their time and talents. Through these ministries, Montreat Presbyterian Church continues to reflect its Mission Statement:

In the fellowship of Jesus Christ we
Listen for the word of God in our lives
Love with open hearts and open minds
Walk the path of faith together
Serve others and
Welcome all.

Martha Campbell
Clerk of Session

January 31, 2016

Pastor's Annual Report, 2015

The Church presents itself as an offering to God. Its mission—our mission—is to spread the astounding good news of Jesus Christ and to embody his love in and for the world.

Montreat Presbyterian Church lives its ministry in an extraordinary context. Located in one of the most beautiful environments in the world, steeped in a heritage of deep faithfulness, one among a complex and often complicated network of Christ-centered entities and interests, we are a devoted congregation of the Presbyterian Church (USA), and we are a separate entity from, and covenantal partner with, the Montreat Conference Center. We are friends in Christian witness with our near neighbors Christ Community Church and Montreat College. We are partners in ministry with every PC(USA) church, near and far.

In 2015, under God's guidance and relying on the power of the Spirit, we welcomed new members into our church family; offered ourselves and our resources in service and outreach; looked after those in physical and emotional pain; took up worship residence in Upper Anderson, deepening our relationship with the Montreat Conference Center; conducted a variety of informative and inspiring opportunities for learning, considering, and contemplating; supported outstanding seminarians and dedicated mission workers; welcomed a new permanent staff member; shared warmth and broke bread together; and, in many other ways, both as individual congregants and as a single body, sought to live into the faith, hope and love that God has brought us in Jesus Christ.

Much more than any single achievement or list of accomplishments—things we do, projects we undertake, fruitful developments that we help to engineer—Montreat Presbyterian Church is called to be what God has allowed us to be: present. Faithful. Generous. Kind. Open to the needs and pains and dreams and hopes of our neighbors, and the gentle or forceful wind of the Spirit.

God has built us up, held us together, brought us through trials, and showered us with blessings throughout 2015. I am hopeful and deeply grateful to see, with you, what God will do with us in 2016.

Keith Grogg, pastor
January 31, 2016
Montreat, NC

Montreat Presbyterian Church Session 2016 Omnibus Motion

Approved January 19, 2016

Holy Communion/Special Worship Services, 2016

(All communion services by intinction unless otherwise stated)

Jan. 10, 2016	Ordination & Installation (communion)
February 7	First Sunday (communion)
February 10	6:30 P.M. Ash Wednesday service at MPC w/BMPC - ashes (no communion)
March 2	Noon Worship & Lunch (with MCC for ecumenical Lent series) – no communion
March 6	First Sunday (communion)
March 20	Palm Sunday (no communion)
March 24	7:00 P.M. Maundy Thursday (communion)
March 25	5:00 P.M. Good Friday—Upper Anderson OR Swannanoa Room (no communion)
March 27	Easter Sunday (communion)
April 3	First Sunday (communion)
May 1	First Sunday (communion)
May 15	Pentecost Sunday (no communion)
May 25	Wednesday 5:00 P.M. Service for Wholeness/Anointing with Oil (communion)
May 29	Kirkin' of the Tartans – Anderson Auditorium (no communion)
June 5-Aug. 7	Summer Series (Anderson Auditorium)
August 3	Wednesday 5:00 P.M. Service for Wholeness/Anointing with Oil (communion)
August 14	MPC in Upper Anderson (no communion)
September 4	First Sunday (communion)
October 2	World Communion Sunday/First Sunday (communion)
October 30	Reformation Sunday/Stewardship Dedication Sunday (no communion)
November 6	First Sunday (communion)
November 20	Christ the King Sunday (no communion)
November 27	Hanging of the Greens (Advent 1 – no communion)
December 4	First Sunday/Service of Hope and Remembrance (communion)
December 11	Service of Lessons & Carols (no communion)
December 24	Saturday Christmas Eve (communion) – time TBA
December 25	Sunday – Christmas Day (no communion)
Jan. 8, 2017	Ordination & Installation (communion)

