



MONTREAT PRESBYTERIAN CHURCH

2024 ANNUAL REPORT

OUR VISION

LED BY THE HOLY SPIRIT

WE PROCLAIM THE WORD OF GOD

THROUGH OUR MINISTRY AND MISSION

Session Elders

Class of 2025

Ellen Henschen

Lisa Rome

Class of 2026

John Casper

George Sawyer

Class of 2027

Ginny Soll

Anne Stone

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PASTOR'S REPORT

In a tumultuous 2024, we continued to witness unmistakable signs of the Spirit at work.

Our phenomenal session, officers, committee chairs, volunteers and in-person and online congregants have brought so many gifts to the mission of sharing God's love with the world and celebrating God together. Through the catastrophic destruction of Hurricane Helene and in the weeks and months since, not to mention as divisive and disconcerting a national election campaign season as we have seen in the postmodern era, MPC as a church family has continued to worship richly, give faithfully, and love our community and God's world compassionately, choosing to follow Jesus wherever he leads.

On a personal note, I was absolutely floored by the love and generosity shown at an April celebration of the tenth anniversary of the beginning of this pastorate, which itself is already such an extravagant blessing to me. And, by the generous and unwavering support of this congregation, I finally concluded my D.Min. work in Christian Spirituality at Columbia Theological Seminary and graduated effective December 31, 2024. The attainment of the degree itself was never the motivation, but having crossed the finish line, looking back and looking ahead, it is easy for me to see that it belongs to this amazing congregation at least as much as it belongs to me.

I remain grateful to work with my wonderful and effective staff colleagues; to be part of a collegial environment with other local entities, especially our special relationship with the Montreat Conference Center; and to be part of what God is doing with all of us together here at Montreat Presbyterian Church!

Keith Grogg, January, 2025

Montreat Presbyterian Church Session 2025 Omnibus Motion

approved by Session 01-05-2025

Holy Communion/Special Worship Services, 2025

unless otherwise noted - all services are held at 10:00 A.M. in Upper Anderson

(HC) = Holy Communion

Sunday, January 5, 2025	This Sunday only 11:00 A.M.; First Sunday (HC) Ordination/Installation
Sunday, February 2, 2025	First Sunday (HC)
Sunday, March 2, 2025	First Sunday (HC)
Wednesday, March 5, 2025	6:30 P.M. Ash Wednesday service w/ BMPC at MPC - Upper Anderson
Sunday, April 6, 2025	First Sunday (HC)
Sunday, April 13, 2025	Palm Sunday
Thursday, April 17, 2025	7:00 P.M. Maundy Thursday in Upper Anderson - (HC)
Friday, April 18, 2025	12:00 P.M. Good Friday Service for Community – Upper Anderson
Sunday, April 20, 2025	Easter Sunday (HC)
Tuesday, April 29, 2025	Presbytery WNC Worship Service hosted by PWNC/MPC/MRA (HC)
Sunday, May 4, 2025	First Sunday (HC)
Sunday, May 18, 2025	Last UA service before Summer Worship Series
Sunday, May 25, 2025	Kirkin' o' the Tartan – Anderson Auditorium
June 1 - August 3, 2025	MRA/MPC Summer Worship Series (ten Sundays)
Sunday, August 10, 2025	THIS SUNDAY ONLY AT 11:00 A.M. - MPC worship resumes in UA
Sunday, August 31, 2025	Anderson Auditorium at 10:00 A.M.
Sunday, September 7, 2025	First Sunday (HC)
Sunday, October 5, 2025	World Communion Sunday/First Sunday (HC)
Sunday, October 26, 2025	Reformation Sunday/Stewardship Dedication
Sunday, November 2, 2025	First Sunday (HC)
Thursday, November 27, 2025	11:00 A.M. Thanksgiving Day service – Upper Anderson
Sunday, November 30, 2025	1 st Sunday of Advent – Hanging of the Greens
Sunday, December 7, 2025	2 nd Sunday of Advent - Hope & Remembrance - First Sunday (HC)
Sunday, December 14, 2025	3 rd Sunday of Advent - Service of Lessons & Carols
Sunday, December 21, 2025	4 th Sunday of Advent - Service of the O Antiphons
Wednesday, December 24, 2025	5:30 P.M. Christmas Eve Candlelight Service (HC)
Sunday, January 4, 2026	First Sunday/Ordination & Installation (HC)

ALSO:

Online midweek pastoral prayer services (no communion), as and when appropriate and feasible
Taizé services January 22; April 2; Aug. 27; Dec. 3

Stated Session Meeting Dates 2025

Stated session meetings ordinarily take place the third Tuesday at 4:00 P.M. in the Swannanoa Room.

Exception: no July stated meeting

Jan. 21; Feb. 18; March 18; April 15; May 20; June 17; Aug. 19; Sept. 16; Oct. 21; Nov. 18; Dec. 2
and Sunday, January 4, 2026, 11:40 A.M.-3:00 P.M. (Session Retreat)

updated 01-06-2025

Montreat Presbyterian Church Session 2025 Omnibus Motion

approved by Session 01-05-2025

Presbytery Delegates 2025

DATE	Host or Format	Delegate	Alternate
Saturday, January 25, 2025	Brevard-Davidson River PC	John Casper	Anne Stone
Tuesday, April 29, 2025	Montreat Conference Center	Ellen Henschen	Ginny Soll
Saturday, July 26, 2025	Virtual	George Sawyer	Ginny Soll
Tuesday, October 28, 2025	Rutherfordton Pres. Ch.	Lisa Rome	Ginny Soll
Saturday, January 31, 2026	Virtual	Anne Stone	Delegate 2:

Special Offerings, 2025

Sunday, January 5, 2025 Daily Change	
Sunday, February 2, 2025 Daily Change	
Sunday, February 9, 2025 Souper Bowl Offering	SVCM (for local food ministries)
Sunday, March 2, 2025 Daily Change	
Sunday, April 6, 2025 Daily Change	
Sunday, April 20, 2025 One Great Hour of Sharing	(Easter Sunday) Denominational: PDA
Sunday, May 4, 2025 Daily Change	
Sunday, May 18, 2025 Pentecost Offering	Denominational/40% Collins Center (for at-risk children, youth/young adult ministries)
Sunday, September 7, 2025 Daily Change	
Sunday, September 28, 2025 Peace & Global Witness	Denominational/ 25% to Helpmate (for peacemaking programs and initiatives)
Sunday, October 5, 2025 Daily Change	
Sunday, November 2, 2025 Daily Change	
Thursday, November 27, 2025 Thanksgiving Offering	SVC
Sunday, December 7, 2025 Daily Change	
Sunday, December 21, 2025 Christmas Joy Offering	Denominational: minority colleges; retired church professionals
Sunday, January 4, 2026 Daily Change	
ALSO: Alternative Gifts opportunities at Christmastime	

