



MONTREAT PRESBYTERIAN CHURCH

2018 Annual Report

Session Elders

Class of 2019

Steve Hansel
Mary Jo Wright

Class of 2020

Jane Alexander
Everett Culpepper

Class of 2021

Mason Blake
Beth Fountain

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State of the Church

January 27, 2019

**Our Vision
Led by the Holy Spirit
We proclaim the word of God
Through our ministry and mission**

Montreat Presbyterian Church entered our second decade, as the continuing church, faithful to our vision to proclaim the word of God through our ministry and mission, with the guidance of the Holy Spirit. The annual reports from the committees, tasked with putting breath to our vision, shout out the exciting news of dedication to our vision.

Christian Education: Programs and outreach for Montreat Wednesdays, Women's Circle, adult, and children's ministry sought to equip the saints for ministry, and the building up of the body of Christ. This year the Tabernacle was replaced with a children's table was placed in Upper Anderson. This table was thoughtfully stocked with materials children could use during worship.

Congregational Care & Fellowship: From Sunday morning coffee to hospitality for church night dinners, meals taken to families needing food, church receptions, hosting a community Lenten Luncheon, home visits and much more this committee worked to welcome and care for all who entered our doors. We joyfully welcomed Margaret Perry as a pastoral visitor in the fall.

Earth Care Committee – Through programs on environmental concerns, helpful information ecological information printed in the Memo, and representation on the Montreat Land Care Committee our Earth Care Committee has challenged us to reflect on what it is to be good stewards of the earth.

Evangelism & Membership: Worked to welcome members and visitors into the fellowship of the church. Several Sunday luncheons were held to give welcome potential church members. Our membership is 107. We welcomed six new members, transferred four members to other churches. Four of our covenant community enter the church triumphant.

Human Resources: Worked to support and encourage the work of our minister and staff. This committee identified the growing need for a more formal music ministry. After an active nationwide search Vivian Hare was employed to the newly created position of Director of Music. Vivian began her ministry with us on January 1, 2019.

Mission & Outreach: In 2018 26% of our budget went to support our mission and outreach programs. This is in addition to other non-budgeted mission ministries. Needs of within our community were foremost in our giving and volunteering. We remained deeply committed to international mission needs through the support of several missionaries and longtime partnerships with the OFCB ministry in Bayannais, Haiti.

Property: Maintains and purchases equipment for the church. This committee is tasked with working closely with MRA in our lease of the Allen Building and the use of Upper Anderson.

Stewardship & Finance: The Finance Stewardship Team has been very active in tending to the monetary gifts we return to God. Their careful management of our resources continues to bless Montreat with strong and health finances. This year a challenge budget was presented during the Stewardship campaign. This budget included funding the position of Director of Music and supporting the non-profit Resources Resilience. Due to generous pledge commitments both programs were funded. Through our monetary gifts, we were able to impact global mission, local missions, respond to disaster relief and grow an active and exciting ministry within the Swannanoa Valley.

Worship & Music: Under the leadership of Rev. Keith Grogg was powerful and meaningful. Sunday morning worship moved to 10:00a.m. Attendance in worship has increased with an average of 100 worshippers weekly. Worship was enhanced by a choir providing special music for many worship services this fall. After ten years of dedicated service as the church musician, Margaret Neale retired. In recognition of Margaret's body of work, the Session bestowed on her the title of Musician Emeritus.

The 2018 annual report reflects our church vision to be led by the Holy Spirit as we proclaim the word of God through our ministry and vision. There is much to do. Each of us are challenged to be attentive to the Holy Spirit breath's propelling us to witness in word and deed.

Linda Hobson
Clerk of Session
2018

Pastor's Report

God continues to amaze. The Holy Spirit swirls around this place, feeds and waters us down to our roots, brings things out of us that we could never have imagined. Montreat Presbyterian Church continues to thrive in our mission to embody and share Christ's love in the world.

The decision to move our Sunday worship services from 9:00 A.M. to 10:00 A.M. was momentous and happened with the support and partnership of the Montreat Conference Center. The time had become an accessibility issue, and the change opened up new opportunities, with more people able to attend and more choosing to join, bringing gracious new gifts into this congregation.