Office Closings, 2016

- | | |
|-------------------------------------|--|
| 1. Friday, Jan. 1 – New Year's Day | 5. Monday, July 4 – Independence Day |
| 2. Monday, Jan. 18 – MLK Monday | 6. Monday, Sept. 5 – Labor Day |
| 3. Monday, March 28 – Easter Monday | 7-8. Thurs/Fri Nov. 24-25 – Thanksgiving |
| 4. Monday, May 30 – Memorial Day | 9-10. Fri/Mon. Dec. 23 & 26 – Christmas |

Presbytery Delegates 2016

<u>date</u>	<u>host</u>	<u>delegate</u>	<u>alternate</u>
Sat., January 30, 2016	First Presbyterian, Newton	Linda Hobson	Betsy Kirschner
Tues., April 26, 2016	Montreat Conference Center	Mary Nell Todd	Gill Campbell
Tues., July 26, 2016	Grandfather Home – Banner Elk	Anne Rogers	Olson Huff
Sat., October 25, 2016	Brevard-Davidson River	Eric Nichols	Betsy Kirschner
Sat., January 28, 2017	TBA	Linda Hobson	

Montreat Presbyterian Church Session 2016 Omnibus Motion (continued)

Approved January 19, 2016

Special Offerings, 2016

Jan. 3	Nickel-a-Meal	(Monthly; Presbytery offering)
Feb. 7	Souper Bowl Offering	(to Swannanoa Valley Christian Ministry)
Feb. 7	Nickel-a-Meal	(Monthly; Presbytery offering)
March 6	Nickel-a-Meal	(Monthly; Presbytery offering)
March 20	One Great Hour of Sharing	(Denominational Offering)
April 3	Nickel-a-Meal	(Monthly; Presbytery offering)
May 1	Nickel-a-Meal	(Monthly; Presbytery offering)
May 15	Pentecost Offering	(Denominational Offering/ 40% to Children & Friends)
September 4	Nickel-a-Meal	(Monthly; Presbytery offering)
September 25	Peace & Global Witness	(Denominational Offering/ 25% to Helpmate)
October 2	Nickel-a-Meal	(Monthly; Presbytery offering)
November 6	Nickel-a-Meal	(Monthly; Presbytery offering)
Nov. 24 (Thurs.)	Thanksgiving Offering	(Synod offering: Barium Springs/Grandfather Home)
December 18	Christmas Joy Offering	(Denominational Offering)
Jan. 1, 2017	Nickel-a-Meal	(Monthly; Presbytery offering)
Feb. 5, 2017	Souper Bowl Offering	(Swannanoa Valley Christian Ministry)

Stated Session Meeting Dates 2016

Stated session meetings ordinarily take place the third Tuesday at 6:30 P.M. in the Swannanoa Room.

Exceptions:

May 10 (moved ahead one week);

no July stated meeting;

Dec. 13 (moved ahead one week)

Dates: Jan. 19; Feb. 16; March 15; April 19; May 10; June 21; Aug. 16; Sept. 20; Oct. 18; Nov. 15; Dec. 13
and Sunday, January 8, 2017, 10:30 A.M.-4:00 P.M. (Session Retreat)

Other Dates for 2016 Calendar

Jan. 13	Soup & Cornbread Supper
Jan. 31	Annual Congregational Meeting
Feb. 6	MLK Breakfast
March 6	Evening: UA reserved
April 3	Evening: UA reserved
May 11	Evening: UA reserved
August 17	Evening: UA requested
Sept. 7	Evening: UA requested
Oct. 5	UA (Stewardship kickoff)
Oct. 9	Hunger Walk for SVCM
Oct. 30	UA (Stewardship Celebration)
Nov. 16	UA requested
Dec. 14	UA (Christmas Gathering)

**Montreat Presbyterian Church (PCUSA)
 Analysis of Revenues & Expenses - Detail
 2016 budget - approved by Session 12/15/15**

