

2020

year in review



BLACK MOUNTAIN
Presbyterian Church

Thank you, BMPC, for your Resilience!

If I could pick one word to describe 2020, I think it's resilience! In defining it, Google will tell you that resilience is "the capacity to recover quickly from difficulties" or having a personal "toughness." There are others who will explain that resilience is an ability to deal with life despite fears, setbacks, or limited resources. As followers of Christ, Jesus never promised that life would always be straightforward or without complications. In fact, he told us that from time to time, we would face tough seasons. However, he also reminded us that he will be with us and is ready to help if we turn to him (Philippians 4:13).



This last year has put our faith community to the test as we have worked together to combat the effects of Covid-19. As stressful as I know this experience has been for all of us, I am uplifted and reassured by the ways in which our members have faithfully weathered this crisis. Throughout the pages of this annual report, you will see how our leaders and every ministry team worked through and stepped up to the challenges of 2020!

In the meantime, I remain inspired by the strength and resilience on display in every corner of our church community, from our staff who were able to swiftly shift worship, faith formation, and small groups online to our cleaning crew who are deep cleaning our Weekday School every day thoroughly and expertly, to our outreach ministries that have given and worked harder than ever!

However long this challenging time lasts and whatever measures we need to take, I know that Black Mountain Presbyterian is more than equal to the task. Our community has risen to this harrowing season of Covid-19. When we stand together – even if we are standing six feet apart – we can see each other through whatever may come. Thanks be to God!

Faithfully-

A handwritten signature in black ink that reads "Mary Katherine".

Mary Katherine Robinson

Front cover photo shows youth in Montreat and was taken by Sam Webber.

The annual report from Endowment will be available in May. We give thanks for the ways in which the Endowment Team supports the mission and vision of BMPC.

► worship and music

Your Worship and Music Ministry Team gives thanks for the blessing of our most creative and dedicated pastors and staff in finding ways to continue meaningful worship and music ministry in a time of physical separation. We recognize the myriad ways in which you have taken on additional work to keep us safe and connected throughout the past year.

We are grateful for the production and availability of the online service and recognize the rigors of the weekly technical production. Thank you, Sam. We are grateful for the weekly time with children. Thank you Brittany and David. We are grateful for the in-person vesper services offered in the fall. Thank you, David and youth group volunteers. We are grateful for the worship music, both choral and instrumental, collaborations and solos, members and guests, Chancel Choir and Prophets of Praise. Thank you, Mike. And, Mary Katherine, we are grateful to you for shepherding us all through each week, encouraging us to “Do justice. Love kindness. And walk humbly with our God.” Micah 6:8

Truly we have lived into our “reformed and reforming” tradition in this most unanticipated year of 2020.



We are grateful for the vision to bring liturgical art to our outdoor spaces for both our congregation and community through projects like the Prayer Trees in spring, Pinwheels for Peace in fall, followed by the Advent wreath, Christmas star, and the Neighborhood Nativity (a collaboration with the Faith Formation Ministry Team). Thank you Brittany and Ellen.

We are grateful for the narthex Christmas ladder tree project, a collaboration with Mission and Outreach with supplies donated to SVCMM. Thank you, Mike.

We are grateful for the preparation of the sacraments for drive-by and vesper communion. Thank you Ernie, Susan, and Jack.



And, we are grateful to all those unnamed who have volunteered and worked behind the scenes to support the worship and music ministry of BMPC.

Truly we have lived into our “reformed and reforming” tradition in this most unanticipated year of 2020. All glory be to God. May we continue to find ways to enact our vision statement “Inspiring through Worship... and Welcoming to All!”

Team participants: Liesl Case (chair), Barbara Brinson / Ruth Duckworth / Ginny Lindsey / Gayle Mudge / Lew Rudisill / Ellen Phillips Smith / Mike Barker (staff liaison)

► mission and outreach

During this Year of the Pandemic, the BMPC Mission Team kept busy spearheading many collection and donation drives, rather than the hands-on projects that usually fill our calendar. Our congregation responded generously and enthusiastically to all our requests for help.