In late August, the Rev. Margaret Barnes Peery officially joined our staff team on a voluntary basis as pastoral visitor. Margaret typically gives us several hours a week on a flexible schedule bringing a most welcome and needed ministry in close collaboration with the pastor. I continue to see pastoral visiting as a high priority, and as the church grows in number and in spirit, Margaret's professional excellence is an incalculable blessing to this church and to me.

Worship continues to be central to our identity. In late 2018, Margaret Neale concluded more than 11 years of faithful dedication as our weekly musician. In recognition of her tremendous service, Montreat Presbyterian Church proudly bestows upon Margaret the title of Musician Emerita. With new circumstances, new members and new opportunities, the session moved to create the permanent, half-time position of Director of Music. After a nationwide search, Vivian Hare was selected and has begun playing for services and organizing a standing choir.

It is a joy to come to work every day. That may mean the office, the field or the cyber world that allows for maximum efficiency, but in all circumstances our office administrator Patty Smith is a dependable colleague and a joy to work with.

What a privilege it is to be part of this congregation. Friends and neighbors from Asheville, Black Mountain, Fairview, Montreat, Swannanoa and across the country come together in body and in spirit to praise God, to be engaged in the world as followers of Jesus, and to delve deeply into holy mystery, guided by the Spirit. God is doing wonderful, powerful, encouraging things with our church, and I am excited to see all that is in store for us as we continue on this road together.

Keith Grogg

January 27, 2019

2019 Omnibus Motion

Holy Communion/Special Worship Services, 2019

January 6	First Sunday/Epiphany/Ordination & Installation (HC) (Approved in Jan. 2018)
February 3	First Sunday (HC)
March 3	First Sunday (Transfiguration) (HC)
March 6	7:00 P.M. MPC/BMPC Ash Wednesday service at BMPC (HC)
March 20	Wednesday Noon Lent Worship & Lunch (co-hosted w/MCC)
April 7	First Sunday (HC)
April 14	Palm Sunday
April 18	7:00 P.M. Maundy Thursday (HC)
April 19	12:00 P.M. Good Friday
April 21	Easter Sunday (HC)
April 30	(Tuesday) Presbytery Worship Service hosted by PWNC/MPC/MCC
May 5	First Sunday (HC)
May 19	Last worship service in UA before summer
May 26	Kirkin' o' the Tartan – Anderson Auditorium
June 2-Aug. 4	MRA/MPC Summer Worship Series – Anderson Auditorium
June 15-July 27	Saturday Morning Worship dates TBA (pending scheduling) – Swannanoa Room
August 11	MPC in Upper Anderson
September 1	Worship in Anderson Auditorium (annual)
September 8	Holy Communion – Moved to 2nd Sunday due to location (HC)
October 6	World Communion Sunday/First Sunday (HC)
October 27	Reformation Sunday/Stewardship Dedication Sunday
November 3	First Sunday (HC) – Daylight Saving Time
November 10	Worship in Anderson Auditorium? (FPC-Charlotte in UA?)
November 24	Christ the King Sunday
November 28	11:00 A.M. Thanksgiving Day service – Upper Anderson
December 1	Hanging of the Greens (Advent 1 – no communion)
December 8	Service of Hope and Remembrance (HC)
December 15	Service of Lessons & Carols
December 24	(Tuesday) 5:00 P.M. Christmas Eve Service (HC)
December 29	First Sunday after Christmas Day
Jan. 5, 2020	First Sunday/Ordination & Installation (HC)

Presbytery Delegates 2019

<u>date</u>	<u>host</u>	<u>Delegate</u>	<u>Alternate</u>
Sat., 1/26	FPC-Gastonia	Jane Alexander	Mary Jo Wright
Tues., 4/30	MCC/MPC	Everett Culpepper	Steve Hansel
Tues., 7/30	Brevard-Davidson River PC	Mary Jo Wright	Steve Hansel
Tues., 10/26	Grace Covenant-Asheville	Beth Fountain	Jane Alexander
Sat., 1/25/20	TBA	Mason Blake	Beth Fountain

