

PRESBYTERY OF
WESTERN
NORTH CAROLINA



(U S A)

MINUTES

ONE HUNDRED FORTY-FOURTH
STATED MEETING

October 28, 2025

TABLE OF CONTENTS

Call to Order	3
Constitution	3
Land Acknowledgement.....	3
Appointment of Standing Committees.....	3-4
Attendance	3-8
Approval of Docket.....	8-10
Consent Agenda	10
Stated Clerk's Report.....	10-12
Worship.....	12
Coordinating Ministry.....	13-14
Malawi Team	14
Peace and Justice Team.....	14
Texas Presbyterian Foundation.....	14
Commission Pastor Team.....	14
Disaster Recovery.....	15
Guatemala Team	15
Commission on Ministry	15-17
Youth Team	17
Finance Team	17
Faith Formation Team	17
Nominating/Representation Team	18
Report of the General Presbyter	18
Resolution of Thanks	18-19
Prayers of Intercession	19
Benediction and Adjournment	19
Next Meeting	19
Appendices	20

**The Presbytery of Western North Carolina
144th Stated Meeting
October 28, 2025
Rutherfordton Presbyterian Church, Rutherfordton, NC**

CALL TO ORDER

Ruling Elder Ken Murchison, Moderator, convened the 144th Stated Meeting of the Presbytery of Western North Carolina at 9:00 a.m. with prayer.

CONSTITUTION

The Moderator, Ruling Elder Ken Murchison opened the One-Hundred Forty-Fourth Stated Meeting of the Presbytery of Western North Carolina with prayer.

LAND ACKNOWLEDGEMENT

The Coordinating Ministry has adopted a motion that we begin our Presbytery meetings with a land acknowledgement of some of the traditional native inhabitants of the land in which we live and minister. Although various groups of indigenous peoples have populated the land that now forms our Presbytery, the Cherokees were the principal inhabitants at the time Europeans first arrived in western North Carolina. Between 1830 and 1850, the United States military forced Cherokees, along with members of the Muscogee, Seminole, Chickasaw, and Choctaw nations to migrate to the newly created Indian Territory west of the Mississippi River. This displacement along the Trail of Tears remains one of the saddest chapters in our country's treatment of Native Americans. Notwithstanding this forced migration, a significant number of descendants of the original inhabitants remain in Western North Carolina as the Eastern Band of the Cherokee Nation.

As A Declaration of Faith (1967) reminds us, “[w]e are charged to remember our past to be warned and encouraged by it, not to live it again.” Today we continue our acknowledgement by specifically remembering that we live, worship and serve in the region of the Native lands of the Cherokee peoples among others, paying our respects to elders of the past and present, known and unknown. Let us do our faithful work, mindful of them.

APPOINTMENT OF STANDING COMMITTEES

Standing Committees:

Resolution of Thanks:

Rev. Robert Warren, First Presbyterian Church, Marion
Mr. Bill Spears, Elder, First Presbyterian Church, Marion

Presbytery in Brief:

Mr. Rick Leissner, CRE, Quaker Meadows Presbyterian Church, Morganton

Bills and Overtures:

Rev. Alan Purtill, Tryon Presbyterian Church
Ms. Martha Campbell, Elder, Montreat Presbyterian Church
Rev. Becky Stanley, retired

Tellers: (Elders from Rutherfordton Presbyterian Church)

Ms. Karen Andrews
Mr. Stewart Powell

Ms. Molly Oakman
Ms. Sarah Kirk

ATTENDANCE

The acting Stated Clerk, Bob Forsythe, declared that a quorum was present by referencing our registration data and observing those in attendance.

The following MINISTERS WERE ENROLLED (P = Present; E = Excused; A = Absent without excuse):

*Robert M. Abel	E	*Kat Achtemeier	E	Mark Achtemeier	E
*Jefferson Aiken, Jr.	E	*Merriam Alexander	P	*Terry Alexander	E
Kevyn Amos	A	*Stephen Aschmann	E	*James Aydelotte	E
Patricia Bacon	E	*Tony Baker	E	*Edna Banes	E
*Alan Baroody	E	*Ashley Beavers	E	Joseph Bennett	P
*Cynthia M. Benz	E	*Lynn Bledsoe	E	*Randall Boggs	E
David Bonnema	A	*Lee Bowman	E	*Richard Boyce	P
Grace Boyer	E	David Bradley	E	Ryan Brakemeyer	A
Troy Braswell	A	*Ronald Brauer	E	*Sandra Brown	E
Thomas Brown	A	William Buchanan	A	*Monty Burnham	E
*Constance Button	P	*Joey T. Byrd	E	*David Cameron	E
*Kathryn J. Cameron	E	*John T. Campbell	E	Kathy Campbell	E
Amy Cantrell	A	*H. Pride Carson	E	Dwight Christenbury	P
*William Christian	E	Sarah Coburn	A	*James Cockerham	E
*Jeffrey R. Coffey	E	Evelyn Coleman	A	*J. Hunter Coleman	E
Daniel Commerford	E	Kelley Connelly	P	*Monty Cook	E
*Thomas C. Cook, Jr.	E	*Donald L. Cooper	E	*W. Riley Covin	E
*Robert Bruce Cumming	E	*James Dale	E	*Dent C. Davis	E
Heather Wood Davis	P	Holly K. Davis	E	*Susan Denne	E
Janet DeWater	P	*Edward D. Donnell	E	*Ellen H. Dozier	E
*Steven Eason	E	*Robert Edmunds	E	Leah E. Epps	P
*Robert C. Evans	E	*Lee S. Feero, Jr.	E	David Carter Florence	A
Richard A. Floyd	A	*Edward Forsyth	E	Clarence D. Fouse, III	P
*Kevin E. Frederick	P	Keith B. Freeman	A	Alice Schaap Freeman	P
*John L. Frye, Jr.	E	Laurie Furr-Vancini	P	*R. Curtis Fussell, III	E
*Tempe Fussell	P	*Willis Gaines	E	*Paul Galbreath	E
*Lewis F. Galloway	P	Robert D. Gamble	P	*David Garnett	P
Lisle Garrity	A	Tee S. Gatewood	A	*Denise Geiger	E
David Germer	P	Samantha Gonzalez-Block	A	*Gregory Grana	E
Keith Grogg	P	*Decherd Guess	E	Rebecca Gurney	A
John Hagmann	A	Lindsay Haislip	A	*Michal H. Hall	E
*Terry L. Hanna	E	*Patrick Hardy	E	Randall A. Hardy	A
*Martin L. Harkey, III	P	Luke Harkema	P	Laurey Harrell	A
Julie Hester	P	*J. Samuel Hobson, Jr.	E	David Holloway	A
Garland Honeycutt	A	Matthew Horne	P	*James S. Hornsby	E
*David Hosick	E	Carol Hovis	A	*George B. Hutchins	E
Dennis Eugene Hysom	A	Jill V. Isola	P	Lindsay Jacaruso	A
*Donald Jafvert	E	*William M. Janes	E	Esta M. Jarrett	E
*Cecil M. Jividen	E	Caitlin Johnson	A	*G. Wallace Johnson	E