Wednesday Evening Church Dinners 2025

Jan. 15; Feb. 26; April 9 or 23; May 14; Aug. 13 (E&M);
Oct.1 (Stewardship kickoff); Oct. 29 (Stewardship Celebration)

Other Dates for 2025 Calendar (SOME PENDING CONFIRMATION)

Sunday, January 26, 2025 Annual Congregational Meeting (Last Sunday in Jan. per MAO)
 Tuesday, April 29, 2025 Presbytery meeting hosted by MRA/MPC
 Sunday, October 12, 2025 SVCM Walk for Your Neighbor
 Wednesday, December 10, 2025 Cookies & Carols, Assembly Inn Lobby or Upper Anderson

updated 01-06-25

FINANCIAL STATEMENT - Budget for 2025 -Session 12.17.24	2025 BUDGET
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Cash Accounts

004101 - Pledges in Hand	\$393,980
Pledges expected	\$14,020
004201 - Plate Offering	\$5,000
004202 - Unpledged Contributions	\$4,000
004207 - Interest from Money Market	\$2,000
004210 - Endowment Distributions	\$6,600
299999 - 2023 Excess Funds Designated for Mission	\$0

Total Cash Income	\$425,600
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Expenses

General Administrative Expense

005003 - ACS On- Demand Service (Software)	\$1,740
505100 - General Office Supplies	\$1,500
505328 - P.O. Box Rental	\$250
505330 - Postage	\$500
505351 - Printing Copy Machine	\$3,000
505352 - Copy Paper	\$700
505353 - Ink / toner- local Printers	\$200
505380 - Session Expense	\$250
505390 - Stationery	\$500
505450 - Gen. Administrative Miscellaneous	\$200
560800 - WEB Site Maintenance	\$1,200
560500 - Communications-C.Contact	\$285
580320 - Internet and Telephone	\$3,840

Total General Administrative Expense	\$14,165
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Personnel Committee

505602 - Pastoral Visitor	\$10,560
505604 - Pastoral Visitor Expense Reimb..	\$3,780
505605 - Administrative Assistant (Gross)	\$29,640
505608 - Admin -FICA/Med church match	\$2,267
505660 - Pastor Salary + Housing	\$92,500
505661 - Pastor Discretionary Reimbursement	\$600

MONTREAT PRESBYTERIAN CHURCH
Budget for 2024

FINANCIAL STATEMENT - Budget for 2025 -Session 12.17.24	2025 BUDGET
505662 - Pastor BOP Benefits	\$39,775
505663 - Pastor Travel reimbursement	\$3,600
505664 - Pastor Prof. Dev. Reimbursement	\$5,400
505800 - Director of Music (Gross)	\$35,500
505801 - Director of Music BOP Benefits	\$3,373
505804 - Dir. of Music FICA/Med church match	\$2,716
505900 - Payroll Services Expense (was Bookkeeper)	\$1,500
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560018 - CE - IT support	
Total Personnel Committee	\$231,211
Property/ Finance Committee	
505200 - Insurance	\$3,600
505720 - Stewardship Dinner	\$1,000
505730 - Treasurer-Expense and Adjustments	\$500
505731 - Vanco Processing cost	\$1,400
580001 - Gift to MCC appreciation of service	\$6,000
580060 - Office/Mtg Allen Lease	\$16,200
580310 - Computer/Software/ Support	\$750
580900 - Miscellaneous - Property - Inc. Cleaning	\$2,400
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Total Finance Committee	\$31,850
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Total Administration	\$277,226
Congregational Care Committee	
550100 - Cong. Care Miscellaneous	\$100
550101 - Card Ministry	\$200
550103 - Meals	\$300
550114 - Designated from A.K. Smith Endow	\$400
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Total Congregational Care Committee	\$1,000
Worship Committee	
510001 - Music Copying License	\$1,000
510002 - Prof. Dev. - PAM	\$100
510003 - Prof. Dev - for Worship/Music	\$400

MONTREAT PRESBYTERIAN CHURCH
Budget for 2024

FINANCIAL STATEMENT - Budget for 2025 -Session 12.17.24	2025 BUDGET
510010 - Flowers and Ferns	\$200
510011 - Choir Retreats	\$100
510020 - Music Library	\$2,000
510025 - Guest Preachers	\$1,250
510030 - Online Worship Support	\$750
510040 - Worship Supplies	\$500
510080 - Choir & Guest Musicians	\$500
Total Worship Committee	\$6,800
Fellowship Committee	
550000 - Beverages	\$390
550060 - Paper Goods	\$235
550080 - Special Events	\$960
550090 - Sunday Fellowship	\$360
Total Fellowship Committee	\$1,945
Christian Education Committee	
005200 - Earth Care Ministry	\$500
560012 - Adult Ministry Materials	\$50
560013 - Adult Ministry Mileage/Meals	\$100
560015 - Adult Ministry Circle	\$150
560016 - Adult Ministry College	\$100
560017 - Adult Ministry Honoraria	\$1,320
560019 - Adult Ministry Production	\$100
560021 - Children and Nursery	\$100
560023 - Children's Materials & Worship	\$100
560027 - Adult Training -working ch. & youth	\$100
560028 - Adult Background Checks	\$200
Total Christian Education Committee	\$2,820
Evangelism/Membership Committee	
505160 - Church Directory	\$500
505161 - Online Directory	\$100
570000 - Evangelism & Membership Committee	\$100
570510 - Membership Dinners	\$300