Accounts	2016 Budget
Revenues	
004101 - Pledges	\$206,300
004201 - Plate Offering	\$2,000
004202 - Unpledged Contributions	\$20,000
004204 - Special Gifts	\$0
004208 - Interest Income from CD	\$900
Total Revenues	\$229,200

Accounts	2016 Budget
Expenses	
Mission & Outreach Committee	
Benevolences	
005100 - Presbytery - Unified Benev. Budget	\$12,000
005114 - Nagy Mission - E074708	\$2,000
005116 - Friends of OFCB - Haiti	\$4,000
005117 - Parker Mission - D507569	\$2,000
005118 - Congregational Mission Volunteers	\$3,000
005120 - Montreat Conf Center - Pledge	\$6,000
005125 - Presbyterian Heritage Center	\$1,000
005130 - Montreat College -Intl Student supp	\$4,000
005132 - Seminary Support - David Smith	\$2,000
005135 - Warren Wilson College-Intl student	\$4,000
005141 - Ministry of Hope Lesotho	\$2,000
005150 - Swannanoa Valley Christian Ministry	\$4,000
005161 - Special Focus Ministry	\$2,000
005162 - Hand in Hand of the SV	\$500
005170 - Ministry of Hope - SCCW Chaplincy	\$4,000
005180 - Discretionary Fund	\$1,500
005190 - Children and Friends	\$2,000
005200 - Earth Care Ministry	\$1,000
005101 - Guatemala Mission Initiative PWNC	\$1,000
005102 - Camp Greer	\$1,000
005151 - Bounty and Soul	\$1,000
005171 - Black Montain Counseling	\$1,000
005119 - Mission Co-Worker	\$2,000
Total Benevolences	\$63,000
Total Mission & Outreach Committee	

Accounts	2016 Budget
Administration	
ACS	
005003 - ACS On- Demand Service (Software)	\$2,520
505000 - ACS Supplies	\$200
505010 - ACS Training	\$500

Total ACS	\$3,220
Supplies	
505100 - General Office Supplies	\$600
Total Supplies	\$600
General Administrative Expense	
505150 - Consultants	\$75
505200 - Insurance	\$1,200
505310 - Memberships	\$150
505328 - P.O. Box Rental	\$80
505330 - Postage	\$300
505350 - Printing	\$200
505360 - Publicity	\$250
505370 - Service Charges	\$75
505380 - Session Expense	\$800
505381 - Session directed gifts	\$1,200
505390 - Stationery	\$150
505450 - Gen. Administrative Miscellaneous	\$75
Total General Administrative Expense	\$4,555
Human Resources	
505512 - HR Miscellaneous	\$100
505600 - Hiring expense	\$50
505605 - Administrative Assistant	\$17,500
505660 - Pastor Salary	\$66,500
505661 - Pastor Discretionary Reimbursement	\$1,200
505662 - Pastor BOP Benefits	\$22,600
505663 - PastorTravel reimbursement	\$3,300
505664 - Pastor Cont. Ed. Reimbursement	\$3,950
510021 - Musician	\$4,600
510030 - Sound Equipment Support	\$1,440
560025 - Nursery Staff	\$2,640
580901 - Cleaning Staff	\$1,560
Total Human Resources	\$125,440
Accounts	2016 Budget
Stewardship/Finance	
505710 - Stewardship Materials	\$550
505720 - Stewardship Dinner	\$700
505730 - Treasurer Miscellaneous	\$500
Total Stewardship/Finance	\$1,750
Total Administration	\$135,565
Worship Committee	
510005 - Bulletins Printing (Copying Cost)	\$2,500
510010 - Flowers and Ferns	\$200
510020 - Music	\$400
510025 - Honorarium	\$800
510040 - Worship Supplies	\$400
510080 - Choir & Guest Musicians	\$800
Total Worship Committee	\$5,100
Congregational Care/Fellowship	
550060 - Paper Goods	\$100