Katherine D. Johnson	P	Patrick Johnson	P	Franklin Jones	A
Lucas Jones	A	Rebecca S. Jones	A	Shannon D. Jordan	A
Kimberly L. Justice	A	Joseph Kang	A	Lynne Keel	A
*David Kennedy	E	*Ira K. Kennerly	E	*R. Paul Kercher	E
*William L. Kirk	P	*Albert D. Kissling	E	*Janice Krouskop	E
Lee Kruse	A	*Michael Lamm	E	*John H. LaMotte	E
*John C. Laughlin	E	*Margaret P. Lauterer	E	*James E. Layman	E
*Thomas G. Lewis	E	*J. William Lindeman	E	*John P. Lindsay	E
*Gene Linton, Jr.	E	Deneise Deter Liss	A	*Jamie Bibee Lloyd	E
*Neal Lloyd	E	*Laura Long	E	*Billy T. Lowe	E
William Lowery	A	*Robert L. Lowry	E	*Alexandra Lusak	E
*David R. Lytle	E	*Kathleen Madigan	E	*J. Whit Malone	E
Andrew Mangione	A	*Marjorie Marsh	E	*Joan C. Martin	E
*W. Tyler Martin	E	Matt Matthews	P	Rachel Matthews	P
John S. McCall	P	Sandra McClinton	A	*Robert A. McCully, Jr.	P
Mike McCracken	P	*David W. McKee	E	Michael T. McKee	E
Megan McMillan	P	Alex P. McNeill	A	*Kenyon Meeks, Jr.	E
C. Lynn Michie	A	*Beth Ann Miller	P	*Robert L. Montgomery	E
Sarah Grace Montgomery	A	*Anne Morgan	E	*S. Keith Morrison	E
Toby Mueller	P	*David E. Mulford	E	*D. Cameron Murchison	E
*David Nash	E	*Wanda Neely	P	*William K. Neely	P
*Thomas G. Nelson	E	Elizabeth D. Newman	P	*Richard Nygren	E
Daniel J. Oedy	A	*O'Hyun Park	E	Andy Parkey	A
*Albert G. Peery, Jr.	P	*Margaret B. Peery	E	Bonnie Peggs	A
Lance Perry	P	*Martha Jane Petersen	E	*Ann Philbrick	P
*J. Thomas Phillips	P	*James N. Poling	E	Michael J. Poulos	P
*Donald G. Price	E	Caroline Proctor	A	*E. Allen Proctor, Jr.	E
Edyth P. Pruitt	A	Tamara Puffer	E	Allan Purtill	P
*Jay K. Rabuck	E	Daria L. Ragan	A	*Earl M. Rash	E
Mary Elizabeth Ray	E	*Patricia Reid	P	*Calvin Rice	E
*G. Harriss Ricks	E	Mary Katherine Robinson	P	William (Billy) Robinson	A
*David Roquemore	E	Steven Runholt	A	T. Feild Russell	P
Donald Scofield	P	*Henry D. Scoggins	E	*Carol N. Seaman	E
Dana V. Seiler	P	Caroline Sell	A	Nathan Sell	A
*Michael Shepard	E	Rachel Shepherd	A	Marcia Mount Shoop	P
Mary Elizabeth Sigmon	P	*Brad Simpson	E	Wirt Skinner	A
Allen Smith	P	Chad Smith	P	David B. Smith	E
Lance Smith	P	Paul S. Smith	A	*Becky B. Stanley	P
*J. Mark Stanley	P	*Daniel G. Stitt	E	*Margie B. Stansell	E
Carol Steele	A	Betsy Stow	P	Cynthia R. P. Strickler	A
*William B. Sweetser, Jr.	E	Craig Sumey	A	Dana Sutton	A
*Christopher Taylor	E	*George Thompson, Jr.	P	*Beverly Thompson	P
Keith J. Thompson	E	Denise Thorpe	A	*Russell D. Tillotson, Sr.	E
Ron Tippens	P	Daniel Tipton	A	*Kathleen Rankin Tompkins	E
Margaret LaMotte Torrence	E	Lynn Turnage	E	Christina B. Tutterow	A
*Robert J. Tuttle	E	*Melissa Anne Upchurch	E	William Upchurch, Jr.	P