MONTREAT PRESBYTERIAN CHURCH
Budget for 2024

FINANCIAL STATEMENT - Budget for 2025 -Session 12.17.24	2025 BUDGET
570530 - Name Boards, Badges & Sign-in Pads	\$400
Total Evangelism/Membership Committee	\$1,400
 Mission & Outreach Committee	
005100 - Presbytery - Unified Benev. Budget	\$18,300
005102 - Camp Grier	\$6,900
005103 - Presbyterian Disaster Assistance	\$6,900
005107 - FEH - Bethesda Clinic	\$6,900
005109 - Nkhoma Hospital Malawi E051772	\$6,900
005116 - Friends Empowering Haiti	\$6,900
005120 - Montreat Conf Center	\$10,500
005125 - Presbyterian Heritage Center	\$5,700
005135 - Warren Wilson College-Intl student	\$5,100
005150 - Swannanoa Valley Christian Ministry	\$6,900
005151 - Bounty and Soul	\$6,900
005153 - Homeless/Resettlement	\$8,250
005161 - Special Focus Ministry	\$6,250
005162 - Hand in Hand of the SV	\$5,100
005170 - Ministry of Hope - SCCW Chaplaincy	\$5,100
005171 - Black Mountain Counseling	\$6,900
005172 - Resources Resilience	\$5,100
005173 - Memory Care	\$5,400
005174 - Montana de Luz	\$6,900
005175 - Jose LaMont Jones Mission	\$6,900
005176 - Doug Dicks Mission	\$6,900
005190 - Collins Early Education Center	\$6,900
Total Mission & Outreach-regular budget	\$157,600
 Total Expenses	 \$448,791
 NET TOTAL (Cash Income - Expenses)	 (\$23,191)

Respectfully submitted, Lynn Gilliland, Treasurer

CHRISTIAN EDUCATION COMMITTEE

Chair: Peggy Williamson

Members: Mason Blake, Karen Brown, Hal Demarest, Corise Gambrell, Mari Gramling, Keith Grogg, Vivian Hare, Gary Henschen, Sheri Pender, Julie Simpson, Sharon Welker and Sally Woodard

Session Liaison: Grace Nichols

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

Montreat Wednesdays: In coordination with the MRA, Montreat Wednesday programs continued to be held in the Walkup Building, which has been a very accessible location. Hurricane Helene cancelled some fall 2024 Montreat Wednesday programs which are being rescheduled for spring 2025. Attendance has been excellent with a very positive continued response to starting them at an earlier hour. A fellowship component for the programs continued through the generosity of Julie and jDub Simpson, who provided coffee as a gift each week, and the efforts of Grace Nichols and the Fellowship Committee, who brought sweets for each program.

Spring 2024 Montreat Wednesday Programs

Jan. 31, 2024 - Honoring Black and Indigenous Music in our *Glory to God* Hymnal. *Presented by Vivian Hare*

Feb. 7, 2024 - Nicene Creed II: The Continuing Story.
Presented by Mark Achtemeier

Feb. 21, 2024 - The Dilemmas of Dementia—A Discussion, Part 1.
Presented by Mary Donnelly

Feb. 28, 2024 - The Dilemmas of Dementia—A Discussion, Part 2.
Presented by Mary Donnelly

Mar. 6, 2024 - Dementia in Our Community—How Can You Help?
Presented by Mary Donnelly

Mar. 20, 2024 - The Theology of Mr. Rogers. *Presented by Wanda Neely*
Apr. 3, 2024 - Status of Conservation Areas Near Montreat, *Presented by Hanni Muerdter, Southern Appalachian Conservancy*
Apr. 10, 2024 - Presbyterian Heritage Center. *Presented by Anne Chesky, Director*
Apr. 17, 2024 - Know your 3 B's: Bears, Behavior, and Biology. *Presented by Ashley Hobbs, NC Wildlife Commission (in collaboration with the Town of Montreat)*

Fall 2024 Montreat Wednesday Programs:

Sept. 11, 2024 - Mission to Honduras
Presented by Skeet Ayscue and Honduras Mission Team
Sept. 18, 2024 - Housing Insecurity in the Swannanoa Valley
Presented by Kevin Bates, SVCM Director
Oct. 9, 16, 23; Nov. 13, 20: Cancelled by Hurricane Helene as Walkup Building was not available

Women's Circle: Sally Woodard and Corise Gambrell are co-moderators for the Women's Circle. The group meets monthly from September to May and traditionally uses the Presbyterian Women's Horizon Bible Study. Circle members volunteer to teach each of the nine lessons in the study. The Walkup Building is a convenient venue for those members with mobility challenges. The Circle has enjoyed assisting the Mission Committee with Hope for Tomorrow activities such as Trick or Treat and a Christmas party. In 2024, those activities were cancelled due to Hurricane Helene and the changes in families living at Hope for Tomorrow. Circle members also help prepare Valentine's boxes for college students whose parents are members of MPC, and, in December, they provide cash gifts to each person on staff at the Donald S. Collins Early Learning Center.

Women in the Bible: Classes have been discontinued this year.

Earth Care: Subcommittee chairman Hal Demarest continued to participate in the WNC Presbytery Earth Care Committee.

College, Seminary, and Young Adults: Coordinators Corise Gambrell, Sally Woodard and members of Women's Circle sent Valentine care packages to college students whose parents are affiliated with MPC.

Children's Nursery: The pop-up nursery continues to be offered every Sunday but has had very limited usage. Weekly Bible study on Sunday before worship is offered for one pre-teenager. Volunteers certified for the pop-up nursery and for Bible study now volunteer to be on call for both programs on the same Sunday according to a pre-determined schedule. This plan has been a good example of economy of effort.

CE Committee Leadership for 2025: Corise Gambrell will serve as CE Chair starting in 2025. Peggy Williamson will continue to be a committee member once Corise takes over the chairmanship.

Respectfully submitted,
Peggy Williamson, Chair
2024 Christian Education

CONGREGATIONAL CARE COMMITTEE

Chair: Anne Stone

Members: Anne Stone, Beth Casper, Joan Diefell, Kat Achtemeier, Sheri Pender, Peggy Williamson.

Session Liaison: John Casper

Food Preparations Subcommittee: Ginny Soll, Peggy Ann Frank, Beth Fountain, Corise Gambrell, Amy Blake, Jean Norris, Wanda Neely, Martha Campbell, Joan Diefell, Elizabeth McNair Ayscue, Jamie Bibee Lloyd, Sally Woodard, Christina Tutterow, Linda Hobson, Ellen Dean, Betty Douglas, Mark Achtemeier, Nancy Midgette, Eve Carter, Bob Peel, Lynn Gilliland, Joe and Mary Standaert, Ellen Henschen, Hal and Amanda Demarest, Anne Rogers, Sharon Welker

Carpenters Subcommittee: Mark and Kat Achtemeier, Eric Nichols, John Hinkle, William Pender, Gill Campbell, Jody Welker

Purpose: This committee oversees and coordinates care efforts for the church family.