550080 - Special Events	\$400
550090 - Sunday Fellowship	\$200
550100 - Cong. Care Miscellaneous	\$100
Total Congregational Care/Fellowship	\$800
Christian Education Committee	
560010 - Adult Ministry	\$865
560020 - Children, Grandchildren, Youth Min	\$390
Total Christian Education Committee	\$1,255
Communications Committee	
560500 - Communications Committee	\$100
560511 - E-mail Marketing	\$200
560520 - Marketing Development	\$1,000
560800 - WEB Site Maintenance	\$500
Total Communications Committee	\$1,800
Accounts	2016 Budget
Property Committee	
580001 - Gift to MCC in appreciation of services	\$6,000
580060 - Office/Mtg Allen Lease	\$12,000
580100 - Signage & Displays	\$200
580110 - Piano Tuning (2 x per year)	\$200
580320 - Office & Pastor Telephone	\$2,500
580900 - Miscellaneous - Property	\$800
Total Property Committee	\$21,700
Evangelism/Membership Committe	
505160 - Church Directory	\$50
570000 - Evangelism & Membership Committee	\$250
570500 - Welcome Brochures	\$200
570510 - Membership Dinners	\$100
570520 - Books for New Members	\$50
570530 - Name Boards, Badges & Sign-in Pads	\$100
Total Evangelism/Membership Committe	\$750
Total Expenses	\$229,970
Net Total	\$ (770)

FINANCE & STEWARDSHIP COMMITTEE
MONTREAT PRESBYTERIAN CHURCH (PCUSA)
2015 ANNUAL REPORT FOR THE CONGREGATION

The Finance & Stewardship Committee is responsible for obtaining, allocating, and managing the church's funds to enable the various committees to carry out the work of God as approved by the Session in our community and the world through our numerous programs.

In 2015, our actual revenues were \$234,605.33 which was 105.46% of what we had budgeted. Our actual expenses were \$218,877.48, which was 96.21% of the \$227,499.00 we had projected to spend. This required close attention of the Finance Committee when periodically reviewing our finances during 2015. We owe particular thanks to Gill Campbell, Treasurer, who did a magnificent job of overseeing the finances on a daily basis during the year.

In 2016, we have budgeted revenues of \$229,200 and budgeted expenses of \$229,970 which includes a projected deficit of (\$770). Close attention in 2016 to all expenditures will be required to recoup the deficit.

Our Stewardship Campaign for 2016 late in the year showed slightly positive results. We received pledges showing a net gain of financial support over 2015 of 3.0% or \$6,876 for the 2016 church year. We currently have 91 responses with a total of about \$206,300 for 2016. This compares to \$202,756 for the same time frame last year. Many members were involved in this improvement but special thanks should go to Beth Fountain for chairing the Stewardship Committee, and Gill Campbell who crunched the numbers!

During 2015, the remodeling was completed and we moved into Upper Anderson Auditorium for our permanent place of worship. We have almost completed our needs and plans to store and operate out of the space allocated to us.

Respectfully submitted.

Bill McCaskill - Chair, Jean Gettys, Jim Henderson, Gill Campbell, Henry Neale, Jack Sadler, Perrin Wright and Keith Grogg

2015 Annual Report For Worship and Music

Pastor: Keith Grogg; **Chair:** Linda Hobson; **Musician:** Margaret Neale

Members: Mary Jo Wright, Betsy Kirschner, Robyn Josephs, Kayte Sabo

Worship was the responsibility of our pastor, Rev. Keith Grogg. Rev. Grogg planned all worship services and prepared service bulletins. Communion was celebrated on the first Sunday of each month, as well as Maundy Thursday, two Services of Healing and Wholeness, and Christmas Eve. Other special services were conducted on Maundy Thursday, Good Friday, Upper Anderson dedication, Hanging of the Greens, Lessons in Carols, and Christmas Eve. A joint MRA-MPC worship service was conducted recognizing the 50th anniversary Of Martin Luther King at Montreat in Anderson Auditorium. A Taiza Worship service was conducted in the Allen Building. The following supportive clergy preached in 2015: John Rogers, Margaret Terrence, Jack Sadler, Heath Radar, Michael Isaacs, Martha Jane Peterson, and Victor Wilson. Retired clergy have assisted in Communion Services this fall. Lay liturgists also assist in morning worship services.