*Gary Van Brocklin	E	Lauren S. Vanacore	A	Susan Verbrugge	E
Byron A. Wade	P	*Rockwell P. Ward	E	Samuel P. Warner	P
Robert M. Warren	P	Lynn Webber	A	*Judith Weger	E
Allison Wehrung	E	Kimberleigh E. Wells	P	*Joseph Welker, Jr.	P
*Barbara R. White	P	*Parker T. Williamson	E	Emily L. Wilmarth	A
*V. Otis Wilson, Jr.	E	Chris Wingard	A	*W. Graham Wood, Jr.	E
Rebecca Young	A				

The following COMMISSIONED PASTORS WERE ENROLLED at this meeting of Presbytery:

Linda Abel	E	Philip Adams	A	Phillip Ashley	A
Sally Beghtol	E	Kerry Border	P	Vickie Burgess	P
Reed Conley	A	Tamika Garrison	A	John Hall	A
Beth Hall	A	Lynn Honeycutt	E	Robin Honeycutt	E
James Koone	P	Peggy Koone	A	Rick Leissner	P
James Millsaps	A	Marla Patchel	E	Randy Patterson	A
John Pea	P	Leslie Peterson	E	Marcia Reighley	A
Russell Reighley	A	James Tate	A	Renee Warthen	A
Roger Wise	P				

The following MEMBERS OF THE COORDINATING MINISTRY, COMMISSION ON MINISTRY, and TEAM CHAIRS WERE ENROLLED at this meeting of Presbytery:

Risa Brandon	A	Martha Campbell	P	Ellen Cinq-Mars	A
Doug Clark	A	Mary Jo Clark	P	Terri Forsyth	P
Bob Forsythe	P	Corise Gambrell	E	Helen Hall	A
Valerie Holcombe	A	Dennis Howell	A	Jane Laping	A
Melvin Meares	P	Doug Michael	P	Ken Murchison	P
Gary Oakley	P	Julia Rush	A	Ron Tingle	A
Jane Vann	A				

The following CERTIFIED CHRISTIAN EDUCATORS WERE ENROLLED for this meeting of Presbytery:

Melinda Christian	A	Betty Davenport	A	Angela Drummond	A
Vivian Hare	A	Margarette Kennerly	A	Leslie McLeod	A
Mary Lou Nash	A	Heath Rada	A	Lynn Thomas	A
Patricia Tuttle	A				

The following CHURCHES WERE ENROLLED by the attendance of their elder commissioners:

Arbor Dale (2)	Lisa Smith		
Asheville, First (3)	A		
Banner Elk (2)	Sara Brewer	Laura Russell	
Belmont, First (4)	Paula Wallace Meg Spivey	Mark Aiken	Ashley Bruce
Black Mountain (3)	Karen Austin	Mary Carroll Dodd	Bill Topham
Brevard-Davidson River (3)	Carlton Ward		
Bridgewater (2)	A		
Brittain (2)	A		
Brittain's Cove (2)	A		
Bryson City (2)	A		

Buladean (2)	A		
Burnsville, First (2)	Margie Lang		
Calvary (3)	E		
Canton (2)	E		
Cherryville, First (2)	Wade Stroupe		
Columbus (2)	A		
Crossnore (2)	Jim Taylor		
Dallas, First (2)	Gerald Burgess		
Dixon (2)	A		
Dorland Memorial (2)	A		
Dulatown (3)	A		
Etowah (2)	A		
Fletcher (2)	A		
Forest City, First (2)	A		
Franklin, First (2)	A		
Gastonia, First (3)	Jane Stiles		
Good Hope (2)	A		
Grace Covenant (2)	A		
Grassy Creek (1)	A		
Green Mountain (1)	A		
Green Street (2)	A		
Greenway (1)	Dee Strickland		
Hayesville (1)	E		
Hendersonville, First (1)	Ron Kuebler		
Hickory, First (2)	Laura Paschall		
Highlands, First (1)	A		
Ironton (1)	A		
Jack's Creek (1)	A		
Kenilworth (1)	A		
Lenoir First (1)	Becky Stevens		
Long Creek (1)	A		
Love's Chapel (2)	A		
Lowell (1)	Bobby Massey		
Marion, First (1)	Bill Spears		
Marshall (1)	Carolyn Ogburn		
Micaville (1)	A		
Mills River (1)	Noland Ramsey		
Montreat (1)	Lisa Rowe		
Morganton, First (2)	Richard Owensby	Will Sharp	
Morrison (1)	A		
Mount Holly, First (1)	Paul Bumgarner		
New Hope (Asheville) (1)	George Gauernfeind		
New Hope (Gastonia) (1)	Risa Brandon		
Newdale (1)	A		
Newland (1)	A		
Newton First (2)	Jim Payne		
Northminster (1)	Janet Bradshaw		
Oakwood (1)	A		

Old Fort (1)	A		
Olney (1)	A		
Pine Street (2)	A		
Pineola (1)	A		
Quaker Meadows (1)	Dorothy Paschall		
Reems Creek-Beech (1)	A		
Ridgeview (1)	A		
Robinson Memorial (1)	A		
Rutherfordton (2)	Kay Sheets	Jody Wall	
Ryburn Memorial (2)	A		
Shelby (2)	Mystie Brotherton	Mary Raudez	
Sherrill's Ford (1)	A		
Shiloh, Grover (1)	A		
Siloam (1)	Amelia Tipton		
Southminster (2)	A		
Spruce Pine, First (1)	E. L. Nutter		
Sweetwater (1)	Karen Humphrey		
Sylva, First (1)	Bruce Henderson		
Third Street (2)	Barbara Massey Arnold	Charlie Stroman, II	
Trinity (2)	Tom Karvonen	T Weeks	
Tryon (2)	Earl Mills	Catherine Lynch	
Union Mills (1)	Susan Ward		
Unity (2)	A		
Vians Valley (1)	A		
Waldensian (2)	Craig Hines	Wes Cannon	
Walnut (1)	E		
Warren Wilson (1)	Jim Storey		
Waynesville, First (1)	A		

Ministers	72
Elders	50
Teams	8
DCE	
Visitors & Corresponding Members	33
TOTAL	163

CORRESPONDING MEMBER IN ATTENDANCE:

Stefanie Marsden, Relationship Manager with the Texas Presbyterian Foundation.