General: The year 2024 was characterized by the care of the congregation when individuals were facing challenging times. The Greeting Card Ministry was led by Linda Hobson.

1. The Carpenters (a basic home assistance program) was led by Kat Achtemeier.
2. The Food Ministry was led by Kat Achtemeier.
3. Seasonal Remembrances were led by Peggy Williamson and Anne Stone

4. Specific Activities:

- The Card Ministry send a total of 58 cards.
- The Carpenters accomplished 10 missions.
- The Food Committee delivered 40 meals.
- Easter cards were sent to 37 members and Advent cards were sent to 39 members.
- The Alice Smith Fund provided food for family members arriving from out of town for a church member memorial service.
- The committee facilitated one Church Chat in the fall.
- Planning meetings were held in the spring and fall that both will require follow up work in the year 2025.

The fall of 2024 was especially challenging and there were innumerable additional individual interactions where our church family cared for each other.

Respectfully submitted,
Anne Stone

EVANGELISM AND MEMBERSHIP COMMITTEE

Chair: Ellen Henschen, Chair

Members: Amy Blake, Martha Campbell, Joan Deifell, Amanda Demarest, Betty Douglas, Carol Eckard, Judy Shuford. Beth Frith has been invited to join the committee

Meetings: Feb, 9, Mar 7, April 20, May 18, June 15, Aug 17, Sept 14, Oct 12, Nov 9, Dec 12 - Meetings were held in person.

During 2024, the Session received one (1) new active member into the congregation. Additionally, two (2) people were received into affiliate membership.

The committee is responsible for welcoming visitors to worship services and reaching out to make sure folks are aware of and invited to other activities in the church. When visitors include their contact information on the friendship pads during worship, follow-up contacts are made. We are also responsible for setting up Sunday morning worship services in Upper Anderson. This duty includes putting out name tags, friendship pads, and information about MPC. Greeting visitors and the Sunday morning set up is shared by and rotates among committee members.

E & M hosted a welcome event for new members, newcomers and potential members in the spring of 2024. This event was well received and will be repeated in 2025. E&M also takes responsibility for inviting newcomers to church wide fellowship and educational events.

During the summer months, the congregation of MPC joins the MRA Summer Worship program in Anderson Auditorium from late May until early August. On August 11, worship services returned to Upper Anderson and E&M Committee duties resumed.

During the December meeting, the committee discussed the leadership transition for the committee. Ellen Henschen is changing roles as a session member. For the coming months, Pastor Keith Grogg will steward the committee until a new chair can be appointed.

Respectfully submitted,

Ellen Henschen

FELLOWSHIP COMMITTEE ANNUAL REPORT 2024

Purpose:

Lead, develop, and promote church events, which are designed to enrich the spirit of fellowship in our congregation.

Responsibilities:

- Plan and conduct churchwide receptions, dinners/luncheons, and socials.
- Coordinate room arrangements and food service with other church committees, which have requested an event. Under the direction of the Fellowship Committee, the group that requests the event, provides its members to set up before the event, be responsible for table decorations, help during the event, and clean up afterwards.
- Enlist additional people to help and plan meaningful indoor and outdoor activities that provide opportunities for fun and fellowship among church members and guests.
- Setup Sunday morning coffee fellowship.
- Oversee Upper Anderson kitchen operations, equipment, and supplies.
- Monitor and purchase consumables for receptions, suppers, and Sunday morning coffee.
- Submit monthly reports to Session and include any action needed for approval.
- Recommend Fellowship's annual budget to Session.

Activities:

- The committee provided refreshments for Christian Education's Montreat Wednesday programs throughout the year. Julie and jDub Simpson personally contributed Dynamite Coffee at each function.
- On April 30, MPC partnered with the Montreat Conference Center to cohost the Presbytery of Western North Carolina meeting at Anderson Auditorium. Aletha Roper and Grace Nichols planned and recruited 27 church volunteers to provide breakfast/ brunch food for approximately 140 delegates attending the morning sessions.
- On May 29, MPC served supper to the Conference Center's 96 summer staff members. Fellowship hosted the summer staff to a meal featuring

Ingle’s fried chicken, accompanied by macaroni and cheese casseroles. Twelve church members prepared and served food and beverages, as well as home-baked desserts—cakes, brownies and cobblers.

- Committee members planned and hosted six congregational, covered-dish dinners:
 - January 17
 - April 24
 - May 15, a golden evening honoring Keith Grogg’s 10th Anniversary with MPC
 - August 24, Evangelism and Membership Committee provided the after-dinner program.
 - October 30, Stewardship Committee program
 - November 20
- Fellowship hosted a reception following the memorial service of:
 - Dick Ray April 22
 - Don Woods May 18
 - Margaret Neal May 22
- On December 11, MPC hosted the third annual “Carols and Cookies” in Upper Anderson. Vivian Hare and Keith Grogg led the singing of carols. Fellowship provided cookies and beverages. Over 115 persons were in attendance.

Contributing to the work of the Fellowship Committee during 2024

Kat Achtemeier	Clare Frist	jDub Simpson
Amy Blake	Beth Frith	Julie Simpson
Corise Gambrell	Ellen Henschen	Mary Standaert
Peggy Ann Frank	Linda Hobson	Genie Sullivan
Aletha Roper	Jamie Bibee Lloyd	Sharon Welker
Martha Campbell	Neal Lloyd	Jody Welker
Joan Deifell	Eric Nichols	Peggy Williamson
Carol Eckard	Jean Norris	Brenda Whiteker
	Sara Scarborough	

Advisory and additional contributors were Pat Connelly, Susanne and Bill McCaskill.

Respectfully submitted, Grace Nichols, Chair

FINANCE AND PROPERTY COMMITTEE

Chair: Dan Dean

Members: Gill Campbell, Dan Dean (Moderator), Beth Frith, Lynn Gilliland (Treasurer), Keith Grogg (Pastor), Jim Henderson (Past Moderator), Linda Hobson, Henry Neale, Jack Sadler, Will Stone, Perrin Wright.