Worship services were held in Walkup, Convocation Hall, and Anderson Auditorium. In August we moved into Upper Anderson as our permanent worship center, with the exception of a few Sundays each year as agreed upon by MPC and MRA. With our move to Upper Anderson, our worship center was greatly enhanced by beauty and space.

The Worship Committee coordinated ushers, liturgists, sound, worship set up, and special flowers for Easter and Advent. Eco Palms were used Palm Sunday. Members of MPC were recruited to serve as ushers for summer worship, as well as MPC members serving communion.

Music was also the responsibility of the pastor in collaboration with church musician Margaret Neale. Under the staff's very capable musical direction a variety of vocalists and instrumentalists enriched our worship experiences. Special music on Easter Sunday was presented by an ensemble of church members. Often, The Tarnished Brass blessed us with music.

Margaret Neale has repaired and restored Hand Bells gifted to us by the closing of the First Presbyterian Church, Swannanoa, NC. She hopes to develop a hand bell choir in 2016.

2015 Annual Report

Christian Education Annual Report For Congregational Meeting

Nursery: Grace Nichols, coordinator, now has two regular care givers who offer excellent, consistent care for infants and preschool children.

Tabernacle: Dora Hinkle, coordinator is available each Sunday for children thru second grade.

Circle: Elizabeth Shaw, coordinator, meets monthly for Bible Study, fellowship, and outreach to community (particularly providing for a family at Christmas, and offering leadership and resources to Children and Friends)

Collegiate Ministry: Keith Grogg, invites students to attend and participate in worship.

Seminary Liaison: Jack Sadler. David Smith and William Wilson are currently attending Princeton Seminary and receive assistance and support from Montreat Presbyterian Church.

Weekly Krygma Bible Study is led by Keith Grogg.

Summer Studies at Presbyterian Heritage Center: MPC assisted PHC in three week series in June. The following speakers were welcomed and offered excellent presentations: Dr. James Cogswell, Mission efforts in Japan; Dr. Richard Ray, John Mack Walker carvings and related Scriptures; Rev. John Akers, evangelists and the use of the Bible.

Montreat Wednesdays: Now coordinates with a larger church calendar and includes programs:

- Earth Care
- Confessions
- Biblical Studies
- Handel's Messiah
- Hymn Sings
- Family Gatherings
- Worship Services (Taise, Advent, Epiphany, Ash Wednesday, Lent, and Holy Week)
- World Religions.

CONGREGATIONAL CARE/FELLOWSHIP COMMITTEE – 2015

CHAIR: Susanne McCaskill

CO-CHAIR: Pat Connelly

MEMBERS: Betty Henderson, Ginny Porter, Genie Sullivan, Elizabeth Shaw, Peggy Ann Frank, Dora Hinkle, Joan Deifell, Robyn Joseph, Betsy Neville, Sally Thomas and Phyllis Sadler, Chair of Pastoral Care Committee.

Session Liaison: Betsy Neville

PASTORAL CARE:

Phyllis Sadler worked with Keith Grogg in sending 36 cards, notifying the food committee as to who needed the 45 meals brought into their homes, as well as those who needed visitation by someone from the church.

Joan Deifell arranged drivers for those who needed transportation.

OTHER ACTIVITIES:

- Refreshments each Sunday after the church service.
- Provided sandwiches and soup for Lenten Services.
- Provided food for Presbytery Meeting.
- Provided refreshments in conjunction with MRA and Presbyterian Heritage Center.
- Set-up covered dish supper for several committee chairs.
- Set-up church picnic at Calvin Trail picnic area.
- Provided punch and cookies at various times.
- Stewardship covered dish and Talent Show.
- Stewardship celebration catered meal.
- Funeral reception for John L. Currie.
- Room at the Inn food.
- Dinner in the Dark covered dish dinner.
- Children & Friends covered dish dinner.
- Homeless Shelter food was scheduled but cancelled due to weather.
- Set-up and stocking of Upper Anderson kitchen with basic implements.