During Mission Season, we took up a collection of socks, undies, gloves, and hats for The Community School and Owen Schools. In June, The Blessing Box located on BMPC property near the White Horse became a reality. Volunteers keep it stocked and everyone in the community is invited to take what they need or leave what they can. During the summer, volunteers helped with the Community Nutrition Program – distributing food daily at Ridgeview Mobile Home Park to families who usually get lunch at school during the year. Items for over 70 Emergency Kits were collected, assembled and donated to SVCM. We held our annual Backpack and School Supply collection for Hand In Hand. In October, we collected money to help Homeward



Bound and Room In The Inn feed the 65 people they are sheltering at The Red Roof Inn in Asheville during the pandemic, as well as to help SVCM with meals for the homeless community in our area. We also participated in the Hunger Walk, which was “virtual” this year. Alternative Gifting went on-line this year with eight Mission partners folks could support through their donations.

We distributed \$84,800 to over 36 Global and Local Mission partners from our annual budget. The above mentioned collection drives were over and above this \$84,800, and we are grateful to all our members for their willingness to give so generously.

Team participants: Anne Drummond (chair) / Grace Stitt / Barbara Gaw / Jan Griffin / Susan Jumper / Kay Layman / Dave McClintock / Polly Miller / Betsy Murphy / Patti Pyle / Margo Smith / Jessi Stitt / Tommy Wilkinson / David Carter Florence (staff liaison)

► personnel

BMPC staff made major adjustments in 2020 to keep our ministry available to the congregation demonstrating their dedication and creativity in the face of Covid-19. The Personnel Team focused with staff on team building and development of annual performance plans for 2021. With three new staff – David Carter Florence, Brittany Williams, and Sam Webber – it was timely to take advantage of this opportunity for staff development. Each staff member established their top three priorities to help meet BMPC’s goals in 2021 and identified with their supervisor areas where they can strengthen their abilities to contribute at a higher level. Each member of the team presented his/her plans to the Session so both groups were fully informed about our goals and strategies for 2021. We value our staff as terrific partners and leaders in the distinguished ministry of BMPC.

Team participants: Bill Straughan (chair) / Andy Banzhoff / Cathy Evans / Diane Ginther / Mary Katherine Robinson (staff liaison)

► hospitality and welcome

Twenty one people joined the church in 2020. Mary Katherine led four new member/inquirers classes. The Hospitality team hosted a luncheon for inquirers in February with five inquirers and several team members in attendance. The next three classes were held via Zoom in June, September, and November. At least two team members joined these virtual classes each time.

The team continued to arrange for Welcome Table volunteers and narthex door greeters for the 11:00 worship service from January through March.

On each Thursday in February, the AARP sponsored a Tax Preparation event in the Fellowship Hall.

Hospitality and Welcome provided coffee, snacks, and conversation for the participants.

In June, the team provided water for participants of the Racial Equity Vigil and March which was held in the Black Mountain Town Square.

Team members ordered 70 white tumblers with the church logo as a gift for new members and for other members to purchase. The team, with the help of Brittany Williams and Jackie Kerr, designed t-shirts with the church logo that can be preordered by members. These shirts are made of recycled plastic bottles and are offered in blue or gray.



Work continues on welcome bags for visitors to the 11:00 worship service. BMPC sewing ministry has agreed to make the bags from fabric purchased by the team. These bags will be filled with items to help visitors remember their worship experience.

During planning for a Comprehensive Campaign, the team has participated in discussions about membership. How do we nurture our members? How do we welcome and encourage visitors? How do we respond when someone says to us “tell me about your church?” We’ve explored different, and perhaps, better ways to welcome and follow-up with visitors.

Team participants: Deb Mullis (co-chair) / Cheryl Wilson (co-chair) / Julie Moore / Beverly Highland / Sarah Hutcheson / Leslie Applewhite / Janine Spiller / April Roy / Rosie Johnson / Mary Katherine Robinson, Brittany Williams, and David Carter Florence (staff liaisons)

Since 2013 the Earth Care Team has contributed to the life and mission of Black Mountain Presbyterian Church. Our activities and certification as an Earth Care congregation are a source of congregational pride, and our environmental focus is cited among the reasons new members choose us as their church home.

All our congregation members are partners in Earth Care; about a dozen active participants attended our monthly meetings until they were put on hold by Covid-19 concerns. Our email list of about 30 supporters was vital to continuing our work this year. We all faced challenges in 2020, but the Earth Care Team worked to meet those challenges and continue our mission in worship, education, facilities, and outreach.