Special Offerings, 2019

Jan. 6	Nickel-a-Meal	(Monthly; Presbytery offering)
Jan. 27	Nickel-a-Meal	(Monthly; Presbytery offering)
Feb. 3	Souper Bowl Offering	(to Swannanoa Valley Christian Ministry)
March 3	Nickel-a-Meal	(Monthly; Presbytery offering)
April 7	Nickel-a-Meal	(Monthly; Presbytery offering)
April 14	One Great Hour of Sharing	(Denominational Offering—Palm Sunday)
May 5	Nickel-a-Meal	(Monthly; Presbytery offering)
May 19	Pentecost Offering	(Denominational/ 40% Children & Friends)
Sept. 8	Nickel-a-Meal	(Monthly; Presbytery offering)
Sept. 29	Peace & Global Witness	(Denominational/ 25% to Helpmate)
Oct. 6	Nickel-a-Meal	(Monthly; Presbytery offering)
Nov. 3	Nickel-a-Meal	(Monthly; Presbytery offering)
Nov. 28 (Thurs.)	Thanksgiving Offering	(Synod: Barium Springs/Grandfather Home)
Dec. 8	Nickel-a-Meal	(Monthly; Presbytery offering)
Dec. 22	Christmas Joy Offering	(Denominational Offering)
Jan. 5, 2020	Nickel-a-Meal	(Monthly; Presbytery offering)

Stated Session Meeting Dates 2019

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

Room. Exceptions: April 23 (for Holy Week); May 28; no July stated meeting; Dec. 10 (for Christmas). **Dates:** Jan. 15; Feb. 19; March 19; April 23; May 28; June 18; Aug. 20; Sept. 17; Oct. 15; Nov. 19; Dec. 10 and Sunday, January 5, 2020, 11:30 A.M.-3:30 P.M. (Session Retreat)

Scheduled Pastoral Absences 2019

Jan. 8-11	(M-F) D.Min. Course – Columbia Seminary, Decatur, GA
Jan. 31-Feb. 2	(Th-Sat) Bloomington, IL
May 17-19	(Fri.-Sun.) Davidson College graduation
June 4-14	(Tuesday through the next Friday) Family vacation
July 9-20	(M-F/M-F) D.Min. work – Columbia Seminary, Decatur, GA

Other Dates for 2019 Calendar

Jan. 13 **Called Session Meeting after worship for reception of new members**

Jan. 20 E & M Committee hosts New/Prospective Members Brunch – Walkup (Feb. 10 snow date)

Jan. 27 Annual Congregational Meeting (after worship)

Feb. 3 **After Worship (11:30 A.M.): Committee Chairs & Session Liaisons Meeting**

Feb. 6 UA Covered Dish Dinner?

Feb. 9 (Saturday) MLK Breakfast, 9:00 A.M. Camp Dorothy Walls

May 8 Wed. evening: UA “Church Picnic”

August 14 Wed. evening: Covered Dish Dinner, UA (E&M committee)

Oct. 2 Wed. evening: Covered Dish Dinner, UA (Stewardship kickoff)

Oct. 13 Hunger Walk for SVCM

Oct. 27 Sunday evening: Catered Dinner, UA (Stewardship Celebration)