Session Liaison: Lynn Gilliland

Review of Committee Activity:

1. The Committee met early in the year and adopted a Program of Work for the year, to be accomplished in four regular quarterly meetings, plus called meetings as necessary.
2. The primary agenda item at each meeting was a detailed review of year-to-date financial statements as presented by the Church Treasurer, Lynn Gilliland. Prior to Hurricane Helene, revenue and expenses tracked or bettered the budget approved by the Session.
3. Other activities of the Committee throughout the year included the following:
 - a. Tested beginning-of-the-year cash balance against the minimum required by church policy. Such test found the balance to be in excess of policy requirements.
 - b. Appointed a subcommittee, chaired by Linda Hobson, to review 2023 financial activities and procedures. Such review found no deficiencies or irregularities.
 - c. Appointed a subcommittee to review church insurance coverage. As of the end of the year, that review had not yet been concluded.
 - d. Approved Skeet Ayscue as leader of the Fall Stewardship Program.
 - e. Negotiated and entered into a new 10-year lease with the Montreat Conference Center for the church offices in the Allen Building.
 - f. Transferred to the church's endowment fund all current memorial gifts. Also closed and transferred to the endowment fund several

- small, old and inactive restricted accounts. At year end, the endowment fund totaled approximately \$180,000.00.
- g. Assisted the William Black Lodge regarding its loan from the Presbyterian Foundation Investment and Loan Program, which loan proceeds will be used for much needed renovations to the Lodge. By merely indicating the church's support for the Lodge and its plans, but at no cost or obligation to the church, the Lodge was able to obtain a more favorable interest rate on its loan.
 - h. Approved a subcommittee, to be led by Jim Henderson, which will develop ways to publicize the church's endowment fund and seek gifts to it – both current gifts as well as future legacy/estate gifts. Such efforts will be coordinated with any church activities to celebrate the 20th anniversary in 2027 of its reaffirmation as a PC(USA) congregation.
4. Late in the year, Treasurer Lynn Gilliland reported to the committee that – as a result of reduced income and increased mission gifts, all related to Hurricane Helene – expenses for the year exceeded income. Thanks to the past generosity of the congregation, the church's cash reserves were more than adequate to fulfill all church obligations.
 5. As a further consequence of Hurricane Helene, pledges received during the Fall Stewardship Campaign came close but did not fully fund the proposed 2025 budget. Nonetheless, the committee recommended, and the Session approved, a budget with a deficit of approximately \$25,000. Based upon a history of generosity of the congregation, it is expected that such deficit will be made up during the year.
 6. The committee expresses its gratitude to Treasurer Lynn Gilliland for her diligence, hard work and expertise in managing the financial affairs of the church throughout the year, and for her excellent financial statements and informative reports to the committee and Session.

Respectfully submitted,

Dan Dean

MISSION AND OUTREACH COMMITTEE

Chair: Nancy Midgette

Members who served during 2024: Nancy Midgette, chair, Eric Nichols, John Hinkle, Ann DuPre Rogers, Linda Hobson, Beth Fountain, George Sawyer, Martha Campbell, Mary Jo Clark, Susan Haws, Skeet Ayscue, William Brown

Session Liaison: George Sawyer

Montreat Presbyterian Church is blessed with people who willingly share their time, talent, and resources to address the needs of others both within our local communities and around the world. Locally, our members support and advocate for the Don Collins Early Learning Center, the Swannanoa Valley Christian Ministry, Hope for Tomorrow, Resources for Resilience, Black Mountain Counseling Center, Hand in Hand of the Swannanoa Valley, Homeward Bound, Haywood Street Mission, and many others.

Our budget for the year was \$170,100, plus an additional one-time amount of \$23,000. In addition, the committee has three restricted accounts to use at its discretion. At the beginning of the year, the Special Focus account contained \$1925, the Hope For Tomorrow account contained \$567.75, and the Malawi Period Project contained \$3521.37.

At the heart of our international missions were Friends of Haiti Ministries in Bayonnais, Haiti; the health clinic Bethesda Centre de Sante in Bayonnais; Nkhoma Hospital in Malawi; Montana de Luz in Honduras; and our PCUSA Mission Co-workers: Victor and Sara Makari in the Middle East; Jose Lamont Jones at Kinshasa, Democratic Republic of Congo; and Doug Dicks, PCUSA liaison for Palestine, Israel, and Jordan. In 2022 we added the Outreach Foundation and its support for the work of Frank Dimmock. Frank retired in 2024 so our budget for 2025 has reallocated these funds.

We also provided regular financial support to the Presbytery of Western North Carolina, Camp Grier, Montreat Conference Center, Presbyterian Heritage Center, Warren Wilson College (international student), Swannanoa Valley Christian Ministry, Bounty and Soul, Hand in Hand of the Swannanoa Valley, Ministry of Hope (SCCW Chaplaincy), Black Mountain Counseling Center, Resources for Resilience, Memory Care, and Don Collins Early Education Center.

Utilizing discretionary funds, the Mission Committee supported the following:

1. Alzheimer Research and Care via Biltmore Rotary
2. MLK Scholarship Fund
3. Friends Empowering Haiti School Food Drive
4. Resources for Resilience
5. Black Mountain Counseling Center
6. Open Table (Black Mountain)
7. Hands and Feet of Asheville
8. Four church members on a mission trip to Montana de Luz
9. Williams Elementary School – funding for take-home computer module
10. Owen Middle School – funding for student take-home projects
11. Community Housing Coalition of Madison County
12. Bounty and Soul

Items 9-12 came as result of needs generated by Hurricane Helene. All of this funding came from our budget. Additional funds collected by the church for hurricane relief were distributed by the Session.

In addition to the annual funding that we provide to Swannanoa Valley Christian Ministry, we supported that organization in other ways, as well:

- Walk for Your Neighbor – This event did not occur in 2024 due to the hurricane. However, we still provided \$200, as we do every year, to support the concept.
- We continued to support the family (grandmother supporting her two young grandchildren) who moved into Hope for Tomorrow in

September 2022 until their departure in 2024. The hurricane and aftermath have delayed locating another family in our unit.

- Nancy Midgette is our liaison to Hope For Tomorrow and serves on its advisory board.

Our alternative gift program continued under the leadership of Eric Nichols, Linda Hobson, and Skeet Ayscue. This year people could choose cards from Hand in Hand, Montana de Luz (an orphanage in Honduras for children with Aids with which Skeet Ayscue is quite familiar), and the Don Collins Center. Exact amounts collected will be provided by the Treasurer.

At the end of the year we received the disappointing news that our budget for 2025 must remain the same as for 2024. John Hinkle has resigned from the committee and Skeet Ayscue will be the chair beginning in 2025.

