



BLACK MOUNTAIN
Presbyterian Church

2021 ANNUAL REPORT



THANK YOU, BMPC, FOR YOUR FAITHFULNESS!

In 2021, we have all continued to lean into God's presence in uncertain times. In the words of one of our creeds, "In life and death, we belong to God!" In such a time as this, we're grateful for this congregation who takes seriously the words we proclaim in our mission statement, "Embodying the love of Christ, we are joyfully called to be a church in the heart of Black Mountain where the welcome never ends!"

While 2021 was a challenging year for BMPC as we continually adjusted our ministries to the realities of the Covid 19 pandemic, we continued to be joyful and to see God's abundance and the silver linings this time produced. We learned new ways to gather. We heightened ministry participation by Zoom conferencing, undaunted by weather or distance. We launched a capital campaign, Sowing the Seed, after Easter and committed 1.85 million dollars to firmly plant our future with much hope! We were reminded that worship is our joy and expanded our music leadership in this interim time of worship arts and music as we welcomed Aaron Price and Edna Mae Fisher. And once vaccines became available in the spring, and the transmission rates dropped over the summer, our lives began to feel normal again.

We welcomed in several new families to our membership this year as our Welcome and Hospitality Team prioritized getting out of our church building and into our community! We took our Faith Formation classes outside, under tents and on the playground. Our creative family worship service and RAD childrens' ministry led by Brittany and David brought in new young families to our congregation! Our staff, session, and deacons continued to lead us boldly as every decision was made and as we adjusted.

God continues to be at work in our hearts as we attempt to be faithful to our calling to make disciples here in Black Mountain and around the world. In fact, many people from around the country are still worshipping with us through our live stream services each week. My how we have grown and stretched in 2021!

Finally, we want to thank you for the privilege of serving as your pastors. We look forward to seeing what 2022 brings to all of us at BMPC. We are reinvigorated and ready to grow!

We wish you every blessing for a happy and healthy New Year!

Faithfully –

Three handwritten signatures in black ink. The first signature is 'Mary Katherine', the second is 'David', and the third is 'Bob'.

Mary Katherine Robinson, David Carter Florence, Bob Tuttle

WORSHIP AND MUSIC

Your Worship Arts and Music Ministry Team continued a focus in 2021 on the creation of visual art in our outdoor spaces for both our congregation and community. Under the direction and vision of liturgical artist Ellen Phillips Smith, projects included evolving colorful outdoor cross displays for Lent, Holy Week, and Ordinary

Time; a labyrinth for Ash Wednesday reflections; a Pentecost banner; as well as new solar powered lighting for Advent and Christmas.

We are grateful to all the artists who provided both beautiful and thought-provoking displays for our indoor worship space, including a new paper cut Easter banner in the sanctuary by Ellen Phillips Smith and Patti Pyle, new silk banners by Lisle Gwynn Garrity in the fellowship hall, and a Together at Pentecost woven art project by Martha Jane Petersen and the congregation in the narthex. The sanctuary was adorned with a Thanksgiving cornucopia created by Barbara Brinson, followed by wreaths, trees, sprays, and floral arrangements created by the team to support the annual Hanging of The Greens, and continued with new banners and paraments for the chancel to mark Advent and Christmas. We were also able to continue the BMPC tradition of the flowering of

the cross for Easter and resume our tradition of poinsettias in honor and memory of loved ones.

Worship Arts team members participated in educational opportunities including the annual Calvin Symposium on Worship, the Montreat PAM Worship and Music Conference, and a study of the book, *Presbyterian Worship Questions and Answers*, by David Gambrell.

We welcomed and are grateful for the gifts of and interim musical direction of Aaron Price, leading the Chancel Choir and Prophets of Praise, and Ednae Fisher, leading us on organ and directing the Bell Choir.

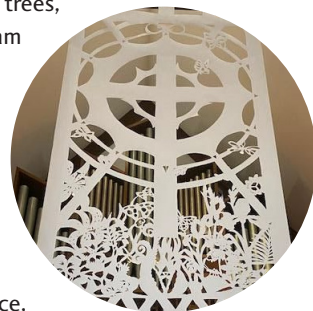
We are grateful for the presence of our pastors on our team and the extraordinary support we receive from staff in helping us coordinate, communicate, and ultimately enact.

We give thanks for the dedicated preparers of the sacraments for communion, Ernie and Susan Banzhoff, as well as the ushering team volunteers led by Perry Sprawls.

And, we are grateful to all those unnamed who have volunteered and worked behind the scenes to support the worship arts and music ministry of Black Mountain Presbyterian Church.

May we continue to find ways to enact our vision statement "Inspiring through Worship... and Welcoming to All!" All glory be to God.