APPROVAL OF DOCKET

Ruling Elder Bob Forsythe, presented the docket and moved the approval of the docket as presented on pages 3 through 6 in the Presbytery Packet. The motion was approved by common consent.

9:00 Call to Order

Ken Murchison, Moderator

Convene with Prayer of Invocation

Ken Murchison, Moderator

Land Acknowledgment	Ken Murchison, Moderator
Appointment of Standing Committees	Ken Murchison, Moderator
Resolution of Thanks	
Bills and Overtures	
Tellers	
Presbytery in Brief	

Recognition of Elders Attending for First Time, Visitors, and Corresponding Members

Certification of Quorum	Ann Philbrick, Stated Clerk
Approval of Docket	

Consent Agenda A

(Consent Agenda is a consent motion. Any commissioner may pull any item from the Consent Agenda for any reason. Simply state the item to be removed from the Consent Agenda and it will be dealt with as part of the team report from which it was drawn.)

Stated Clerk's Report	Ann Philbrick	B
<i>(Work of the Clerk, Presbytery Meeting Dates, Administrative Commission Reports)</i>		

Reports Submitted for Information and/or Included in the Consent Agenda

Building Hope	BH
Summary of the 256th Synod of the Mid-Atlantic Stated Assembly	II

9:40 Service of Worship, including Celebration of the Lord's Supper

Worship Leader: Rev. Dr. Don Scofield

10:40 Speak Out (10 minutes)

10:50 Coordinating Ministry (10 minutes)	Dana Seiler	C
<i>(Work of the team/ministry)</i>		

- First Reading: Standing Rules Revision

11:05 Malawi Team (10 minutes)	Kevin Frederick and Barbara Nagy	P
---------------------------------------	---	----------

11:15 Peace and Justice Team (5 minutes)	Will Upchurch	T
---	----------------------	----------

11:20 Texas Presbyterian Foundation (5 minutes)	Stefanie Marsden
--	-------------------------

11:25 Horizons Stewardship (5 minutes)	Stephen Lindsley
---	-------------------------

11:30 Commission Pastor Team (5 minutes)	George Thompson	OO
<i>(Regarding need for mentors for Commissioned Pastors)</i>		

11:35 Report of the Disaster Recovery Coordinator (5 minutes)	Julie Hester/Rachel Matthews
--	-------------------------------------

11:40 Guatemala Team	Sarah Robinson	Q
-----------------------------	-----------------------	----------

11:45 Lunch

12:45 Reconvene

Commission on Ministry (45 minutes) <i>(Introduce new ministers and recommendations for Presbytery approval)</i>	Michael Poulos	D
<ul style="list-style-type: none">• Second Readings:<ul style="list-style-type: none">○ Dissolution of Terms Policy Revision○ Transitional to Installed Policy Revision• First Reading: Anti-Racism Policy		
1:30 Youth Team	Beth Gunn/David Germer	Y
Finance Team	Feild Russell	BB
Report of Bills and Overtures (if needed)		
Faith Formation (5 minutes)	Gayla Woody	W
Nominating/Representation (5 minutes) <ul style="list-style-type: none">• GA Commissioners	Feild Russell/Paula Wallace	I
Report of the General Presbyter (5 minutes) Prayers of Intercession	Byron Wade	GP
Benediction and Adjournment	Ken Murchison	

CONSENT AGENDA

Moderator Ken Murchison explained the rules for the Consent Agenda. He then moved the Consent Agenda as presented on pages 9 through 12 of the packet for the meeting. The Consent Agenda and committee reports were approved by common consent. (Appendix A)

Reports submitted for information and/or included in the Consent Agenda

- Building Hope (Appendix B)
- Report from Presbyterian Women (Appendix C)
- Preparation for Ministry (Appendix D)

STATED CLERK'S REPORT

Ruling Elder Bob Forsythe presented recommendations 1 through 4 included in the Stated Clerk's report, stating that these recommendations had previously been approved in the Consent Agenda.

Bob Forsythe then presented items 5 through 9 for information that required no action.

CA 1. **THAT Ken Murchison, Ann Philbrick, and Robbin Buchanan be requested to prepare the minutes of this Presbytery meeting for approval at the January 31, 2026 Presbytery meeting.**

CA 2. **THAT the minutes of the July 26, 2025 Stated Meeting of Presbytery be approved as submitted.**

CA 3. THAT the October 2025 report of the following Administrative Commission be received and entered into the permanent record of Presbytery: (Appendix E)
Administrative Commission for Churches Concluding Ministry

CA 4. THAT the Nominating/Representation Team, having completed their annual report for the year ending December 31, 2024, and submitted it to the Synod of the Mid-Atlantic, requests that it become a part of the permanent record of the Presbytery of Western North Carolina. (Appendix F)

FOR YOUR INFORMATION:

5. THAT the 145th Stated Meeting of the Presbytery of Western North Carolina will be held on Saturday, January 31, 2026, via ZOOM. *THAT the deadline for written reports for this meeting is Friday, January 2, 2026. THAT the deadline for an overture is Monday, December 29, 2025.*
6. THAT the following procedure for reviewing session records for 2024 in the year 2025, will be as follows:
 - A. Each clerk will gather the 2024 Session minutes for her/his congregation.
 - B. No later than September 1, 2025, use the standard checklist to review your records as follows:
 1. Write the name of your church at the top, indicating “2024” as the year.
 2. For each item on the list, check “yes” or “no.”
 3. If “yes,” in the column labeled “comment,” indicate one instance where the item can be found in your minutes.
 - a. If your minutes are numbered with consecutive pages, just indicate a page number.
 - b. If your minutes are not numbered consecutively through the year, indicate the date of the meeting where an instance of the item is found.
 4. If “no,” provide any explanation you may want to share in the column labeled “comment.”
 5. In the same column labeled “comment,” add any comments you would like to make regarding any item.
 - C. On the reverse side of the checklist—or on another sheet of paper if you prefer—make a note of any issues you have encountered with any items on the checklist. Especially if some are not clear and the parenthetical references to the *Book of Order* do not clarify them, please let us know what may need more explanation.
 - D. If specific questions arise as you work on the checklist, feel free to call Ann Philbrick on her cell number (615-922-0845). She will be happy to help, or to find the help needed.

So that we can certify 100% compliance with the review of Session Records at the October 2025 meeting of Presbytery of Western North Carolina, please complete the checklist and return it to the Stated Clerk by September 1, 2025, either by

1. Email to aphilbrick@presbyterywnc.org or
2. Regular mail: 114 Silver Creek Road, Morganton, NC 28655

7. THAT the following Session Records for 2024 were submitted and approved prior to the July 2025 packet deadline:

Banner Elk	Marion, First	Siloam
Brevard-Davidson River	Newland	Tryon
Brittain	Reems Creek-Beech	Walnut
Grassy Creek		

8. THAT the following Session Records for 2024 were submitted and approved prior to the October 2, 2025 packet deadline:

Arbor Dale	Highlands, First	Pineola
Asheville, First	Lenoir, First	Quaker Meadows
Belmont, First	Lowell	Robinson Memorial
Black Mountain	Marshall	Rutherfordton
Bryson City	Micaville	Southminster
Crossnore	Mills River	Sweetwater
Dixon	Montreat	Sylva, First
Dulatown	Morrison	Third Street
Fletcher	Mount Holly, First	Trinity
Forest City, First	New Hope, Asheville	Union Mills
Franklin, First	New Hope, Gastonia	Waldensian
Good Hope	Newdale	Warren Wilson
Greenway	Newton, First	
Hickory, First	Oakwood	

9. THAT the following Session Records for 2024 have not been submitted for approval and are now delinquent:

Bridgewater	Grace Covenant	Old Fort
Brittain's Cove	Green Mountain	Olney
Buladean	Green Street	Pine Street
Burnsville, First	Hayesville	Ridgeview
Calvary	Hendersonville, First	Ryburn Memorial
Canton	Ironton	Shelby
Cherryville, First	Jack's Creek	Sherrill's Ford
Columbus	Kenilworth	Shiloh, Grover
Dallas, First	Long Creek	Spruce Pine, First
Dorland Memorial	Love's Chapel	Unity
Etowah	Morganton, First	Vians Valley
Gastonia, First	Northminster	Waynesville, First

SERVICE OF WORSHIP AND CELEBRATION OF THE LORD'S SUPPER

Rev. Dr. Don Scofield, Pastor at Rutherfordton Presbyterian Church, led us in worship. The sermon was entitled, "It's All About Relationship" with scripture taken from Mark 12:28-44. Those assisting in included the Reverends Bill Kirk, Lance Smith, Bob McCully and Commissioned Pastor Jimmy Koone. Worship concluded with a celebration of the Sacrament of the Lord's Supper. The musicians for the day were The Wild Roots Fine Arts, Inc.

COORDINATING MINISTRY

On behalf of the Coordinating Ministry, Teaching Elder Dana Seiler presented recommendations 1 and 2 included in the Coordinating Ministry's report, stating that these recommendations had previously been approved in the Consent Agenda.

Dana Seiler presented the first reading of the Revised Standing Rules. There were no questions.

Items 4 through 9 of the report were presented for information.

CA 1. THAT the Presbytery receive the first reading of the Revised Standing Rules for review and be voted on at the January 31, 2026 meeting of Presbytery. (Appendix G)

CA 2. THAT the Presbytery elect the following person(s) to serve on the Nominating and Representation Team:

Rev. Dr. Cam Murchison (Retired)	Class of 2026
Rev. Leah Epps (Greenway)	Class of 2026
Mr. Zion Roberts (Shelby)	Class of 2026
Ms. Laina Yates (Northminster)	Class of 2027
Ms. Allen Lowery (Third Street)	Class of 2027
Rev. Dwight Christenbury (Trinity)	Class of 2027
Ms. Tamika Garrison (Waldensian)	Class of 2027
Rev. Dr. Alan Baroody (Retired)	Class of 2028
Rev. Will Gaines (Retired)	Class of 2028
Rev. Tamara Puffer (Member-at-Large)	Class of 2028
Mr. Dennis Godfrey (Lowell)	Class of 2028

3. THAT the Presbytery elect Elder Robin Honeycutt as Moderator of the Presbytery for 2027, serving as Vice-Moderator in 2026.

Dana Seiler presented recommendation 3 included in the report, to elect Robin Honeycutt as the Moderator of the Presbytery for 2027, serving as Vice-Moderator in 2026. Following a time for discussion, the motion passed by common consent.

SECOND SECTION

The Coordinating Ministry of this presbytery functions as the coordinating council for the presbytery. As such, it is given authority by the presbytery's Standing Rules (IV.D.). Coordinating Ministry is also authorized by the Standing Rules of this presbytery to act on behalf of Presbytery on urgent matters between presbytery meetings. What follows are all such actions that are to be reported to presbytery.