Respectfully submitted,
Nancy Midgette, chair

PERSONNEL COMMITTEE

Chair: Lynn Gilliland

Members: Ellen Dean, Jim Henderson, Keith Grogg (Head of Staff, ex-officio)

Montreat Presbyterian Church has been blessed in 2024 by its incredibly talented and dedicated staff. This was our first full year with these amazing individuals, as Bonnie and Lynn joined us in 2023.

Our staff members are:

- Keith Grogg, Pastor and Head of Staff
- Vivian Hare, Director of Music
- Bonnie Shoemaker, Office Administrator
- Lynn Bledsoe, Pastoral Visitor

Together, this team coordinates the worship and work of our congregation year-round. And while we meet with Montreat Conference Center for worship during the summer, our office remains open, and the church continues to work at full speed.

There is little work for the Personnel Committee to do when there is a highly functioning team in place. Our main act of business for the year was to review and recommend salary changes to the Session for 2025. We felt it important to provide increases for each staff member in recognition of their excellent service in 2024. In addition, the committee provided a year-end bonus as an added

thank you. We felt this was especially significant given their continued work during Hurricane Helene and its aftermath.

It is also important to note that in April 2024 Montreat Presbyterian celebrated the ten-year anniversary of Keith Grogg's call as our pastor. This joyful evening of celebration in Upper Anderson included dinner and a delightful program honoring and "roasting" Keith. We were joined by many special guests to mark this significant point in the history of MPC. At the direction of the Personnel Committee, a cash gift had been collected and was presented to Keith and Vivian at the end of the evening, along with messages of thanks and congratulations.

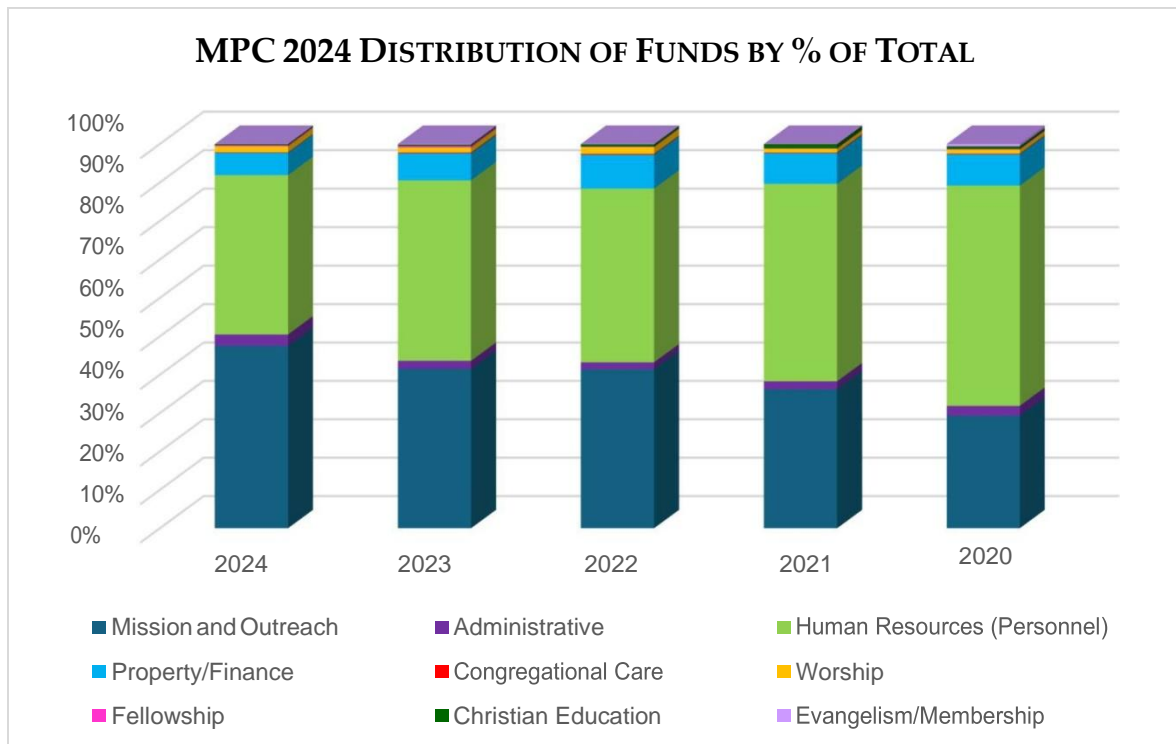
At the end of 2024, it was noted that Keith has now completed the Doctor of Ministry program at Columbia Theological Seminary. We will celebrate this event in worship and with a reception in early 2025.

REPORT FROM THE TREASURER FOR 2024

On the following pages you will find a Financial Report which details the receipts and expenditures for the year. Below you will find a chart that shows the distribution of resources to each of the major categories of expense. Mission was 48% of our total outflow and that included the budgeted amount, special offerings, and Session designated gifts. MPC, blessed with significant resources from past years, was able to quickly respond to Helene with assistance to key organizations in need. This is part of the deficit in the current year. In addition, the budget included \$23,000 from the prior year surplus. And while unpledged contributions were high, pledged contributions were below budget.

Our overall financial position remains very strong including an endowment just over \$180,000. And we have not yet expended the \$17,000 given for Helene recovery. God continues to bless us as we strive to serve our community here and around the world.

Questions regarding the budget or financial reports are welcome and can be addressed to Lynn Gilliland at treasurer@montreachurch.org.