Nov. 20 Wed. evening: UA reserved

Dec. 11 Wednesday afternoon: Christmas singalong, Allen Building

Dec. 15 (Sunday) 5:30 P.M. Meet at Montreat Gate for Christmas Caroling

2019 Approved Budget

		Notes for 2019 asking Budget
Revenues		
004101 - Pledges	\$259,840	
004201 - Plate Offering	\$2,000	
004202 - Unpledged Contributions	\$20,000	
Total Revenues	\$281,840	
Expenses		
Mission & Outreach Committee		
Benevolences		Mission notes
005100 - Presbytery - Unified Benev. Budget	\$12,000	
005102 - Camp Grier	\$2,000	PWNC related camp
005107 - OFCB Bethesda Clinic	\$1,000	Medical Clinic in Bayonnais Haiti
005108 - International Misson Initiative	\$5,000	Cmte disperse as needed - international issues
005109 - Nkhoma Hospital E051772	\$2,000	PCUSA Mission
005116 - Friends of OFCB - Haiti	\$4,000	Haiti Mission - Bayonnais Haiti
005117 - Parker Mission - D507569	\$2,000	PCUSA Mission
005118 - Congregational Mission Volunteers	\$2,000	Church voulnteer reimb 80% up to \$600
005119 - Makari Mission D507586	\$2,000	PCUSA Mission
005120 - Montreat Conf Center	\$6,000	
005125 - Presbyterian Heritage Center	\$1,000	
005135 - Warren Wilson College-Intl student	\$4,000	Intl Student support
005150 - Swannanoa Valley Christian Ministry	\$4,000	
005151 - Bounty and Soul	\$2,000	Local Food related
005152 - SVCM Hope for Tommorow	\$1,000	
005161 - Special Focus Ministry	\$1,500	Cmte dispersed as needed
005162 - Hand in Hand of the SV	\$2,000	Local Food related / children thru Schools
005170 - Ministry of Hope - SCCW Chaplincy	\$4,000	Prison Chaplain support
005171 - Black Mountain Counseling	\$3,000	Non-profit Counseling
005172- Resources Resilience	\$2,000	Trauma Healing Counseling
005180 - Discretionary Fund	\$1,500	Cmte disperse as needed
005190 - Children and Friends	\$4,000	Non-profit Child care
Total Benevolences		
Total Mission & Outreach Committee	\$68,000	
Administration		
ACS		
005003 - ACS On-Demand Service (Software)	\$1,320	
505000 - ACS Supplies	\$300	
505010 - ACS Training	\$200	
Total ACS	\$1,820	
Supplies		
505100 - General Office Supplies	\$500	
Total Supplies	\$500	
General Administrative Expense		
505200 - Insurance	\$1,770	includes workmans comp. added
505310 - Memberships	\$270	
505328 - P.O. Box Rental	\$110	
505330 - Postage	\$200	General Admin notes
505351 - Printing Copy Machine	\$1,200	Phone line item in Property
505352 - Copy Paper	\$600	
505353 - Ink - local Printers	\$300	
505360 - Publicity	\$270	Blk Mtn news+MLK
505370 - Service Charges	\$30	
505380 - Session Expense	\$540	
505381 - Session Directed Gifts	\$700	
505390 - Stationery	\$150	
505450 - Gen. Administrative Miscellaneous	\$50	
Total General Administrative Expense	\$6,190	
Human Resources		
505512 - HR Miscellaneous	\$100	HR notes
505600 - Hiring expense	\$50	
505602 - Pastoral Visitor	\$1,000	Volunteer - travel reimbursement
505605 - Administrative Assistant	\$21,400	Patty - 3.1% increase
505606 - Admin Prof. Dev. Reimbursement	\$400	
505660 - Pastor Salary	\$68,492	Pastor - 0.5% increase in cash salary

505661 - Pastor Discretionary Reimbursement	\$1,200	
505662 - Pastor BOP Benefits	\$23,542	BOP Dues 37%
505663 - Pastor Travel reimbursement	\$4,200	
505664 - Pastor Prof. Dev. Reimbursement	\$6,800	
505800 - Director of Music	\$25,000	
505801 - Director of Music Pension	\$2,750	BOP Dues 11%
505802 - Director of Music FICA/MED	\$1,913	
560025 - Nursery Staff	\$2,700	Child care - same as 2018
Total Human Resources	\$159,547	
Stewardship/Finance		
505710 - Stewardship Materials	\$180	
505720 - Stewardship Dinner	\$800	
505730 - Treasurer Miscellaneous	\$300	
Total Stewardship/Finance	\$1,280	
Total Administration	\$169,337	
Worship Committee		Worship notes
510010 - Flowers and Ferns	\$200	
510002 - Professional Dev. PAM	\$100	related to new Director of Music
510003 - Professional Dev. W&M	\$400	related to new Director of Music
510001 - Music License	\$200	related to new Director of Music
510020 - Music Library	\$500	related to new Director of Music
510025 - Honoraria	\$1,425	honoraria 100 to 150
510040 - Worship Supplies	\$400	
510080 - Guest Musicians	\$400	
Total Worship Committee	\$3,625	
Congregational Care/Fellowship		
550000 - Beverages	\$50	
550060 - Paper Goods	\$200	
550080 - Special Events	\$400	
550090 - Sunday Fellowship	\$100	
550100 - Cong. Care Miscellaneous	\$100	
Total Congregational Care/Fellowship	\$850	
Christian Education Committee		
560012 - Adult Ministry Materials	\$100	
560012 - Adult Ministry Mileage/meals	\$100	
560014 - Adult Ministry PHC	\$50	
560015 - Adult Ministry Circle	\$150	
560016 - Adult Ministry College	\$120	
560017 - Adult Ministry Honoraria	\$2,000	
560021 - Children, Nursery	\$100	
560022 - Children, Table	\$50	
560023 - Children, VBS	\$200	
005200 - Earth Care Ministry	\$500	
Total Christian Education Committee	\$3,370	
Communications Committee		
560500 - Communications Committee	\$100	
560511 - E-mail Marketing	\$200	
560520 - Marketing Development	\$100	
560800 - WEB Site Maintenance	\$550	
Total Communications Committee	\$950	