- 4. THAT a list of upcoming events of the Presbytery can be found on the back of the Presbytery Docket.**
- 5. THAT it approved to hold meetings in four Neighborhoods in July 2026.**

6. THAT it authorized a contingency donation of up to \$20,000 to support First Presbyterian Church in Morganton during its pastoral transition.
7. THAT it approved a motion to form a Stewardship Team, to begin its work in January of 2026.
8. THAT it approved the next deadline for applications for Hurricane Helene recovery grants be moved from November 1, 2025 to December 1, 2025.
9. THAT the following dates have been set for 2026 and 2027 Presbytery Meetings:

2026

Saturday, January 31, 2026 – Virtual
Tuesday, April 28, 2026 – Montreat Conference Center
Saturday, July 25, 2026 – Neighborhood Meetings
 Eastern – Artisan
 Central – Greenway
 Western – Mills River
 Mayland – Crossnore Presbyterian
Tuesday, October 27, 2026 – First Presbyterian Church, Gastonia

2027

Saturday, January 30, 2027 – Virtual
Tuesday, April 27, 2027 – Montreat Conference Center
Saturday, July 31, 2027 – Neighborhoods (TBD)
Tuesday, October 26, 2027 – (TBD)

MALAWI TEAM

Barbara Nagy reported on the ongoing ministries in Malawi and how the Presbytery of Western North Carolina has played a significant role in improving medical services at Nkhoma Hospital, educational programs at Ebenezer School and the seminary, and other areas. She outlined how funds from the Building Hope Fund have been extremely useful in aiding in the mission work in Malawi. (Appendix H)

Rev. Dr. Kevin Frederick spoke of his work in Malawi and the program “Men in Mirror,” a study for men that uses Jesus as the model for faith and relationships with others.

PEACE AND JUSTICE TEAM

Rev. Will Upchurch and Dr. Stephanie Madison reported on the work of the Peace and Justice Team along with some eye-opening political injustices of immigration issues.

TEXAS PRESBYTERIAN FOUNDATION

Stefanie Marsden, Relationship Manager with the Texas Presbyterian Foundation, spoke to the Presbytery about the Foundation and their work and services with churches, institutions, and nonprofits to offer a growing portfolio of services that include investment management and legacy giving.

COMMISSION PASTOR TEAM

Rev. Dr. George Thompson reported on the successful Church Leadership School program and the Commission Pastor Team. The Commission Pastor Team is seeking ordained minister volunteers to serve as mentors for Commission Pastors, per the *Book of Order*.

REPORT OF DISASTER RECOVERY

Rev. Julie Hester and Rev. Rachel Matthews reported on the Disaster Recovery Program and the meetings that are being held in each of the Presbytery Neighborhoods. Funds for Hurricane Helene continue to be received and grants continue to be awarded. The Presbytery continues to have three host sites which have been operational 40 to 42 weeks hosting over 400 volunteers from 18 states.

GUATEMALA TEAM

Sarah Robinson spoke on behalf of the Guatemala Partnership and how the Holy Spirit is at work everywhere. The Presbytery of WNC is in partnership with two Presbyteries in Guatemala and will be celebrating the 30-year partnership on November 8, 2025, at the Waldensian Presbyterian Church in Valdese. The next mission trip to Guatemala is scheduled for February 4-12, 2026. (Appendix I)

LUNCH

The Presbytery dismissed for lunch at 11:30 a.m.

RECONVENED

The Presbytery was reconvened at 12:31 p.m.

CHURCHES AND PASTORS COMMISSION ON MINISTRY I. WORK OF THE COMMISSION

Rev. Michael Poulos reported on the actions taken by the Commission on Ministry on behalf of the Presbytery. (Appendix J)

Rev. Poulos reported the appointment of the following members to the Sexual Misconduct Response Team:

Beth Newman	Vanessa Pickett
Megan McMillan	David Bradley
David Germer	Rick Leissner
Clay Fouse	

The following retirement was approved:

- Brad Simpson, effective October 15, 2025.

COMMISSION ON MINISTRY II. VALIDATION OR REVALIDATION OF MINISTRIES

On behalf of the Commission on Ministry, Rev. Michael Poulos reported on the actions taken by the Commission on Ministry on behalf of the Presbytery. (Appendix J)

- Bill Buchanan, Executive Director, Asheville Youth Mission through October 2026.
- Susan Verbrugge, Prison Chaplain for Ministry of Hope, Western Correctional Center for Women, Black Mountain through October 2026.
- Amy Cantrell, Co-Director for BeLoved, Asheville through October 2026.
- Sarah Grace Montgomery, Pastor of Faith Formation and Family Ministries, First United Methodist Church, Brevard through October 2026.

- Lynn Webber, Chaplain for Black Mountain Neuro-Medical Treatment Center through October 2026.
- Craig Sumey, Staff for Communitas International, Launch Scotland Leadership Team through October 2026.

COMMISSION ON MINISTRY

III. INTRODUCTION OF NEW MINISTERS

On behalf of the Examinations Team and Commission on Ministry, Rev. Michael Poulos introduced Ron Tippens, and Craig Sumey as new ministers in the Presbytery. With the exception of Craig Sumey, Ron Tippens spoke briefly. Their Statements of Faith and Biographical Statements were included in the report of the Commission on Ministry. (Appendix J)

- Ron Tippens, from the ECO, received into the Presbytery of Western North Carolina as Retired.
- Craig Sumey, from the Presbytery of Central Florida, in a Validated Ministry with Launch/Communitas.