TEAM Liesl Case, *chair*, Ginny Lindsey, Gayle Mudge, Patti Pyle, Lew Rudisill, Ellen Phillips Smith, David Carter Florence, Aaron Price, Mary Katherine Robinson **SUPPORTING** Ernie and Susan Banzhoff, Barbara Brinson, Ruth Duckworth, Keithie Knowles, Perry Sprawls, Susan Wilkinson, Jack Williams



OUTREACH AND MISSION

In 2021, our Global Outreach and Mission Team had a budget of approximately \$85,000 which was very close to the budget for the prior year. Of this, denomination line items represented 62% of spending, local line items represented 24% of spending, and global line items represented 14% of spending. Unplanned requests for assistance from various organizations were funded from the local and global discretionary lines as in previous years. Approximately 24 organizations/causes are represented in planned spending line items.

Ongoing activities and major organizations supported include: Guatemala Partnership, SVCMM, Black Mountain Counselling Center, Bounty & Soul, Alternative Gifting, Tennis Shoe/Sock Drive, Hand in Hand (school supplies), Open Table, MLK Breakfast, Walk for Your Neighbor (also SVCMM), our current local Afghan refugee cause, and more.

Early in the year, we looked at the huge success of our 2020 Alternative Gifting Program in its new model (driven by the pandemic). We quickly decided to repeat this model and received donations over \$16,000! We observed that our Blessing Box program was going very well and received a lot of use by those in need. The Super Bowl Sunday event was subdued due to Covid and inclement weather. Missionaries Gary and Marlene Van Brocklin retired from work in southeast Asia.

Early spring saw us sending funds to the Presbyterian Disaster Assistance program for folks affected by the super intense outbreak of cold weather in Texas and neighboring states. We also assisted

missionary Frank Dimmock for his (then) upcoming trip to Africa. In the late spring our conversations were focused on the capital campaign along with how our upgraded facilities could relate to mission work. Energy was picking up in the revitalized Open Table ministry thanks to the efforts of Patti Pyle.

In the summer, our focus was discerning whether, in 2022, to fund fewer organizations and make a bigger impact on these versus a smaller impact on a greater number of organizations. Everyone acknowledged that all our causes and partners are important and any decisions on this front would be difficult. Ultimately, the consensus of the team was to continue in our current support model.

Autumn brought our participation in SVCMM's Walk for Your Neighbor (formerly Walk for Hunger) event with proceeds going to assist those in our community who are struggling to make ends meet with the many ripple effects of the ongoing Covid pandemic. Planning was well underway for 2021 Alternative Gifting by Patti Pyle and Jessi Stitt. The local Afghan refugee situation became a topic of conversation with questions of how we might help. In the late fall, this became much more real with an Afghan refugee family relocating to our community. It was announced that our own Jessi Stitt will be a long term volunteer at the Annunciation House ministry in Texas beginning in January 2022.

It continues to be an honor for our mission team to serve local and global needs that align with the mission of our church and the teachings of Jesus Christ. Thanks to the incredibly thoughtful and insightful team members of the mission team in 2021.

TEAM Tommy Wilkinson, *chair*, Margo Smith, Anne Drummond, Polly Miller, Jan Griffith, Kay Layman, Grace Stitt, Jessi Stitt, Patti Pyle, Susan Jumper, Barbara Gaw, Dave McClintock, Betsy Murphy



CONGREGATIONAL LIFE

2021 began with approving a new name and forming a new mission statement. Our ministry team's name changed from "Nurture" to "Congregational Life." The new mission statement is: "Providing opportunities within the life of the church for members to connect and form relationships through fellowship, recreation, retreats, church events and small group activities."

As is true with many other ministry teams, our activities were greatly hampered by the Covid virus; however, the committee stayed busy.

We successfully planned and executed a BBQ and Bluegrass event after church on June 6. In June we also implemented a new ministry, Helping Hands, designed to connect those people in our congregation who need help with those that can help. We had 23 people with a variety of skills offer their help. We have set up an email address where people can request help or they may call the church office. On November 4 we had a Thursday Night Live program on depression and on December 12 had about 35 carolers who sang at Highland Farms.



We set up two book clubs that will begin in January 2022. Ina Hughs will lead a group and Annie Hall and Carolyn Crowder will also lead a group once a month. The committee also has established a knitting group that will be held the third Friday of every month from 1:00-2:30.

During the year, we also compiled a list of responsibilities for key programs of the church. The purpose of this endeavor was to have these lists available for when a new person or committee takes over a job. We now have lists for: Memorial Service Receptions, Memorial Service Coordinator, Fall Picnic, and the Thanksgiving Community Dinner.