The committee does not have a regular scheduled meeting day as the committee members like the idea of exchanging e-mails instead of actual in-house meetings. We will do the same in 2016. If an event cannot be adequately arranged, then an in-house meeting will be held!

RESPECTABLY SUBMITTED,
Susanne McCaskill, Chair
December 8, 2015

2015 Annual Report

Evangelism & Membership Committee

Members: Chair Judy Shuford, Martha Campbell, Jane Wilson, Bob Shaw Jean Skidmore, Steve Sewell, Genie Sullivan, Hal & Amanda Demarest, Calvin Chesnutt, Joan Deifell, and Carol Eckard

1. Continuing Activities & Responsibilities:
 - Provide and schedule greeters for worship to welcome visitors and to engage members in conversation
 - Encourage visitors to complete name tags
 - Distribute fellowship registration pads with follow up removal of forms after the service
 - Call, email, or write to visitors if contact information is provided to thank them for worshiping with us
 - Invite prospective members or past visitors to attend particular events, such as fellowship dinners, etc.
 - Call on new residents to tell them about our church and to invite them to attend our worship and other activities
 - Meet to review the names of people who should be contacted by committee members to communicate our interest in outreach to them
 - Identify names for large print name tags for people who have attended our church and are likely to attend in the future, including residents who are here only in the summer
 - Contact summer residents to inquire whether they would like to become affiliate members
 - Acquire display boards and name tag holders as needed to accommodate the name tags
 - Sponsor programs for a fellowship dinner as needed
 - Plan and implement a brunch as needed to gather prospective members to meet with committee members and to learn more about our congregation
 - Inform the pastor of prospective members that would appreciate a visit from our pastor
 - Coordinate the process when a person chooses to join our church
 - Assign a sponsor/church member to serve as a resource to the new member
 - Prepare a cloth bag monogrammed with the church's name for new members that includes information about our church, a directory, mission statement, budget, pledge card, time and talent survey form, and a loaf of bread with a welcome note from the church to be presented when the person is welcomed to the church at worship
 - Meet regularly to brainstorm ways that our committee can reach out to people in the community who may want a church home
2. The new directory distributed last year will be updated with corrections and additions.
3. The brochure will be updated and reprinted.

2015 Mission / Outreach Ministry ANNUAL REPORT

Committee members: Ann DuPre Rogers, Beth Fountain, Eric Nichols, Judy Shillinglaw, Kay Layman, Linda Hobson, Olson Huff, Jane Hansel, Lucile Jackson, Rusty Frank, Sally Woodard and John Hinkle

2015 has been a year for increasing mission involvement. Montreat Presbyterian Church's commitment to mission is strong and growing. This committee has been called to lead our congregations as it seeks to be faithful to Christ's greatest commandment and to develop ways to be good stewards and obedient to His call.

Not only is our church committed financially to support both foreign and local mission projects, but more importantly our members have devoted their time and talents to volunteer in many of these projects.

Our focus on the needs within our community and the Valley remain at the forefront of our giving and volunteering. This past year we were involved with the Swannanoa Valley Christian Ministry, annual Walk for Hunger, Children and Friends, Room in the Inn, MLK Scholarship, Eblen Charities, the community VBS, BMCCW – Chaplaincy Program, Black Mountain Pastoral Care, Hands in Hands, Bounty & Soul, Western North Carolina Alliance, Black Mt. Home for Children, Earth Care Ministry and the SVCMM Emergency Shelter Meal Program. Through Presbytery we are also giving to the Unified Benevolent Budget.

Our committee to the OFCB ministry in Bayonnais, Haiti and other international ministries are at the heart of our mission focus. Last year we sent seven mission volunteers to Bayonnais in addition to our financial commitment to OFCB. Our outreach also includes the Dimmock Mission, Dr. Barbara Naga Mission in Malawi, Ministry of Hope in Lesotho, the Parkers our co-mission partners, Marion Medical Mission, the PCUSA (matching fund) Missionary Support), and the Light Foundation.