COMMISSION ON MINISTRY

IV. RECOMMENDATIONS FROM COMMISSION ON MINISTRY

Teaching Elder Michael Poulos presented the following recommendations on behalf of the Commission on Ministry:

- Recommended to Presbytery a first reading of the new Policy on Anti-Racism.
 - The policy was presented for the first reading. There was no vote. (Appendix K)
- Recommended approval to Presbytery the changes to the Presbytery Policy Regarding Associate Pastor or Transitional Pastor to Installed Pastor.
 - The Presbytery Policy Regarding Associate Pastor or Transitional Pastor to Installed Pastor was presented and approved unanimously with no dissent. (Appendix L)
- Recommended approval to Presbytery of the Dissolution of Terms of Call Policy.
 - The Presbytery Policy of the Dissolution of Terms of Call was presented and approved with no dissent. (Appendix M)
- Recommended to Presbytery that Chad Smith be granted an exception from the requirement of taking ordination exams. (this requires 2/3 vote of the Presbytery and would move his membership from temporary to permanent.)
 - The recommendation for Chad Smith be granted an exception from taking ordination exams was approved by voice vote with no dissent and was declared that more than a 2/3 vote was received.
- Recommended to Presbytery the Minimum Terms of Calls for 2026:
 1. THAT the PWNC minimum effective salary be increased by 1.6% to \$40,321.00 which represents 57% of the 2025 median \$71,100
 2. THAT congregations consider at least a 1.6% increase to effective salary for all ministers.
 - The recommendation to the Presbytery Minimum Terms of Calls for 2026 was presented and approved with no dissent.
- Recommends to Presbytery regarding health care coverage:
 1. Regarding Health Care Coverage for Spouse/Dependents/ Family:
 - THAT for congregational pastoral leaders who were enrolled in Transitional Pastor's Participation in 2025, if family coverage is still needed, churches consider covering the entire cost of the **2026 Transitional Pastor's**

Participation (pension/medical totals 47% of Effective Salary).

2. Regarding Alternative Health Care Coverage for Spouse/Dependents/Family:

- THAT churches affirm that adequate medical coverage for pastors and their families should be considered a matter of justice, not optional, discretionary, or a negotiating point.
- THAT churches acknowledge that compensation packages must include necessary benefits for the family and sufficient cash compensation for a basic standard of living.
- THAT since pastoral family needs vary, flexibility in choosing health coverage is essential. These options could include
 - coverage through the Board of Pensions,
 - the health insurance marketplace,
 - or a spouse's employer.

Pastors and congregations should collaboratively explore these options for cost effectiveness:

- THAT if dependent coverage is chosen through the Board of Pensions, in some cases, cost sharing could be appropriate.
- THAT if coverage is obtained outside the Board of Pensions, the congregation should consider adjusting effective salary in consideration of the pastor's additional costs so that the basic standard of living can be maintained.
- THAT if a congregation, in conversation with a pastor, cannot arrange for necessary family medical coverage, it must submit a statement to the Commission on Ministry (COM), including financial evidence demonstrating how providing coverage impairs the congregation's ministry and mission.

➤ The recommendations regarding health care coverage were presented and approved with no dissent.

YOUTH TEAM

Beth Gunn and David Germer of the Youth Team reported on their and shared upcoming events. (Appendix N)

- November 8-9 – Fall Youth Retreat at Camp Grier
- February 21, 2026 – Faith and Sexuality Retreat, Location TBD
- March 6-7, 2026 – Overnight Mission Retreat, First Presbyterian Church, Spruce Pine
- March 12, 2026 – Youth Leaders Forum, Warren Wilson Presbyterian Church
- May 2, 2026 – Adventure Day at Camp Grier
- June 17-24, 2026 – Guatemala Youth Delegation Trip

FINANCE TEAM

Feild Russell, Co-Chair of the Finance Team, reported that Presbytery finances remain stable overall. However, expenses are rising while giving has declined. He also noted increasing difficulty in securing qualified volunteers and staff, as staff compensation has not kept pace with needs and volunteers are being asked to take on greater responsibilities. (Appendix O)

FAITH FORMATION

On behalf of the Faith Formation Team, Gayla Woody reported on the team's ongoing work and highlighted the scholarships available for the Association of Partners in Christian Education (APCE) Conference being held in Pittsburgh, PA. (Appendix P)

NOMINATING/REPRESENTATION TEAM

Feild Russell reported on behalf of the Nominating/Representation Team, presented the work of the team and their recommendations for commissioner representatives to the 227th (2026) General Assembly in Milwaukee, Wisconsin. All were duly elected. Commissioners to the 227th (2026) General Assembly will be Teaching Elders Leah Epps, Michael Poulos, and Dan Commerford and; Ruling Elders, Barbara Massey Arnold, Barbara Nagy, and Bob Forsythe; YAD Marcus Sigmon.

The Nominating Team presented the following recommendations as alternate commissioners to the 227th (2026) General Assembly: Teaching Elder Pat Reid and Ruling Elder Renee Warthen. All were duly approved. (Appendix Q)

The Presbytery approved the recommendation that the Nominating Team, along with the Moderator of Presbytery and the chair of the Commission on Ministry, be given the authority to replace a commissioner to the General Assembly in the event that the elected commissioner(s) and/or alternate commissioner(s) are unable to attend. (Appendix Q)

REPORT OF THE GENERAL PRESBYTER

Byron Wade, General Presbyter, delivered his report and announced that the Presbytery will pilot neighborhood presbytery meetings beginning in July 2026. He also highlighted the upcoming “Preaching for Renewal” workshop scheduled for November 13–14, 2025, and encouraged members to attend. (Appendix R)

RESOLUTION OF THANKS

Rev. Robert Warren and Elder Bill Spears from the First Presbyterian Church, Marion, presented the following Resolution of Thanks:

Be it resolved that we, the Presbytery of Western North Carolina, offer heartfelt thanks to Almighty God for the faithful leadership, dedicated congregation, and gracious volunteers of Rutherfordton Presbyterian Church in Rutherfordton, North Carolina.