At the December meeting we made plans for the following events in 2022:

- Guess Who's Coming to Dinner for January 22
- Small dinner groups planned to start in March
- Thursday Night Live on February 17 – Aaron will provide a musical program
- Our first JOY group meeting in the beginning of September

We recognized that all these plans may be affected by the Covid virus, but we will continue to plan so that as soon as the virus is under control we will be organized and ready to go.

TEAM Gay Ferguson, *chair*, Katherine Holman, Trudy Winstead, Jack Williams, Franklin Jones, Brittany Williams, David Carter Florence

FINANCE

It's been a banner year at BMPC as Covid retreated and we were able to resume in-person services. Reopening, we are excited to see God working through our ministries. BMPC is growing.

The role of Finance is to connect the dots, coordinating funding for ministries as they address diverse and often unexpected congregational and community needs. In 2021 Finance took a huge step forward by implementing Realm as our new financial system; we're also blessed in having Sam and John Barry, our new bookkeeper.

The church is in a strong financial position. Day-to-day operations are funded through our Operating Accounts; the Capital Campaign is managed separately.

OPERATING ACCOUNT

pays the routine costs of running the church. It is used to pay recurring budget expenses, including utilities, staff salaries, committee expenses, building upkeep and repair, choir sheet music, and more. The 2021 Operating Account had Revenue (giving) of \$1,000,924 that funded \$918,434 in expenses.

CAPITAL CAMPAIGN

ACCOUNT was created in 2019 to fund long-term

Mission Based Budget December 31, 2021

Accounts	Annual Budget	YTD Actual	YTD Budget	YTD Budget/Actual
Revenues				
REVENUE				
CONTRIBUTIONS				
PLEDGES	\$797,675.00	\$793,041.36	\$797,675.00	(\$4,633.64)
CONTRIBUTIONS-UNPLEDGED	\$65,000.00	\$83,630.49	\$65,000.00	\$18,630.49
NEW PLEDGES	\$12,000.00	\$0.00	\$12,000.00	(\$12,000.00)
PLATE COLLECTIONS	\$8,000.00	\$3,607.08	\$8,000.00	(\$4,392.92)
Total CONTRIBUTIONS	\$882,675.00	\$880,278.93	\$882,675.00	(\$2,396.07)
OTHER INCOME				
Sales Tax Refunds		\$1,314.62		\$1,314.62
INTEREST EARNED	\$0.00	\$6.58	\$0.00	\$6.58
ENDOWMENT INCOME	\$0.00	\$7,439.63	\$0.00	\$7,439.63
SPECIAL OFFERINGS	\$35,000.00	\$30,575.13	\$35,000.00	(\$4,424.87)
PPP LOAN FORGIVENESS	\$0.00	\$81,309.75	\$0.00	\$81,309.75
Total OTHER INCOME	\$35,000.00	\$120,645.71	\$35,000.00	\$85,645.71
Revenues	\$917,675.00	\$1,000,924.64	\$917,675.00	\$83,249.64
Total Revenues	\$917,675.00	\$1,000,924.64	\$917,675.00	\$83,249.64
Expenses				
OUTREACH				
Special Offerings	\$35,000.00	\$30,575.13	\$35,000.00	(\$4,424.87)
Denominational	\$53,250.00	\$53,250.00	\$53,250.00	\$0.00
Local	\$20,225.00	\$20,225.00	\$20,225.00	\$0.00
Global	\$11,325.00	\$11,325.00	\$11,325.00	\$0.00
TOTAL OUTREACH	\$119,800.00	\$115,375.13	\$119,800.00	(\$4,424.87)
STRATEGIC PLANNING				
strategic planning	\$2,000.00	\$0.00	\$2,000.00	(\$2,000.00)
CONGREGATIONAL				
Faith Formation	\$22,200.00	\$16,976.67	\$22,200.00	(\$5,223.33)
Congregational Life	\$5,950.00	\$2,185.01	\$5,950.00	(\$3,764.99)
Worship	\$19,100.00	\$18,997.30	\$19,100.00	(\$102.70)
TOTAL CONGREGATIONAL	\$47,250.00	\$38,158.98	\$47,250.00	(\$9,091.02)
MISSION PROPERTY				
Finance	\$80,200.00	\$87,863.90	\$80,200.00	\$7,663.90
Salaries & Benefits	\$556,016.00	\$566,191.54	\$556,016.00	\$10,175.54
Personnel	\$3,700.00	\$4,018.22	\$3,700.00	\$318.22
Property	\$105,288.00	\$93,977.49	\$105,288.00	(\$11,310.51)
Hospitality & Welcome	\$750.00	\$508.55	\$750.00	(\$241.45)
Leadership Dev.	\$800.00	\$331.81	\$800.00	(\$468.19)
Generosity	\$1,500.00	\$544.55	\$1,500.00	(\$955.45)
TOTAL MISSION STATION	\$748,254.00	\$753,436.06	\$748,254.00	\$5,182.06
Endowment Funded Expenses	\$0.00	\$11,464.76	\$0.00	\$11,464.76
TOTAL EXPENSES	\$917,304.00	\$918,434.93	\$917,304.00	\$1,130.93
NET INCOME	\$371.00	\$82,489.71	\$371.00	\$82,118.71

projects. Donors made three-year commitments above and beyond their operating budget pledges. Three-year Capital Campaign pledge commitments are \$1,764,082.79, of which we received \$867,442.92 through December 31, 2021. Thank you for being faithful during these turbulent times; your donations have enabled us to respond to very real needs.