Our congregation is very fortunate to have David Smith, a member of our congregation attending Princeton Seminary. David will be appearing before Presbytery in 2016 requesting to be advanced from Inquirer to Candidate. We are supporting David through the Mission Com.

The Earth Ministry Team continued providing leadership in the congregation and the larger community concerning stewardship of the natural environment. This was through a variety of efforts aimed at building awareness of our responsibilities for care of Creation and also reducing our "footprints" on the Earth. Major highlights of 2015 include a four-week Christian Education series led by Cam Murchison,

MPC's Earth Stewardship Theologian, on animals and biodiversity, and two sermons focused on the call to Christians for sustaining a livable planet (by Victor Wilson and Keith Grogg). Involvements with local organizations included participation with the Creation Care Alliance of Western North Carolina, such as in its "climate talks pilgrimage" in Asheville, contribution of nature books to the Children & Friends Enrichment Center, and membership on the Montreat Landcare Committee (chaired by MPC's Bill Seaman) including engagement with its programs such as hemlock tree restoration and native plant awareness. Members of the Earth Ministry Team assisted with arrangements of the national conference of Presbyterians for Earth Care, held in Montreat, organizing a field trip and reception. Montreat Presbyterian extended its outreach overseas by developing a Earth-focused "statement of cooperation" with the Ardrishaig Parish Church of Argyll, Scotland—the first of its kind in the denomination—after a group of six from our congregation visited them in April. In December, a member of MPC, John Hare-Grogg, attended the international climate conference in Paris, France. Finally, MPC was re-certified as an Earth Care Congregation in the Presbyterian Church (USA).

We are also committed in supporting those institutions within our area which include the Montreal Conference Center, Montreal College, Presbyterian Heritage Center and Warren Wilson College.

In 2015 28% of our budget went to support all of these mission and outreach programs. Not included in this budgeted amount were our monthly 5 cents a Meal Offering and the four Special Offering approved by the Session that are taken up throughout the church year of which we receive a percentage towards our mission projects. Alternative Christmas gifts giving has also become important. Last year over 72 % of our congregation were actively involved in one or more of these Mission / Outreach projects.

Next year we have added five new mission projects that will include support to our Guatemala Mission, Camp Greer, Bounty and Soul, Black Mountain Counseling and a new co-mission partner.

The Mission Ministry Team would like to know about the many projects in which MPC members are involved, so that when a need becomes apparent, we might be able to find solutions quickly and effectively.

PERSONNEL COMMITTEE 2015 ANNUAL REPORT

The Personnel / Human Resources Committee provides on-going leadership in dealing with personnel matters and is responsible to the Session.

Little was required of the Personnel Committee this year. The Rev. Keith Grogg as full time pastor and head of staff was responsible for oversight of our part-time staff in coordination with the appropriate committee chairs.

Margaret Neale continued to provide inspiring musical accompaniment for all of our worship services, making theologically discerning choices in coordination with the pastor. She also plays for our church family gatherings. Margaret's many gifts helped Montreat Presbyterian Church make the transition into regular Sunday worship in Upper Anderson, a highlight of 2015.

We experienced several transitions in the Office Administrator role in 2015, beginning when Sara Byrd reluctantly left the office to tend to family matters out of state. Nancy Gavin had just begun visiting our church, and was available on an interim basis during the summer while applying for a directorship position, which she eventually was offered and accepted. During the interim time, the head of staff and personnel chair conducted the search for the permanent office administrator, and we were delighted when Patty Smith accepted our offer. Patty officially started in August and has been a tremendous addition to the church office.

The full Personnel Committee met in November 2015 to discuss the Terms of Call for the Pastor for 2016.

2015 Committee
Lynn Gilliland, Chair
Martha Campbell, Clerk of Session
Jack Sadler
Kay Layman
Rusty Frank
Anne Seaman