MONTREAT PRESBYTERIAN CHURCH
YEAR END 2024 FINANCIAL INFORMATION

ACCOUNT NAME	2024 BUDGET	2024 ACTUAL	2025 BUDGET
Sources of Funds			
004101 - Pledged Offering	\$393,866	\$375,864	\$402,910
Additional Pledges expected	\$0	\$0	\$5,090
004201 - Plate Offering	\$5,000	\$5,192	\$5,000
004202 - Unpledged Contributions	\$40,265	\$46,257	\$4,000
004207 - Interest from Money Market	\$5,000	\$2,544	\$2,000
004210 - Endowment Distributions	\$6,050	\$6,034	\$6,600
299999 - 2023 Excess Funds Designated for Mission	\$23,000	\$23,000	\$0
Total Regular Sources of Funds	\$473,181	\$458,891	\$425,600
Uses of Funds			
General Administrative Expense			
005003 - ACS On- Demand Service (Software)	\$1,680	\$1,667	\$1,740
505100 - General Office Supplies	\$1,500	\$1,536	\$1,500
505310 - Memberships	\$150	\$0	\$0
505328 - P.O. Box Rental	\$250	\$216	\$250
505330 - Postage	\$250	\$348	\$500
505351 - Printing Copy Machine	\$3,000	\$2,771	\$3,000
505352 - Copy Paper	\$700	\$451	\$700
505353 - Ink / toner- local Printers	\$450	\$0	\$200
505380 - Session Expense	\$250	\$110	\$250
505390 - Stationery	\$500	\$0	\$500
505450 - Gen. Administrative Miscellaneous	\$200	\$190	\$200
560800 - WEB Site Maintenance (new site 2024)	\$500	\$4,567	\$1,200
560500 - Communications-C.Contact	\$400	\$1,446	\$285
580320 - Internet and Telephone	\$2,000	\$2,738	\$3,840
Total General Administrative Expense	\$12,130	\$16,040	\$14,165
Personnel Committee			
505512 - HR Miscellaneous	\$500	\$101	\$0
505602 - Pastoral Visitor	\$10,080	\$11,076	\$10,560
505604 - Pastoral Visitor Expense Reimb..	\$2,000	\$3,411	\$3,780
505605 - Administrative Assistant (Gross)	\$28,125	\$27,425	\$29,640
505606 - Admin Prof. Dev. Reimbursement	\$200	\$0	\$0
505608 - Admin -FICA/Med church match	\$2,150	\$2,098	\$2,267
505660 - Pastor Salary + Housing	\$90,000	\$90,751	\$92,500
505661 - Pastor Discretionary Reimbursement	\$1,200	\$1,000	\$600
505662 - Pastor BOP Benefits	\$36,000	\$36,044	\$39,775
505663 - Pastor Travel reimbursement	\$4,200	\$3,110	\$3,600
505664 - Pastor Prof. Dev. Reimbursement	\$6,800	\$7,302	\$5,400

MONTREAT PRESBYTERIAN CHURCH
YEAR END 2024 FINANCIAL INFORMATION

ACCOUNT NAME	2024 BUDGET	2024 ACTUAL	2025 BUDGET
505800 - Director of Music (Gross)	\$34,000	\$34,750	\$35,500
505801 - Director of Music BOP Benefits	\$3,400	\$3,230	\$3,373
505804 - Dir. of Music FICA/Med church match	\$2,600	\$2,658	\$2,716
Total Personnel Committee	\$221,255	\$222,956	\$229,711
Property/ Finance Committee			
505200 - Insurance	\$3,600	\$2,700	\$3,600
505710 - Stewardship Materials	\$150	\$0	\$0
505720 - Stewardship Dinner	\$1,200	\$0	\$1,000
505730 - Miscellaneous Expenses & Adjustments	\$500	\$1,395	\$500
505731 - Vanco Processing cost	\$600	\$1,085	\$1,400
505900 - Payroll Services Expense	\$1,500	\$1,316	\$1,500
580001 - Gift to MCC appreciation of service	\$6,000	\$6,000	\$6,000
580060 - Office/Mtg Allen Lease	\$14,520	\$16,450	\$16,200
580310 - Computer/Software/ Support	\$1,500	\$336	\$750
580900 - Office Cleaning-Other Facility Expense	\$200	\$1,693	\$2,400
Total Finance Committee	\$30,070	\$30,974	\$33,350
Congregational Care Committee			
550100 - Cong. Care Miscellaneous	\$200	\$0	\$100
550101 - Card Ministry	\$200	\$371	\$200
550103 - Meals	\$400	\$0	\$300
550114 - Designated from A.K. Smith Endow	\$800	\$280	\$400
Total Congregational Care Committee	\$1,600	\$651	\$1,000
Worship Committee			
510001 - Music Copying License	\$1,000	\$564	\$1,000
510002 - PAM Membership	\$100	\$100	\$100
510003 - Prof. Dev - for Worship/Music	\$400	\$400	\$400
510010 - Flowers and Ferns	\$400	\$179	\$200
510011 - Choir Retreats	\$100	\$0	\$100
510020 - Music Library	\$2,000	\$2,073	\$2,000
510025 - Guest Preachers	\$1,500	\$1,150	\$1,250
510030 - Online Worship Support	\$0	\$3,394	\$750
510040 - Worship Supplies	\$1,400	\$557	\$500
510080 - Choir & Guest Musicians	\$1,100	\$0	\$500
Total Worship Committee	\$8,000	\$8,417	\$6,800
Fellowship Committee			
550000 - Beverages	\$400	\$216	\$390

MONTREAT PRESBYTERIAN CHURCH
YEAR END 2024 FINANCIAL INFORMATION

ACCOUNT NAME	2024 BUDGET	2024 ACTUAL	2025 BUDGET
550060 - Paper Goods	\$400	\$134	\$235
550080 - Dinners and Special Events	\$650	\$1,029	\$960
550090 - Sunday Fellowship	\$150	\$208	\$360
Total Fellowship Committee	\$1,600	\$1,588	\$1,945
Christian Education Committee			
005200 - Earth Care Ministry	\$500	\$500	\$500
560012 - Adult Ministry Materials	\$100	\$0	\$50
560013 - Adult Ministry Mileage/Meals	\$100	\$76	\$100
560015 - Adult Ministry Circle	\$150	\$0	\$150
560016 - Adult Ministry College	\$300	\$72	\$100
560017 - Adult Ministry Honoraria	\$1,320	\$780	\$1,320
560019 - Adult Ministry Production	\$100	\$27	\$100
560021 - Children and Nursery	\$100	\$0	\$100
560023 - Children's Materials & Worship	\$150	\$0	\$100
560026 - CE Fellowship (supplies in Fellowship budget)	\$100	\$0	\$0
560027 - Adult Training -working ch. & youth	\$100	\$0	\$100
560028 - Adult Background Checks	\$300	\$51	\$200
Total Christian Education Committee	\$3,320	\$1,505	\$2,820
Evangelism/Membership Committee			
505160 - Church Directory	\$500	\$0	\$500
505161 - Online Directory	\$200	\$0	\$100
570000 - Evangelism & Membership Committee	\$100	\$0	\$100
570510 - Membership Dinners	\$350	\$72	\$300
570530 - Name Boards, Badges & Sign-in Pads	\$956	\$197	\$400
Total Evangelism/Membership Committee	\$2,106	\$268	\$1,400
Mission & Outreach Committee			
005100 - Presbytery - Unified Benev. Budget	\$18,300	\$18,300	\$18,300
005102 - Camp Grier	\$6,900	\$6,900	\$6,900
005103 - Presbyterian Disaster Assistance	\$6,900	\$6,900	\$6,900
005107 - FEH - Bethesda Clinic	\$6,900	\$6,900	\$6,900
005109 - Nkhoma Hospital Malawi E051772	\$6,900	\$6,900	\$6,900
005116 - Friends Empowering Haiti	\$6,900	\$6,900	\$6,900
005120 - Montreat Conf Center	\$10,500	\$10,500	\$10,500
005125 - Presbyterian Heritage Center	\$5,700	\$5,700	\$5,700
005135 - Warren Wilson College-Intl student	\$5,100	\$5,100	\$5,100
005142 - Outreach Dimmock Malawi Misson work	\$7,800	\$7,800	\$0
005150 - Swannanoa Valley Christian Ministry	\$6,900	\$6,900	\$6,900