Worship at BMPC integrates concern for creation in all its aspects. Our Sunday services address care for creation through prayer, music, scripture readings, or sermons. From March through December, Sunday worship was conducted over YouTube video rather than in person. Even so, we coordinated a special Earth Sunday service in April. Since we were not gathering in the sanctuary, many worship activities were recorded outdoors, and the video accompanying online services made great use of our region's natural beauty. With no in-person worship services, our use of resources for worship activities was drastically reduced.

We found new ways to foster environmental education this year. With contributions from staff and team members, we set up a library dedicated to environmental writings, and initiated an environmental book study/discussion group. The group meets weekly; we gathered in person for masked and distanced discussion when possible, and at other times we met via Zoom. We kept the congregation informed of our activities through regular email updates and the monthly Window newsletter, available in print or online.

We contributed to the upgrade of our facility in more efficient energy use as existing systems are replaced and we consider future improvements to our facilities. Energy efficiency is routinely considered in upgrading lighting fixtures, HVAC features, and so on. Our prescience in funding a commercial-grade steam cleaner (The Earth Care Team's initial project, in 2013) was clear when it became a major asset in disinfecting our facility during the pandemic.

In outreach, we planned a community-wide workshop, "Demystifying Solar for Homeowners," with presenters from utilities, solar equipment companies, and members who had installed solar panels. We had to cancel the workshop just weeks before its presentation. We plan to break out our resources and put on the workshop as soon as it becomes possible. We again participated in the Cross Culture Community Garden with First Baptist Church of Black Mountain, with fresh vegetables delivered to those in need. We continue to support and participate in activities of the local Creation Care Alliance and Presbyterians for Earth Care.

We look forward to resuming normal activities with the increased knowledge and flexibility we've gained in the past year.

Team participants: Karen Austin (chair) / Scottie Cannon / Margaret Fouse / Jeannie Franklin / Bill Janes / David Kaylor / Jim & Kay Layman / Gayle & Peter Mudge / Martha Jane Petersen / Gayle Petty-Johnson / Robin & Tom Stiles / David Carter Florence (staff liaison)

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▶ property

Team members met with Velux Inc. and reached an agreement to have the company replace all seven skylights in the Narthex. There had been ongoing issues of “popping sounds” from the first set of skylights that were installed. Velux shipped seven new skylights to the church without charge. McElrath Roofing completed the removal of the existing skylights and installed the new ones.

Arrangements were made to have a structural engineer evaluate the foundation of the church house. Medlock and Associates completed the evaluation. The results indicated some repairs were needed but that overall the foundation was stable. If renovation of the church house moves forward in 2021, the needed foundation repairs will be included in the proposed renovations.

The committee contracted with Emory Electric to install new dusk to dawn security lights on the exterior of the Education Building. This was done in response to some minor vandalism that occurred in the courtyard between the Sanctuary and Education Building. Emory Electric also installed a 220 volt outlet in a closet area on the second floor of the education building to accommodate a new stackable washer and dryer. This will better serve the needs of the Weekday School and eliminate the need for a washer and dryer in the church house. Sam Webber and Kent Patton completed this project.

TP Howard Plumbing repaired a leak in the Education Building that caused significant damage to the ceiling in the closet connected to Mary Katherine’s office. Repairs to the ceiling are still pending.

With work by Rick Bailey, Kent Patton, and Sam Webber, a Blessing Box was built and placed on the rock wall facing Montreat Road. Thank you to Russ Spiller for the work he put into having the sign made and donating it to complete the project. The box provides items such as water, snacks, food, toiletry items etc, to anyone that might be in need.

A landscape work day was completed on October 31 st to weed and add mulch to the landscaped areas around the church and parking lot.

Due to Covid-19, the committee did not meet regularly during 2020. With the addition of Sam Webber as Operations Manager starting in January 2020, many of the day-to-day duties of the Property Team were taken on by Sam. This greatly improved the response to repairs, both general and emergency, that were previously handled by the committee. Having Sam in his position is a great benefit to the Property Team.