Property Committee		Property notes
580001 - Gift to MCC appreciation of service	\$6,000	Contribution to Conf. Center for services provided but not billed (UA use, set-ups)
580060 - Office/Mtg Allen Lease	\$12,000	
580110 - Piano Tuning (2 x per year)	\$200	
580310 - Computer & software	\$1,800	
580320 - Office & Pastor Telephone	\$2,050	Phone / internet provider
580900 - Miscellaneous - Property	\$1,500	
Total Property Committee	\$23,550	
 Evangelism/Membership Committe		
505160 - Church Directory	\$100	
570000 - Evangelism & Membership Committee	\$100	
570510 - Membership Dinners	\$200	
570520 - Books for New Members	\$100	
570530 - Name Boards, Badges & Sign-in Pads	\$100	
Total Evangelism/Membership Committe	\$600	
 Total Expenses	\$272,602	
 Net Total	\$9,238	

Christian Education 2018 ANNUAL REPORT

Committee: Mark Achtemeier, Martha Campbell, Hal Demarest, Priscila Durkin, Vivian Hare, Grace Nichols, Sally Woodard, Keith Grogg, Jane Alexander

Purpose: Nurture, teach, grow all ages for discipleship, to “equip the saints for ministry, for building up the body of Christ.” Ephesians 4:12

Adult CE – Montreat Wednesdays

January 2018

24 Jeannie Debose – “Spirituality of Aging”

31 Ina Hughes - “and where are you from?”

February Lent Series: Gospel of John

7 Jack Sadler – John 12:1-11

14 (Ash Wednesday Service)

21 Priscilla Durkin – John 12:20-36

28 Amy and Mason Blake - John 13:21-32

March

7 Martha Jane Petersen – John 15:1-17

14 Lent Worship Service and Lunch

21 Keith Grogg, “An Easter Breviary”

27 (Repeat “snow day” presentation on Breviary)

April

4 Frank Dimmock, African Mission Specialist for the Outreach Foundation

April 18 – May 9 Cam Murchison presents a Biblical and theological exploration of our place in and care for God’s creation.

September 5, 12, 19, 26

Dick Ray, Allen Smith, Mary Brueggemann and Cathie and Frank Dodson lead presentations and discussions through a study of Luke. The study continued during Thursday morning Bible study.

October

10 Jeannie DuBose with Keith Grogg, “Deep Listening”

Five topics on the theme of incarceration, seen through the lens of Christian faith and discipleship

- 17 Carol Dalton & Priscilla Durkin - Swannanoa Correctional Center for Women
- 24 Marisol Jimenez – Immigrant Incarceration
- 31 Ron Vinson – Montreat in WWII

November

- 7 Richard White – The Andrew Brunson Case
- 14 Jane Alexander – Book Talk: Just Mercy

Nov. 28, Dec. 28

Mark Achtemeier – Advent series

Thursday Morning Bible Study

Studies of Luke and John

Women's Circle

Horizon's Bible Study: Cloud of Witnesses and God's Promise

Jane Alexander – Coordinator

Robyn Josephs – Communicator

Sally Woodard and Corise Gambrell – Teacher Coordinators

Teachers – Circle Members

Projects and Activities:

- Guatemala Microloan Project
- Children and Friends
- Adopt a family at Christmas started by Jane Hansell
- Christmas Crafts for SVCM Hope for Tomorrow organized by Cathie Dodson
- Spring luncheon at Jane Anderson's home

College, Seminary, and Young Adults

Martha Campbell, coordinator, sent care packages to college students for Valentine's Day.