TEAM Austin Brown, *chair*, Bill Straughan, Katherine Neville-Scouten, Kitty Fouché Jerone Herring, Wilson Jumper, Leslie Carreiro, Steve Coward, Steve Riley, Sam Webber, Mary Katherine Robinson

GENEROSITY

As with 2020, we had to learn to cope with the Covid virus for 2021, and that made the process more difficult for the Generosity team. Early in the year we met by Zoom, while later we were able to have our meetings in person. In the first quarter, we agreed on our campaign theme, Morning Has Broken, and began planning for the campaign. Without in-person services for the first part of the year and in light of the capital campaign taking place, we decided to put off any active campaigning until the fall. We did contract with a member artist to produce a visual version of our theme and used that extensively in the fall campaign. In addition, through the Weekday School, we were able to have a rendition of that

artwork in the form of a banner to hang in the narthex during the campaign. We kicked off the campaign on the last Sunday in September and utilized Minute for Mission speakers each Sunday in the campaign to highlight how “morning had broken for them.” We continued with the concept of the giving path and estimates of giving during the campaign and utilized daily devotionals as we did the previous year.

Members were encouraged to complete their giving estimates online and we also provided giving packets at the October Sunday services. Remaining packets were mailed to members in late October.

Last year we received the highest giving total for the previous 10-year period, and our total for 2022 is down slightly from that record year, likely due to the ongoing pandemic uncertainty and possibly the addition of the capital campaign.



TEAM Dave Johnson, *chair*, Sarah Bergland, Jean Chamberlain, Bob McMurray, Mary Katherine Robinson

CHILD PROTECTION

Despite Covid, the Faith Formation team of Black Mountain Presbyterian Church continued to provide activities and learning experiences for our children and youth. When the call for volunteers was issued, wonderful volunteers came forward to say, “yes, I will serve.” The Child Protection Team is then charged to provide the two-part six-hour training in how to be alert to children who might be experiencing some type of abuse in their lives, and to acquaint and inform the volunteers regarding the policy approved by our session in 2012 to keep safe our staff and volunteers. Four trainings were held throughout the year with as many as six and as few as one, but folks walked away with a clear understanding of what is expected of them in their service to our congregation’s youngest. Our policy is a solid one that makes it clear how adults may appropriately interact within the church’s program structure, but also to make clear how to provide an atmosphere of safe and loving supervision. In addition to staff and volunteers, elders are encouraged to take the training to be knowledgeable of the policy and their responsibility in order to support the staff and congregation in their ministry.

We look forward to a new group of volunteers as we move into 2022, and the committee will be ready to train them to enable more of our congregation to be an approved adult who nurtures the faith formation of all our children and young people.

TEAM Pat Tuttle, *chair*, Andy Banzhoff, Ellen Begley, Karen Davis, Deb Mullis, Kim Reese, Brittany Williams, David Carter Florence

FAITH FORMATION

2021 brought many challenges but also many amazing and creative solutions to fostering faith formation during a pandemic.

WEEKDAY SCHOOL

Alice Patton's leadership in the Weekday School allowed children to be served safely and with a sense of normalcy. Despite many challenges related to masks and finding substitute teachers, the Weekday School and its talented teachers continued to serve the youngest members of our faith community. In addition, the nursery and extended session were offered during worship for families. In the spring, there were Zoom Church School classes for preschoolers prior to church "reopening." Here are some more highlights related to our preschoolers:

- Provided childcare for teacher's kids during online school
- Held Summer day camps (which raise money for the scholarship funds)
- David coordinated story time with pastors monthly, and with the addition of music offerings by Aaron
- Brittany provided regular communication with Weekday School parents regarding activities going on in the larger church

Spring of 2021 offered more opportunities for our kindergarten through high school children and youth to participate in person with one another. These activities were still designed with safety in mind, and were held outdoors as much as possible. Sam transitioned out of any type of youth leadership as his job responsibilities shifted, and Betsy Ray was hired in June of 2021 as a part-time interim youth director. Highlights from children, youth, and college ministries are as follows:



CHILDREN'S MINISTRY: GRADES K-5

- RAD – Spring and Fall; served 25 kids and met weekly for six weeks in the spring and 10 weeks in the fall
- Online SS offerings for K-5 kids
- Family worship offered two times a month, outdoors from September through December
- Easter activity (involving egg hunt)
- Second year of successful VBS (primarily outdoors when weather allowed) with closing picnic
- Trunk or Treat crossover event with Hospitality and Welcome
- During Spring, visits to families were made with gifts for children
- Advent Workshop for families
- Brittany brought on eight new volunteers during this time and included parents as volunteers
- Children's Worship was virtual and held on Sunday, February 14
- Weekly family email and regular updates provided on the family Facebook page
- Picnics were held for families on playground after worship and one evening potluck dinner
- Preschool-Middle School kids met for four weeks in December to prepare and put on the 4:00pm Children and Families Christmas Eve Service

YOUTH: GRADES 6-12

- Betsy started in June as an interim part-time youth director
- Girls' group with David and Ellen Begley served eight girls – have coordinated with refugees twice (made dinner/visited with them)
- Presbytery Youth Council – three youth and three adults are part of the leadership
- Weekly youth offerings of activities (unless halted by Covid as these were outdoors primarily)
- Feed a Family
- Old Fort Presbyterian Service Day helping to start up a satellite location for Black Mountain Counseling Center
- Successful Covid potato lunch that raised \$1,500
- Car Wash for capital campaign (with some elementary kids)
- Senior Graduation lunch (crossover with Congregational Life)
- Youth leadership envisioning meeting held in June
- High school lake retreat
- High school camping and hiking trip
- Youth Sunday Brunch for kids
- Spring Youth Easter kits delivered to all youth



CONFIRMATION

- Four youth – all have mentors and meet weekly

COLLEGE

- 30+ care packages were sent to all college youth in both Spring and Fall – completed by parents
- College database updated

ADULT EDUCATION

Classes continued to have their faithful following of members and four classes consistently met. Each class had new leadership begin as well. The adult education offerings were:

- Biblical Perspectives – met as a hybrid class (online and in person)
- Becomers
- Biblical Explorations
- Faith Builders
- Lenten Small Groups

The Faith Formation team has exciting goals for the future. We are looking forward to hiring a permanent part-time youth director and continuing to add offerings for church members of all ages and stages. This team wants to express appreciation for the thoughtful, collaborative, and faithful work put in by all of our staff who work diligently to provide for the faith formation needs of our church community. David, Brittany, Alice, and Betsy are gifts, and we are so appreciative of all they do daily, but also especially with the extra challenges presented by this pandemic.

TEAM: Alison Banzhoff, *chair*, Emily Munn, Susie Burns, Betsy Ray, Alice Patton, Brittany Williams, David Carter Florence

EARTH CARE

Despite challenges, we had many successes this year. We're pleased to have been named an Earth Care Congregation by PC(USA) for the seventh consecutive year.

We again cooperated with First Baptist Church in growing a community garden, providing fresh vegetables to hungry neighbors. We coordinated with worship leaders to see that praise and stewardship of God's creation are integrated into our worship through liturgy, prayer, music and message. We also led a special Earth Sunday program in April.

We presented a forum on "Demystifying Solar for Homeowners" in September. Of the attendees, almost half were folks from outside our congregation, which was especially satisfying given our efforts at community outreach. Our focus on education also led team members to lead church school classes on climate change, while others saw that our youth and day school students learned about vermiculture and composting.

Our weekly book study group covered a variety of books this year, from Mallory McDuff's "Natural Saints" to Douglas Tallamy's "Nature's Best Hope" and the essays and poems of Wendell Berry.

We persevered through Covid, with meetings on Zoom, in socially-distanced groups outdoors, or in large classrooms. In the past few years the Earth Care Team emphasized a shift to paperless communication, encouraging distributing the church newsletter and other announcements on the internet. We saw the benefit of that effort in the effective way we reached out to members despite Covid restrictions on in-person contact.

As BMPC goes through an extensive renovation and upgrade of our facilities, the Earth Care Team is working to ensure the demolition and rebuild are done in an environmentally conscious manner – recycling materials as they are removed, and using green building concepts as the rebuild takes place. We are especially involved in planning the upgrade to our grounds to provide flexible spaces for outdoor worship and fellowship within areas of welcoming habitat for native plants and wildlife.

We have a wide email list of supporters and count all church members as partners in our work.