Team participants: John Evans (chair) / Wayne Mullis / Daniel Wiggs / Rick Bailey / Tommy Wilkinson / Hannah Webber / Peter Mudge (Earth Care liaison) / Sam Webber and Mary Katherine Robinson (staff liaisons)



► faith formation

2020 started with wonderful momentum in faith formation for all ages. The ministry of the Weekday School under Alice Patton's leadership and a very talented and caring group of teachers creates a secure and loving foundation for our church and community. Brittany Williams and Sam Webber joined the faith formation team in half-time positions with children, youth, and families. Ambitious plans were made for parenting classes, family gatherings and retreats, a revived Wednesday night Logos style program, and youth leadership events. Then the pandemic hit. Youth Sunday marked the end of our normal in-person programs, and the rest of the year was a challenging new experience of Zoom gatherings, virtual Sunday School, front yard visits, and outdoor distance gatherings. In spite of the limitations, we found bright spots for service with Bounty & Soul and Feed a Family. Vacation Bible School was restarted with over 50 participants – all at a distance. As we converted our programs to a socially distanced format, retired pastors stepped up to help lead and teach on-line. We created three Adult Sunday School classes and four additional studies during the week. The hope was to create places for each person to find ways to connect – pathways for study, devotion, fellowship, and faith formation.



JANUARY THROUGH MID MARCH

- Weekly Sunday School Classes – One class for all Elementary
- NEW! Godly Play – First through Third Graders attend during 11am Worship, after Faith Sharing (*only one session happened before Covid*)
- NEW! Kids Night In/Parents Night Out – Seven children attend for an evening of recreation, dinner, and a movie. Parents were encouraged join in fellowship at a local restaurant with a host couple.
- NEW! Parenting group and class with Carolyn Crowder
- Youth Sunday Planning Retreat and Youth Sunday

SPRING

- Children's Storytime (M-F) on Facebook
- Weekly Zoom Church School Classes – Preschool & Elementary
- Activity Kits were delivered to BMPC families with young children by Brittany and David
- Weekly Youth Zoom meetings
- Honoring our seniors in worship

SUMMER

- Children's Storytime (M-F) on Facebook
- Compassion Camp – Virtual VBS: 52 children registered from the church and community. Drive-thru Packet Pick Up and Popsicle Party at the end of the week. 20 volunteers.
- Monthly Zoom Bingo for Preschool-Elementary
- Attempted summer youth Events at Massanetta and Montreat – Covid cancellation



FALL

- *Growing in God's Love* Storybook Bibles were delivered to BMPC families with young children by Brittany and David with good home visits. Deep Blue Bibles were delivered to all fourth and fifth graders.
- Zoom Preschool Church resumed weekly. Pre-recorded Elementary Church School classes were produced weekly and posted to our website, YouTube, and sent via email.
- NEW! RAD! Wednesdays (Recreation, Art, Drama) – Broken into two groups, K-Second graders and Third through Fifth graders, met once a month until Covid cases reached dangerously high levels.
- NEW! Pre-Youth Group – This program is designed to give fourth and fifth graders a space to have fun and build friendships while getting a feel for what youth group is like. This group met once a month until Covid cases reached dangerously high levels.
- Combined Middle School and High School Youth Group on Sunday evenings
- Youth participation in taped worship and Campfire Vespers
- Youth small group lunches at local restaurants

WINTER

- Advent Kits were assembled and delivered to BMPC families with young children by Brittany and David.
- Zoom Preschool Church continued weekly. Pre-recorded Elementary Church School classes were produced weekly and posted to our website, YouTube, and sent via email.



Team participants: Jane Bannerman (chair) / Emily Munn / Alison Banzhoff / Yvette Ballard / Mistie Cogbill / Jonathan Kadau / Emma Bell / Alice Patton, Brittany Williams, Sam Webber, and David Carter Florence (staff liaisons)

▶ the weekday school

What a year it has been for the Weekday School. In January, the Weekday School team worked hard on a budget in preparation for a tuition increase to bring our staff up to a living wage. When Covid-19 hit, we shut down on March 13 thinking we would be back open in a few weeks. We soon realized that we would not be able to have in-person school for the remainder of the year. Our staff rose to the occasion and quickly created a YouTube channel and began uploading daily videos of the staff reading stories, doing craft projects, and singing songs. We also FaceTimed with each child. We were able to hold our annual Art Show by creating movies of each class's group project and art exhibit to share with their families. We held our scholarship raffle online and made \$1,187 which was more than ever. We closed out the school year with a drive-by pick up so that each child could collect their stuff and say goodbye. Due to good financial planning over the last 17 years, we were able to pull from our reserves to pay the staff to finish out their contracts through May.