Children's Ministry

Nursery – Grace Nichols, Coordinator Nursery is provided for Infants – Kindergarten with 2 paid, trained, experienced nursery workers. Open Sunday mornings from 8:45–10:15 in the Updike Building.

Children's Table at Worship –Dora Hinkle, Coordinator

Age appropriate books and activities are provided for children to use during worship as they are encouraged to join the congregation in singing and worshipping.

Earth Care Subcommittee: Hal Demarest

Earth Care became a subcommittee of Christian Education in the Spring (having previously been under Mission). Hal is in the process of organizing activities to inform and assist our congregation in understanding our role in protecting the environment.

Earth Care Report 2018 ANNUAL REPORT

The Earth Care Committee sponsored a series of three, well received environmental concerns presentations on Wednesday nights for the congregation and guests last spring.

We also supported the Montreat community Landcare Committee's Environmental Awards and concerns Luncheon and the Native Plant Sale.

In addition, we ran a series of environmental and recycling notes in the weekly newsletter.

Congregational Care & Fellowship 2018 ANNUAL REPORT

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, Trish Edington and Phyllis Sadler.

Session Liaison: Linda Hobson

ACTIVITIES:

- Served Coffee and refreshments each Sunday after the church service.
- Supplied and served beverages for monthly dinners.
- Held reception after Memorial Service for Charlotte Chesnutt.
- Helped Membership/Evangelism Committee hold a crock-pot/cornbread supper.
- Held a reception for David Smith after his ordination.
- Provided punch for Virginia White's Memorial Service held at Black Mountain Presbyterian Church.
- Arranged meals for Betsy and Gordon Neville following their health problems.
- *Provided meals to Marilyn Rowland after her husband's death.
- Prepared a luncheon on March 14th with 12 different soups. The weather didn't cooperate! Some soups were frozen for later use, and others were given to local Christian Ministries.
- Held reception after Memorial Service for Jane Hansel at Swannanoa Presbyterian Church.
- Held a covered dish supper with program provided by Cheryl Wilson, the new Director of Swannanoa Valley Christian Ministries.
- Meals delivered to Betsy and Gordon Neville. This continued every other day for three weeks. The Inn offered to help us with this and we could buy meals for \$3.00 each as long as the dining room was open.
- Held a reception after Memorial Service for Sally Pack Thomas.
- Held a covered dish supper at the beginning of the 2019 Stewardship Season.
- Held a reception following the funeral service for Jo Gallagher.
- Served a Bar-B-Q dinner catered by O-Ky-Dokie Bar-B-Q for wrap up of Stewardship Season.
- Meals were provided to Marylyn and Olson Huff three times a week for one month following her illness.
- On Dec 16th, we provided punch and cookies after the morning church service.

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 2019. If an event cannot be adequately arranged, then an in-house meeting will be held!

Respectfully submitted,

Susanne McCaskill, Chair
January 19, 2019

Evangelism & Membership 2018 ANNUAL REPORT

Members: Judy Shuford (Chair), Martha Campbell, Bob Shaw, Jean Skidmore, Steve Sewell, Genie Sullivan, Amanda Demarest, Joan & Jey Deifell, Lucile Jackson, susan Holcomb, Carol Eckard, and Mary Jo Wright (Session Liaison)

Continuing Activities and Responsibilities

Provide and schedule greeters for worship to welcome visitors and to engage members in conversation.

Move the name tag boards on to chairs for the service.

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.

Purchase name tags, holders, boards, fellowship pads as needed.

Sponsor programs for a fellowship dinner as needed.