TEAM Karen Austin, *chair*, Alan and Jane Belches, Larry Berglund, Scottie and Tom Cannon, Carolyn Crowder, Margaret Fouse, Jeannie and Carl Franklin, Katherine Holman, Jim and Kay Layman, Gayle and Peter Mudge, Martha Jane Petersen, Gayle Petty-Johnson, Robin and Tom Stiles, David Carter Florence

PERSONNEL

The BMPC staff continued to grow in ministry to the congregation and beyond with their energy, dedication, creativity, flexibility as the Covid pandemic continued. The staff worked on individual and team goals. We said goodbye to our long-time music and worship arts director Mike Barker and our finance administrator Jen Thorstad. With the support of the Endowment team, we invited Eric Wall, asst. professor of church music at Austin Seminary, to meet with the newly formed representative search committee and to present a workshop on church music to the congregation. We are thankful that Aaron Price has stepped in as our interim worship arts director and John Barry has been hired as our bookkeeper. We have heard positive reports from the ministerial staff about the teamwork and relationships among the staff. We value and appreciate our staff as they partner with us in ministry at BMPC.

TEAM Ellen Begley, *chair*, Diane Ginther, Bill Straughan, Andy Banzhoff, Rock Ward, Mary Katherine Robinson

THE WEEKDAY SCHOOL

The Black Mountain Presbyterian Church Weekday School ministers to the young families of our community by combining Christian faith with the highest standards in early childhood education. Through our ministry each child is challenged to reach his or her highest potential as a respected and loved child of God.

During 2021, the Weekday School was able to open with full capacity. We provided a quality preschool program for one-through five-year-olds from September through May. We served 67 children and 57 families during 2021. Twelve of those children belong to members of this congregation and four children and their families are currently visiting our congregation.

While the Weekday School is Christian oriented, we welcome children from any congregation and from the community at large. We believe that this approach gives us the opportunity to enhance not only our own program of Christian education, but that of other churches in the Swannanoa Valley, and to reach non-churched children and their families. All the Weekday School staff have a strong Christian faith. It is through their love and care that we seek to teach the children how the love of Jesus affects their own lives and relationships.

The Weekday School offers a unique and special ministry to both young children and their parents within our community. Scholarship assistance is available to children whose families have an acute need. Scholarship assistance is provided through generous donations from both individuals, memorial gifts and Sunday School classes. In 2021, nine children were helped with scholarship assistance for a total of \$7,700.

As a mission of Black Mountain Presbyterian Church, the Weekday School program is funded largely through school tuition and special endowments, and partly through the church budget. The financial relationship between the church and the Weekday School was outlined by the church Session in 1987 and was reaffirmed by a task force in 2005. While the Weekday School is incorporated into the church budget, its day-to-day operating expenses are not a part of that budget. The church's general budget funds the director's salary, janitorial support, building space and utilities, and the maintenance of the facilities. The Weekday School registration, tuition fees, and endowment funds pay for teacher salaries, on-going teacher training, teaching materials and supplies, classroom furniture, equipment, classroom supplies, construction and maintenance of the playground equipment and required surfacing materials. All these supplies and equipment are shared by the Weekday School and other programs of the church.

TEAM Linda Stroupe, *chair*, Linda Caldwell, Jeannie Maidment, Robin Stiles, Mistie Cogbill, Russ Spillers, Amy Johnson, Kristin Wilson-Patton, Sandra Carpentier, Jeff Muston, Michael Smith, Mary Beth Begley, Katie Hay



WELCOME AND HOSPITALITY

Three Inquirer's Classes were held for potential new members and clergy affiliates. We had 22 new members join the church. At each gathering, members of the committee told what excites them the most about or brought them to BMPC. New members also met all of the staff and learned their roles. We told of how we work throughout the year holding events for members and the community.

We introduced connection cards that are currently used for prayer requests and concerns, and to collect visitor's information so they can be contacted. We have added back the friendship pads as many of our regular members prefer using them.

We have welcome bags for first time visitors filled with a small hand sanitizer with our logo, tissues, mints, a pen, and a few other items.

Brittany has set up online sign-ups for ushers and greeters for both services. These are vital to our welcoming both visitors and members each week. We currently have a member of the Welcome and Hospitality Committee in the narthex each Sunday to help welcome visitors and assist them as needed with finding the nursery, rest rooms, or to answer questions.

On October 30th we held our first Trunk or Treat event. We had 15-16 decorated cars and gave out candy to 400+ children. On the Thursday before the event a group of members gathered and filled 400 treat bags for Mary Katherine and David to hand out to each child as they were leaving.

On December 3rd during Holly Jolly we were in the lower parking lot beside the White Horse handing out hot chocolate, apple cider, and candy canes with information about our Christmas Eve services. We also had a picture booth that was a true hit. This can be used at multiple events as different backdrops can be used based on the season or event.