During the summer, the reality that things were going to be very different in the fall became evident. Over concerns for health and safety during the pandemic, some staff and families did not return. After research, webinars, and training, we created a new Covid Policy and Procedures Protocol that involved lots of cleaning and safety procedures. The staff embraced all the changes and are super heroes at cleaning and sanitizing every toy and surface. All the learning and planning has allowed us to open safely with reduced numbers and the support of the church and families in our community.

The love and support of this congregation has made what could have been a hard year turn into something beautiful...

The local schools announced that they would start out the year all virtual which impacted both our school and church staff parents. After many discussions with church leaders, we decided we could create a Virtual Learning Lab upstairs in the CE wing for our staff children. We hired and trained two Virtual Lab Facilitators and now have 10 children attending school virtually while their moms continue to work downstairs.

Due to the reduction in student numbers, we found difficulty paying staff what they had earned previously. Thanks to the church, we were able to use some of the PPP funds to assist with our first two months of salaries. This allowed the school to open and remain solid for the remainder of the year. We currently have 48 children and nine staff, with people calling every week looking for available spots. We are currently giving out \$930 in scholarship funds each month.

We had a great fall! It was wonderful hearing the sound of children laughing and playing together. We have not had a single case of Covid-19 at school. Praise God! It has been a joy to be a part of this special community as we have traveled this new path together. The love and support of this congregation has made what could have been a hard year turn into something beautiful and encouraging for the families of this church and community.

Team participants: Linda Stroupe (chair) / Linda Caldwell / Robin Stiles / Jeannie Maidment / Mistie Cogbill / Jen Thorstad, Finance / Alice Patton (staff liaison) / Parents: Sandra Carpentier, Kate Varner, Jeff Muston, Marcia Tucci, Courtney Haight, Mary Carroll Dodd, Melanie James, Rebecca Nix

► generosity

As with all our BMPC ministry teams, 2020 was a trying year for the Generosity team. We welcomed two new members to our team, Jean Chamberlain and Bob McMurray. We began the year by setting the theme for our campaign in 2020 as *Fearless Generosity*. We did not realize how apropos that theme would turn out to be. With the onset of the pandemic, we were not able to have our usual in person meetings and events, but instead had to use Zoom for meetings and electronic communications to get our message out to the congregation.

Before getting very far into our plans for the fall campaign, Session began to consider a comprehensive financial campaign including a capital campaign to kick off in late 2020 or early 2021. As this process moved forward during the summer, it was clear that our fall campaign needed to be incorporated into this process. We put in place a tentative timeline knowing that it might have to be modified.



In late summer, Session approved the hiring of a consultant, Tom Norwood from *Horizons*. Tom's company provided us with many new ideas for our campaign and we decided to follow this process for the annual campaign. By moving our timeline back a month into November, we utilized most of Tom's ideas in the campaign. These included changing our terminology from "pledging" to "estimates of giving", changing the theme to *Pathways to Fearless Generosity*, using the Giving Path to help members understand and think about where they stand in their giving, facilitating small group discussions about giving in affinity groups, using inspirational stories to see the impact of our giving, and creating a "Why" word cloud to help us consider why we give to BMPC.

With the pandemic in mind, we encouraged members to provide their giving estimates online on the church website since we were unable to distribute packets after church services. For those not able to provide estimates online, we set up times at the church for members to pick up packets and for the remainder of members mailed the packets. As Giving Estimates were received, we mailed thank you cards and we continue to follow up with those who have not yet confirmed their giving estimate. We look forward to finalizing the results of the campaign for members in early 2021 and to working within the comprehensive campaign for our annual giving process next year.

Team participants: Dave Johnson (chair) / Sarah Berglund / Jean Chamberlain / Bob McMurray / Mary Katherine Robinson (staff liaison)

► library

While 2020 has been a time of upheaval for all of us, it has also been gratifying to find that the library continues to be used. Of special interest have been books on various subjects of social justice and Biblical commentaries. The library especially tried to acquire works about such issues as racial inequality, the environment, and gun control. We have been blessed with a large number of donations, many of them written by BMPC members.