Plan and implement a brunch or dinner 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

Arrange for there to be a cloth bag monogrammed with the church's name for new members that includes information about our church, including 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 or who may need to hear about Jesus Christ.

The committee will consider ways to increase the visibility of MPC in Montreat and Black Mountain.

The directory will be updated periodically and handled by the E & M Committee. Updates to the directory will be distributed regularly.

Transportation for members will be discussed as needed.

The committee works with other committees and within the community in outreach, such as the annual Montreat College Church Fair.

2018 Activities:

January Soup Supper with an emphasis on inviting new people.

Revision of the fellowship pads.

Planning and implementation of a fellowship dinner in August to welcome people back to worship in Upper Anderson. People were seated by birth months which allowed them to meet each other more easily. A member of the E&M Committee was seated at each table. There were guessing games to make the evening fun. Grace Nichols and Dora Hinkle helped with the activities and decorations. There was record attendance at this event since an effort was made to make contacts in the community.

E&M actively supported the change of time for worship which involved making calls to let people know.

Several E & M members attended the Montreat College Church Outreach Day. Cookies were provided in fellowship with students and others attending the special activities.

Discussion held on all making certain that visitors can find a seat easily when they walk in on Sunday morning, with members being willing to give up their seats, if needed. Reserved signs on the back rows until worship starts is helpful in having seats available for latecomers or visitors.

Brunch held in November at the Anderson's home for new members and visitors. Very well attended.

Christmas caroling at Highland Farms was very successful.

Judy Shuford, Chair

Human Resources 2018 ANNUAL REPORT

Members: Lynn Gilliland, Linda Hobson, Mary Jo Wright, Chair, Keith Grogg (ex-officio).

- The committee meets as needed to evaluate the performance of staff members, to recommend to Session compensation for staff, to provide support for our staff and to handle other matters.
- Keith Grogg reported to the committee that Patty Smith is doing an outstanding job in handling the duties of Administrative Assistant. She continues to develop skills to enhance her job performance.
- During the fall the committee met several times to review the compensation for staff. Patty Smith received an hourly wage increase. Rev. Keith Grogg received a \$500 increase. At his request, it has been designated to specific line items of Terms of Call for 2019. The Session approved staff compensations for 2019 at the December meeting. The congregation will vote on Terms of Call for Rev. Grogg at the congregational meeting on January 27, 2019.
- At the direction of the Session, the committee formed a Search Task Force to interview and make recommendations to the Session for the new position of Director of Music. Robbin Tutterow joined the task force as a member at large. The position was advertised through Presbyterian Association of Musicians (PAM) and American Organ Guild (AGO). A job description was developed, resumes received, and candidates were ranked accordingly for interviews, a candidate recommended to the Session. It was a great delight for this committee when the Session approved Vivian Hare as our Director of Music, starting January 1, 2019. We are blessed to have Vivian on our church staff.
- We welcome Margaret Perry as our Volunteer Pastoral Visitor.
- Linda supports our pastor and administrator with gifts and cards on special occasions, and as Clerk of Session also meets regularly with Keith.
- Our Committee approved Christmas bonuses for our staff and gifts for MRA support staff.

As Human Resources Chair, I am grateful to the members of the committee and Gill Campbell for their dedication in support of staff, professionalism, expertise in finances, and pastoral concerns for staff.

Respectfully submitted,

Mary Jo Wright

Mission & Outreach 2018 ANNUAL REPORT

Committee members: Anne DuPre Rogers, Beth Fountain, Judy Shillinglaw, Linda Hobson, Eric Nichols, Olson Huff, Clara Hare, Nancy Midget, Jan McRae and John Hinkle

2018 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 congregation 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.

In 2018 26% of our budget went to support our mission and outreach programs. Not included in the budgeted amount were our monthly $\frac{1}{5}$ cents a Meal Offering which raised \$3,041 and five special offerings approved by the Session and taken up throughout the church year totaled \$2,896 from which we received a percentage towards our local mission projects. This year's Christmas alternative gift cards raised an additional \$1,715 for mission projects. This past year we continued to experience devastating disasters with two major hurricanes in the east and catastrophic fires in the west. We responded financially to these disasters through the Presbyterian Disaster Assistance Agency. In total over \$5,300 from budgeted and contributions went to assist in disaster relief. In October the Mission Committee recommended to the Session that a one-time gift of \$50,000 be given to the Building Fund of Children and Friends for the purpose of helping with the construction of a new child development center. This recommendation was approved.