As we enter 2022, we are excited with the enthusiasm and joy brought to so many by our community events. We have our calendar filled with both new and returning events. Watch for opportunities to come help the Welcome and Hospitality team in spreading hope, love, and a true sense of community.

TEAM Deb Mullis, *co-chair*; Cheryl Wilson, *co-chair*; Leslie Applewhite, Barbara Brinson, Joyce Massey, Julie Moore, Janine Spiller, Trudy Winstead, Mary Katherine Robinson, Brittany Williams



PRESBYTERIAN WOMEN

In keeping with our purposes of nurturing our faith through prayer and Bible study, supporting the mission of the church worldwide, working for justice and peace, and building an inclusive, caring community of women that strengthens the Presbyterian Church (U.S.A.), the Presbyterian Women are committed to specific goals. We achieved these goals in 2021 by offering women opportunities for service, by offering opportunities to support mission projects, and by participating in circle meetings which offer Bible study and a supportive, loving fellowship.



CIRCLES

90 women, Six circles which meet September through May (nine new women joined in the fall)

BIBLE STUDY

Fall 2020 -Spring 2021 – *Into the Light, Finding Hope Through Prayers of Lament*,
Fall 2021 -Spring 2022 – *What My Grandmothers Taught Me, Learning from the Women in Matthew's Genealogy of Jesus*, Karen Austin, Bible leader facilitator, presented each monthly lesson on YouTube through the church's website. Some circles met by Zoom in the early part of the year due to Covid pandemic, but all circles resumed in person in the fall. The videos were a connection for those unable to join in person.

GATHERINGS

March – Easter Egg Tree, a drive-by event with devotional gift

May – Birthday Offering Program in the sanctuary with installation of officers and lifetime memberships awarded to Linda Stroupe, Andrea DeWitt, and Patti Pyle

October – Thank Offering Program with guest speaker Diane Riley Gray



SERVICE OPPORTUNITIES • Missionaries remembered by each circle with prayer and correspondence • Thank you cards to the staff of the local primary and elementary schools • Gathering of specific items for SVCM • Bounty & Soul kits for children • Support for Hope for Tomorrow families (planting tree, birthday parties) • Collection of items for refugee family • Packing of welcome totes for Black Mountain Home for Children, Youth, and Families **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 • Pisgah Legal Services

COORDINATING TEAM Ginny Soll, *moderator*; Connie Schimpf, Katherine Holman, Diane Ginther, Kay Salmon, Karen Austin, Margaret Fouse, Patti Pyle, Becky Jo Sumner, Lew Rudisill, Barbara Brinson, Deb Mullis, Karen Smith, Gay Ferguson, Jeannie Maidment, Linda Caldwell, Linda Stroupe, Helen Sheorn, Penny Mayronne

DEACONS

What is a deacon and what do they do at BMPC? The office of deacon was established early in the New Testament church to make sure food was distributed to widows and others in need (see Acts 6:1-6). In our denomination the ministry of deacon is described as “one of compassion, witness, and service, sharing in the redeeming love of Jesus Christ for the poor, the hungry, the sick, the lost, the friendless, the oppressed, those burdened by unjust policies or structures, or anyone in distress.” The congregation is divided up into 24 groups or clusters. Deacons are responsible for maintaining contact with their cluster and to provide an extra layer of support, if needed, during times of crisis. They are expected to assist with the distribution of Communion and participate regularly in the ministry and mission of the church.

The staff of BMPC resource the deacons closely. At staff meetings each week we review the joys and concerns of the congregation. We determine which updates need to be made on the whiteboard in the church office and published in the weekly Guide to Worship. I send weekly emails to all deacons so that they might be aware of those joys and concerns as well as news items that need to be emphasized. Before Covid, deacons normally met together quarterly, but since we could not meet in person, I soon began an optional Zoom in order that deacons might pray together, get to know each other, share how their own households are getting along, and report any matters from their cluster that need to be forwarded to pastors.

What have the BMPC deacons been doing in 2021? Deacons encourage their clusters with cards, emails, and phone calls. Deacons use their own personality and strengths to make their deacon ministry uniquely their own! One deacon has conducted Zoom meetings with their cluster. Another deacon shared humorous videos to give us something to laugh about. Some deacons emailed links to inspirational music, poems, and prayers that they have shared with their clusters. Deacons highlight for their clusters the many creative opportunities that BMPC continues to provide in worship, education, and mission.

Who are your deacons? Deacons are elected to a three-year term by the congregation. We give thanks to God for these deacons who completed their terms of service at the end of 2021: Yvette Ballard, Carey Jo and Salmon, and Margaret Waterstradt. Beginning their terms of service in 2022 are Annamarie and Bill Arens, Christy Carswell, Julie and Dale Culpepper, Melissa Kadam, Ellen McClintock, Anne Straughan, and Ann Wiig. They join the class of 2023: Alex Carver and Joe Carreiro, Craig Cooley and Margaret Fouse, Edie and Joe Covert, Diane Ginther, Jeannie Maidment, and Margie Stansell and the class of 2022: Susan and Ernie Banzhoff, Kay and Jim Layman, Susan McElrath, Mary and Don McMahill, Martha Jane Petersen, Delores Spielman, and Janine and Russ Spiller.