A new feature in the library is a section containing books which are free for anyone to take. The majority of these were given to the library for that purpose. However, often we find that there are duplicates of titles, and these have been added to the giveaway cart. In spite of disruptions in other ways the BMPC library has still been in operation and has welcomed a large number of patrons.

Team participants: Sally Woodard, Mary Brueggemann

► presbyterian women

PW of BMPC experienced a challenging year in its efforts to stay connected and supportive in its ministry both locally and globally. The enthusiastic plans for the new decade of 2020 were drastically curtailed by Covid-19. Approximately 100 women participated in seven monthly Circle meetings September (2019) through May (2020). Our Bible Study, *Love Carved in Stone: A Fresh Look at the Ten Commandments* by Eugenie Anne Gamble, examined a broader interpretation of the original commandments.

Circumstances meant that Circle meetings and small group gatherings (Coordinating Team and Bible Study workshops) were either cancelled, rescheduled outdoors, or conducted on Zoom. PW continuously kept and suggested contact by phone and email, and initiated a monthly newsletter by midsummer which was mailed to each woman in the congregation and received very positively. Circle Moderators and Co-Moderators were most faithful and diligent to keep their Circle membership connected and cared about. Our Bible Facilitator, Karen Austin, recorded the monthly Bible study lesson on YouTube through the church website for greater distribution.



The Special Offering events including the May Birthday Celebration and Fall Thank Offering required thinking outside the box. Some celebration or observance was needed, so a drive by event took place at the front doors of the church. A gift bag was distributed to all who visited with information promoting the Birthday Offering, a list of the selected recipients and their projects, a thank you to our outgoing officers and recognizing new ones, and a decorated cupcake and candle to observe the event individually. While the numbers were modest, the offering was one of the highest. Considered a great success, it was a great morale booster for all who had been isolated for months. The Fall Gathering was a special distanced walk through meditation within the walls of the church (first option to return inside since spring). The thoughtful meditation, written by Becky Jo Sumner, called attention to nature, being mindful and responsive to needs of others and our spiritual journey.



As the holidays approached and again with no on-site church services except for a few limited outdoor meetings, PW responded. Volunteer cookie bakers, a few packers, and several delivery people put together more than 100 holiday cookie boxes to send love and concern to PW members – our best and most rewarding effort to end a very challenging year!

International and local ministries we supported: Ministry of Hope in Lesotho; Presbytery partnership with microloans to Guatemalan women; The Fellowship of the Least Coin, an international ecumenical effort dedicated to improving the lives of women around the world; Asheville/Buncombe County Meals on Wheels; Black Mountain Home for Children, Youth, and Families; Black Mountain Counseling Center; Bounty and Soul; Swannanoa Correctional Center for Women Chaplaincy Fund; Swannanoa Valley Christian Ministries; Swannanoa Valley Transitional Housing for Women; BMPC Weekday School and Pisgah Legal Services. **Service opportunities:** Missionaries remembered by each circle with prayer and correspondence; Ushers and Reception assistance for memorial services; Dinner prepared and served at the SVCM Shelter; Food and volunteer assistance to Room in the Inn

Andrea DeWitt and Gayle Shelton (co-moderators), Karen Austin (Bible study) / Diane Ginther (treasurer) / Ginny Soll (historian) / Katherine Holman (secretary) / Margaret Fouse (spiritual nurture) / Patti Pyle (mission) / Becky Jo Sumner (celebration giving) / Lew Rudisill (hospitality) / Jackie Kerr (staff liaison)

► nurture

The Nurture Ministry team, whose role is to promote opportunities for congregational fellowship, was shut down from our regular activities when the pandemic hit. The first sign of trouble meant canceling our March Thursday Night Live with Pisgah Legal as featured speakers. The list of cancellations rolled on... no Lenten luncheon, no new pictorial directory, no team meetings, no Guess Who's Coming to Dinners, no Rockmont picnic, no community Thanksgiving meal, no soup and Christmas caroling. We did have a bright spot along the way when Brittany Williams joined staff and was assigned as our liaison. She is a capable, savvy, and energetic addition to our team and we rely on her to help us figure out just about anything! We did work together in December to send Christmas cards with an enclosed ornament to all our BMPC families. The beautiful artwork provided by team member Jack Williams for those cards really helped bring our year to a prayerful end. We do look forward with hope and with energy to 2021. Our goal is to recruit new members for our team which has a new name – Congregational Life – and to explore new ways to build faith and nurture relationships in our amazing church family. If you are interested in serving on this ministry team, please contact Gay Ferguson.