MONTREAT PRESBYTERIAN CHURCH
YEAR END 2024 FINANCIAL INFORMATION

ACCOUNT NAME	2024 BUDGET	2024 ACTUAL	2025 BUDGET
005151 - Bounty and Soul	\$6,900	\$6,900	\$6,900
005153 - Homeless/Resettlement	\$14,500	\$14,500	\$8,250
005161 - Special Focus Ministry	\$11,600	\$11,600	\$6,250
005162 - Hand in Hand of the SV	\$5,100	\$5,100	\$5,100
005163 - Budget Augmentation - Benevolences	\$23,000	\$23,000	\$0
005170 - Ministry of Hope - SCCW Chaplaincy	\$5,100	\$5,100	\$5,100
005171 - Black Mountain Counseling	\$6,900	\$6,900	\$6,900
005172 - Resources Resilience	\$5,100	\$5,100	\$5,100
005173 - Memory Care	\$5,400	\$5,400	\$5,400
005174 - Montana de Luz	\$0	\$0	\$6,900
005175 - Jose LaMont Jones Mission	\$6,900	\$6,900	\$6,900
005176 - Doug Dicks Mission	\$6,900	\$6,900	\$6,900
005190 - Collins Early Education Center	\$6,900	\$6,900	\$6,900
Total Mission & Outreach-regular budget	\$193,100	\$193,100	\$157,600
Session Directed Mission Expenses			
505381 - Anderson Elevator Repair		\$6,000	
505381 - Canton Presbyterian		\$5,000	
505381 - Helene-Collins Center		\$5,000	
505381 - Helene-Black Mountain Counseling Center		\$8,000	
505381 - Helene-Town of Montreat		\$5,000	
505381 - Helene-MRA Employee Assistance Fund		\$2,000	
Total Session Directed Mission		\$31,000	
Total Mission & Outreach	\$193,100	\$224,100	\$157,600
Total Uses of Funds	\$473,181	\$506,500	\$448,791
NET TOTAL (Sources of Funds-Uses of Funds)	\$0	(\$47,609)	(\$23,191)

OTHER GIFTS AND SOURCES OF FUNDS

Income from CD's (Rolled over-no distribution taken)	\$5,206
Memorial Gifts Received (Transferred to Endowment)	\$525
Gifts Received beyond Pledges* (Special Offerings included)	\$49,135

(*Note: Most distributed during the same year)

	YE 2024	YE 2023
Endowment Value	\$180,235	\$156,913

Respectfully Submitted, Lynn Gilliland, Treasurer (treasurer@montreatchurch.org)

WORSHIP AND MUSIC COMMITTEE 2024

Chair: Lisa Rome

Members: Jane Alexander, Ellen Dean, Susan Maffett (thru June), Eric Nichols, Milt Bigger, Ginny Soll (since August), Vivian Hare (music director), and Keith Grogg (pastor).

As the chair of the Worship and Music Committee I am so thankful for the wonderful folks on my committee. We enjoy gathering to discuss worship and provide support and feedback to Keith and Vivian. We praise God for the many blessings at work here at MPC. We've recently settled onto ending our meetings with the singing of the Doxology (and yes, it does help that we have an abundance of choir members on our committee!)

Is it an understatement to say that the fall of 2024 was somewhat discombobulated?! For me it started with the loss of my mom in early September and then continued for all of us with the unexpected devastation and displacement from Hurricane Helene at the end of September. Somehow, I feel like I lost several months within 2024! I expect others may feel this way too.

Joyfully, in preparing this annual report, it has been refreshing to look back through notes from the year and to recall and reflect upon all that has gone on involving worship at MPC. Here are some highlights from 2024:

- We returned to handing out bulletins (rather than placing them on chairs as had started after Covid)
- We returned (in February) to communion by intinction (rather than with the individual chalices used after Covid)
- We enjoyed daily email devotionals, most written by MPC members, during Lent, Advent and Christmas
- We shared in worship services (such as Ash Wednesday and Maundy Thursday) with our neighbors at Black Mountain Presbyterian Church

and had a combined service at BMPC in October following the hurricane

- We celebrated an Easter baptism
- We shared in numerous Taizé services in Upper Anderson, some with assistance from a “Taizé group” of interested MPC folks who took a deeper dive with Keith into the essence of Taizé worship
- We meditated and decompressed at a Contemplative Service on November 6
- We welcomed guest preachers, including Lynne Keel, Dr. Buz Wilcoxon, Anne Apple, and Dr. William Yoo.
- We rejoiced in returning to in-person worship in Upper Anderson on November 3rd after more than a month of displacement following the hurricane
- We gathered, worshiped, praised the Lord and soaked in the Spirit as a family (both in-person and virtually) throughout the year

I am overwhelmed by the number of folks who come together to make worship at MPC what it is. I tried to make a list the other day: Musicians (including choir, soloists, piano, bells, harps, violin, guitar, tuba, dulcimers, congregational singers of hymns), liturgists, readers, live stream team, ushers, communion prep team and bread bakers, advent candle lighters and readers, liturgical dancer, preacher, and most important of all, worshippers. Worship at MPC is truly filled with a community spirit; we share together in praising the Lord, praying for those in need, giving thanks for our blessings, singing with joy, and caring for our friends and neighbors, and in being renewed to go back out into the world and share our light for all to see and experience.

Love and blessings to you all. I look forward to seeing what God will bring to our MPC family and worship in 2025.

Respectfully submitted by Lisa Rome.