Our focus on the needs within our community and valley remain at the forefront of our giving and volunteering. This past year we were involved with the SVCM and the annual Walk for Hunger, the Emergency Shelter meal program, Children and Friends, Room in the Inn, MLK Scholarship Fund, Chaplaincy Ministry, Black Mountain Pastoral Care, Hands in Hands, Camp Greer, Bounty and Soul, Black Mountain Counseling and through Presbytery we are also giving to the Unified Benevolent Budget. With the completion of the Hope for Tomorrow apartments the women of the church and others helped to fully furnish the apartment our church helped finance. We are also committed to support those institutions within our area which include the Montreat Conference Center, Presbyterian Heritage Center and financial aid to international students at Warren Wilson College.

Our commitment to the OFCB ministry in Bayannais, Haiti and other international ministries are at the heart of our mission focus. Along with designated Mission seed monies and with the support of some Rotary Clubs in WNC and others over \$47,000 was raised to purchase 1,500 solar lights for students in the Bayannais school. Our outreach ministry also included the Nkhoma Hospital in Malawi, co-mission partners Elmarie and Scott Parker in Iran & Lebanon and Victor and Sara Makari in Palestine, the Outreach Foundation -Africa Mission and the Bethesda Clinic in Bayannais offering prenatal care to new mothers.

This past year our church contributed over \$130,000 to mission related projects as we reached out to serve our brothers and sisters both here and around the world.

Property 2018 ANNUAL REPORT

The property committee has the major responsibility of paying the lease on the Allen Building which we use as office and meeting space. We also provide a courtesy stipend to Montreat Conference Center for set up and preparation for worship and other events in Upper Anderson.

Other minor purchases of equipment for the Church or Church office may be approved here. Since this committee has such a huge portion of its responsibility resting on payment and maintenance of the agreements with MCC it has been combined into the Finance and Property Stewardship Committee for the budget year 2019.

Stewardship & Finance 2018 ANNUAL REPORT

The Finance Committee has had a very good year thanks to our Church Family.

A very successful Stewardship Season was led by our Stewardship Team of Nancy Midgette, Janie Moore, Priscilla Durkin, and Amy and Mason Blake. The success of the Stewardship Campaign made it possible to fund the position of Director of Music as well as provide a gift to Resources for Resilience.

At the request of the Mission Committee, the Finance Committee was able to authorize a \$50,000 gift to Children & Friends.

The Finance Committee was able to oversee the budget and finances of the church for this fiscal year.

The efforts of the Finance Committee were only successful due to the hard work or our church treasurer Gill Campbell.

Everett Culpepper

Worship & Music 2018 ANNUAL REPORT

Pastor: Keith Grogg; Chair: Betsy Kirschner; Musician: Margaret Neale

Members: Linda Hobson, Betsy Kirschner, Margaret Neale, Mary Jo Wright

- Worship was the responsibility of our pastor, Rev. Keith Grogg. Rev. Grogg planned all worship services and worked with Patty Smith to prepare service bulletins.
- Worship services were held primarily in Upper Anderson. This summer, we continued Summer Saturdays, a weekly worship service and fellowship event held in the Swannanoa Room of the Allen Building between MRA Conference weeks.
- In a vote from the Session, it was decided that when MPC returned to normal service in August, our Service would be held starting at 10:00 am.
- The Worship Committee coordinated ushers, liturgists, worship set up, and special flowers for Easter and Advent.
- Communion was celebrated generally on the first Sunday of each month, as well as some special services.
- Music was also the responsibility of the pastor in collaboration with church musician Margaret Neale. The personnel committee recommended adding a Music Director to the Staff, and the personnel committee was responsible for hiring. It brings us great joy that Vivian Hare-Grogg was hired to be MPC's Director of Music, starting January 2019.

Betsy Kirschner