Our goal is to recruit new members for our team which has a new name – Congregational Life...

Team participants: Patti Pyle (chair) / Gay Ferguson / Charlotte Sprawls / Katherine Holman / Trudy Winstead / Jack Williams / Franklin Jones / Beverly Highland / Margaret Fouse / Debbie Bailey / Brittany Williams and David Carter Florence (staff liaisons)

► finance

Thank you for your faith! God has been good to Black Mountain Presbyterian Church in 2020.

Due to Covid, in-person worship stopped in March, and with it, some routine income. More concerning, many in our congregation experienced reduced income as their hours were cut, and jobs were put on hold due to Covid.

...we're grateful for the congregation's demonstration of faith in pledging...

Despite these very real challenges, God has been good, and shortfalls in anticipated revenue were more than made up by staff's heroic efforts to reduce expenses. At year-end, expenses were roughly \$50,000 lower than budgeted. BMPC also participated in the Federal Paycheck Protection Program (PPP) that enabled us to fully fund salaries for the Weekday School

as it also heroically reinvented itself in learning to retain and teach students during a quarantine.

Looking forward, we're grateful for the congregation's demonstration of faith in pledging more for God's work in Black Mountain in 2021 than has ever been pledged in the church's history. We've got work to do! Find a way to be a part of it.

Team participants: Leslie Carreiro (chair) / Austin Brown / Steve Coward / Kitty Fouche / Jerone Herring / Katherine Neville-Scouten / Bill Straughn / Jen Thorstad / Mary Katherine Robinson and Sam Webber (staff liaisons)

► racial equity task force

At the beginning of 2020 the Racial Equity Task Force was busily preparing to offer a church and community wide workshop on “Cultivating an Anti-Racist Community” with Tyrone Greenlee and David LaMotte. This was in response to our model of how we want to do this work at BMPC of Transformation, Education, and Public Witness, all of which are interconnected. This cycle of work involves that we repent of the sins of racism and learn ways we can witness as a church against racism in all its forms. We have difficult conversations, we study and learn, and become known in our community as a congregation actively involved working for racial equity. Then we keep working on learning and studying the role of white privilege and the transformation, education, and witness continues.

In January adult Sunday school classes were offering topics for members to read, discuss, and reflect upon their own racial history. One class read Austin Channing Brown’s book *I’m Still Here: Black Dignity in A World Made for Whiteness*. In June and July, the task force offered Zoom meetings on the *Eddie Moore, Jr. 21 Day Racial Equity Challenge* and almost 60 folks from our church signed up and participated in three different discussions. During this time our country was erupting in violence as the systemic racism of our country was brought to light once again with the murder of George Floyd. Many church members joined in the June 19 Community Prayer Vigil in the Black Mountain Town Square to offer prayer and support to our neighbors of color. Letters were written to Town Aldermen asking for the Town to take new initiatives and actions in regard to systemic racism within our town and acknowledge the work and contributions of our African American community through the years. In August the *Presbyterians Today* magazine included the activities of members of our church and community as well as churches around the country in an article you can [read here](#).



Team participants: Paul Garrity (chair) / Lisle Gwynn-Garrity / Pat Tuttle / Mary Katherine Robinson and David Carter Florence (staff liaisons)

► columbarium

The Columbarium, managed by a sub-committee of the Property Team, is located in the courtyard just off the narthex, and provides a final resting place in Black Mountain for members of our church. Space in the columbarium is obtained by subscription for a niche in our memorial wall or space on a memorial cross. Information about subscriptions can be obtained from the Columbarium Custodian through the church office.

2020 saw four interments. The Covid-19 virus was very prevalent in our community and resulted in no public memorial services being performed. When the virus is brought under control these services will be scheduled through the church staff.