What if you don't know who your deacon is? Email me at bob@bmpcnc.org and I'll let you know! Lists are always being updated with contact info so we welcome your inquiry. I'm proud to work with these dedicated folks and will put you in touch with the appropriate deacon who will follow up with you.

– Bob Tuttle

PROPERTY

Big changes are happening in the life of our church buildings. Under the umbrella of the property team, Facilities Use Task Force has been overseeing the reconstruction of our church house into a facility where our youth, young families, and many other congregants will be able to enjoy time for fellowship, meetings, and all sorts of activities. Property has focused on improving drainage in and around the building to keep up with the increase of sudden rainfalls we've been receiving the last few years, updating HVAC systems and water heaters to save on both maintenance and electric/gas expenses, and installing professional looking signage options to showcase our programs to the town of Black Mountain.

TEAM Daniel Wiggs, *chair*, Peter Mudge, Rick Bailey, Wayne Mullis, Tommy Wilkinson, Hannah Webber, Sam Webber

CAPITAL CAMPAIGN

Sowing the Seeds: Planting our Future Capital Campaign

In the Spring of 2021, we initiated a capital campaign that exceeded all of our expectations! This congregation had not had a capital campaign since 1984 so the time was ripe for it. Our goal was 1.5 million and we raised 1.85 million in commitments. There is still more work to do so if you have not had a chance to commit to the campaign, please reach out to Mary Katherine Robinson.

We want to thank our fearless Co-Chairs, Reverend Bill Waterstradt and Mary Carroll Dodd, who led us with so much hope and enthusiasm. We are grateful to everyone who listened to the campaign story, who thought and prayed over it, and who pledged, with gifts of all sizes. And we sincerely thank all of our campaign team and volunteers. Your dedication, bright spirits and endurance were indispensable. Our campaign results are both gratifying and humbling. I believe they show that this church has a place in our hearts, and that we believe in its mission.

By the deep generosity of this congregation we are making tangible steps forward to make our church campus more hospitable, more accessible and better suited to our mission needs. We are addressing deferred maintenance needs, and we are preparing for a future full of hope and possibility.

Thank you for making these commitments over and above your annual stewardship pledges and gifts. Thank you for catching the vision and the assessment of our Facilities Task Force led by Wayne Mullis. And thank you, ahead of time, for a spirit of cooperation, collaboration, and flexibility as we prepare to work on the Fellowship Hall & Kitchen this summer while the Weekday School will be on hiatus. We will continue to keep the congregation informed as work progresses, and as ministries get uprooted and moved for a season of renovation.

God is doing a new thing through this exciting chapter in the history of this congregation. Thanks to each of you who has made a financial and prayerful contribution to realize the vision of this historic and exciting initiative.



ANNUAL PROPOSED TERMS OF CALL FOR PASTORS

Approved by Session on January 9, 2022

Mary Katherine Robinson
Pastor and Head of Staff

Effective Salary	
Annual Cash Salary.....	\$65,000
Housing Allowance	\$30,000
FICA.....	\$7,382
Board of Pensions	
Medical	\$25,650
8.5% Pension	\$8,075
Death and Disability	\$950
Temporary Disability	\$475
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	\$144,032

David Carter Florence
Associate Pastor for Congregational Faith Formation

Effective Salary	
Annual Cash Salary.....	\$36,000
Housing Allowance	\$26,000
FICA.....	\$4,858
Board of Pensions	
Medical	\$16,740
8.5% Pension	\$5,270
Death and Disability	\$620
Temporary Disability	\$310
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	\$93,798

Mary Katherine Robinson	Pastor/Head of Staff
David Carter Florence	Associate Pastor for Congregational Faith Formation
Bob Tuttle	Parish Associate
Alice Patton	Director of Preschool Ministry
Jackie Kerr	Director of Communications
Brittany Williams	Director of Congregational Life and Children's Ministry
Sam Webber	Director of Operations
Aaron Price	Interim Director of Music and Worship Arts
Ednae Fisher	Interim Organist and Bell Choir Director
Betsy Ray	Interim Youth Director



BLACK MOUNTAIN
Presbyterian Church

117 Montreat Road | Black Mountain, NC 28711 | 828-669-2725 | bmpcnc.org



an Earth Care Congregation



BMPC Child Protection Policy
providing a safe environment for children & youth