Team participants: Jack Williams (chair) / Liesl Case / Jim Elam / Terry Soll

2021 Budget and 2020 Year End

INCOME	2021 Budget	2020 Budget	2020 Actual
Pledges	797,675.00	763,273.00	731,175.40
Unpledged from known sources	65,000.00	65,000.00	55,898.41
Plate/Misc.	8,000.00	15,000.00	2,024.50
New pledges	12,000.00	10,000.00	26,000.00
Total Income	882,675.00	853,273.00	815,098.31
Other Income			
Special Offerings	35,000.00	35,000.00	18,803.23
Endowment Income	-	-	15,691.30
Total Other Income	35,000.00	35,000.00	34,494.53
TOTAL INCOME	\$ 917,675.00	\$ 888,273.00	\$ 849,592.84
EXPENSES			
OUTREACH & GLOBAL MISSION			
Denominational/Local/Global	84,800.00	84,800.00	84,800.00
Special Offerings	35,000.00	35,000.00	18,803.23
TOTAL OUTREACH & GLOBAL MISSION	119,800.00	119,800.00	103,603.23
STRATEGIC PLANNING			
Strategic Planning	2,000.00	4,500.00	4,500.00
TOTAL STRATEGIC PLANNING	2,000.00	4,500.00	4,500.00
CONGREGATIONAL			
Faith Formation/Education	22,200.00	23,200.00	11,820.38
Congregational Life	5,950.00	5,250.00	956.85
Worship	19,100.00	20,700.00	16,502.88
TOTAL CONGREGATIONAL	47,250.00	49,150.00	29,280.11
MISSION STATION			
Finance	80,200.00	52,400.00	57,741.23
Salaries & Benefits	556,017.00	579,994.15	562,850.24
Personnel	3,700.00	3,700.00	6,086.62
Property	105,288.00	72,788.00	70,681.46
Welcome/Hospitality	750.00	750.00	230.25
Leadership Dev.	800.00	800.00	170.00
Generosity	1,500.00	1,500.00	1,248.45
TOTAL MISSION STATION	748,255.00	711,932.15	699,008.25
Other Expenses			
Endowment Funded Expenses	-	-	15,691.30
Feasibility Expenses	-	-	19,601.21
Total Other Expenses			
TOTAL EXPENSES	\$ 917,305.00	\$ 885,382.15	\$ 871,684.10
NET TOTAL	\$ 370.00	\$ 2,890.85	\$ (22,091.26) *

*BMPC utilized an SBA PPP loan of \$121,900 to cover the loss above. Those funds were also used to cover the overall loss for the WKDS.

Annual Proposed Terms of Call for Pastors

Approved by Session on January 11, 2021

Mary Katherine Robinson
Pastor and Head of Staff

Effective Salary	
Annual Cash Salary	\$61,000
Housing Allowance	\$30,000
FICA	\$6,883
Board of Pensions	
Medical	\$24,570
8.5% Pension	\$7,735
Death & Disability.....	\$910
Temporary Disability	\$455
Professional Development	\$1,500
Reimbursable Expenditures.....	\$5,000
Vacation (Presbytery minimum)	
4 weeks, including 4 Sundays	
Continuing Education	
2 weeks, including 2 Sundays	
Total annual cost of ministry	
to BMPC	\$138,053

David Carter Florence
Associate Pastor for Congregational Faith Formation

Effective Salary	
Annual Cash Salary	\$22,000
Housing Allowance	\$36,000
FICA	\$4,437
Board of Pensions	
Medical	\$15,660
8.5% Pension	\$4,930
Death & Disability	\$580
Temporary Disability	\$290
Professional Development	\$1,500
Reimbursable Expenditures.....	\$2,500
Vacation (Presbytery minimum)	
4 weeks, including 4 Sundays	
Continuing Education	
2 weeks, including 2 Sundays	
Total annual cost of ministry	
to BMPC	\$87,897

Mary Katherine Robinson	Pastor/Head of Staff
David Carter Florence	Associate Pastor for Congregational Faith Formation
Bob Tuttle	Parish Associate
Michael Barker	Director of Music and Worship Arts
Alice Patton	Director of Preschool Ministry
Sam Webber	Director of Operations and Youth Ministry
Brittany Williams	Director of Congregational Life and Children’s Ministry
Jackie Kerr	Director of Communications



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