From those who greeted us with warmth and guided us as we arrived, to those stationed throughout the church, those who prepared and hosted our meal, and those who extended peace and blessing as we departed — each act of hospitality reflected the welcome of Christ and made us feel as though we were returning home.

We give thanks for the steady and thoughtful leadership of our moderator, Mr. Ken Murchison, whose clear guidance and gracious spirit led us through our deliberations with attentiveness, intention, and care.

We praise God for the diligent and prayerful work of our teams, whose faithful preparation, clear presentations, and openness to dialogue enriched our shared discernment and strengthened our life together as a Presbytery.

We rejoice in welcoming Rev. Ron Tippens and Rev. Craig Sumey into membership within our presbytery, and we give thanks for the gifts they bring to our shared ministry in Christ.

We are humbled and encouraged by the witness of our General Presbyter, the Rev. Dr. Byron Wade, whose pastoral leadership and presence among our congregations have been a source of strength and inspiration—especially in the aftermath of Hurricane Helene. His visits, shared worship, and faithful

testimony to God's ongoing work among us remind us of our collective calling to bear the love and gospel of our Lord Jesus Christ throughout Western North Carolina.

We also express deep gratitude for the worship leadership of the Rev. Dr. Scofield and the gifted musicians who created a sacred space for us to be nourished at the Lord's Table, strengthened in fellowship, and challenged by the Word—read, proclaimed, and received—to deepen our love for one another and seek reconciliation wherever it is needed.

May the peace of Christ continue to bless, guide, and sustain all who serve within the Presbytery of Western North Carolina, to the glory of God and the good of the Church.

To God alone be the glory.

INTERCESSORY PRAYER

Rev. Dr. Jody Welker, retired pastor, led the Presbytery in prayers of intercession.

BENEDICTION AND ADJOURNMENT

With the business of the 144th Stated Meeting of the Presbytery of Western North Carolina completed and adjournment voted, Ken Murchison adjourned the meeting at 1:45p.m. with prayer.

NEXT MEETING

The 145th Stated Meeting of the Presbytery of Western North Carolina will be held on Saturday, January 31, 2026, virtually.

These minutes were prepared by the following:

Ken Murchison

Ken Murchison, Moderator

Ann Philbrick

Ann Philbrick, Stated Clerk

Robbin Buchanan

Robbin Buchanan, Assistant Stated Clerk

These minutes are to be approved by Presbytery on January 31, 2026, at the 145th Stated Meeting to be held virtually.

APPENDICES

- A. Consent Agenda**
- B. Building Hope Report**
- C. Report from Presbyterian Women**
- D. Preparation for Ministry**
- E. Administrative Commission Report for Churches Concluding Their Ministry**
- F. Synod of Mid-Atlantic, Committee on Representation Annual Report**
- G. Revised Standing Rules for the Presbytery of WNC**
- H. Malawi Mission Team Report**
- I. Guatemala Team Report**
- J. Commission on Ministry Report**
- K. Presbytery of WNC Policy on Anti-Racism**
- L. Presbytery of WNC Policy Regarding Associate Pastor or Transitional Pastor to Installed Pastor**
- M. Presbytery of WNC Policy on Dissolution of Terms of Call**
- N. Youth Team Report**
- O. Finance Team Report**
- P. Faith Formation Team Report**
- Q. Nominating/Representation Team Report**
- R. Report of the General Presbyter**

CONSENT AGENDA

For the purpose of expediting some of Presbytery's decisions which are routine and non-controversial, a Consent Agenda will be used. These motions are included throughout the packet.

PLEASE READ THESE MOTIONS BEFORE PRESBYTERY!

Matters may be removed from the Consent Agenda when:

- A. Any member of the governing body requests removal of an item included in the CA whereupon that item shall be removed and presented to the governing body as part of the report from which it originated.*

- B. When the Consent Agenda is presented on the floor, opportunity shall be given for members of the governing body to request, without comment or debate, for removal of specific items from the CA.*

A FAVORABLE VOTE ON THE CA SHALL BE RECORDED AS A FAVORABLE VOTE ON ALL MATTERS INCLUDED IN THE MOTION. THEREFORE, PLEASE READ AND PRAYERFULLY CONSIDER ALL MOTIONS BEFORE PRESBYTERY.

THAT THE CONSENT AGENDA, INCLUDING THE FOLLOWING RECOMMENDATIONS, BE ADOPTED:

RECOMMENDATIONS 1 thru 4 FROM THE STATED CLERK'S REPORT

(See Stated Clerk's Report (B) for contents of recommendations.)

- CA 1. THAT Ken Murchison, Ann Philbrick, and Robbin Buchanan be requested to prepare the minutes of this Presbytery meeting for approval at the January 31, 2026 Presbytery meeting.**

- CA 2. THAT the minutes of the July 26, 2025 Stated Meeting of Presbytery be approved as submitted.**

- CA 3. THAT the October 2025 report of the following Administrative Commission be received and entered into the permanent record of Presbytery: (Stated Clerk Attachment 1)**
Administrative Commission for Churches Concluding Ministry

- CA 4. THAT the Nominating/Representation Team, having completed their annual report for the year ending December 31, 2024, and submitted it to the Synod of the Mid-Atlantic, requests that it become a part of the permanent record of the Presbytery of Western North Carolina. (Stated Clerk Attachment 2)**

APPENDIX A

A-2

RECOMMENDATIONS 1 thru 2 FROM THE COORDINATING MINISTRY REPORT

(See Coordinating Ministry Report (C) for contents of recommendations)

CA 1. THAT the Presbytery receive the first reading of the Revised Standing Rules for review and to be voted on at the January 31, 2026 meeting of Presbytery. (Coordinating Ministry Attachment 1)

CA 2. THAT the Presbytery elect the following person(s) to serve on the Nominating and Representation Committee:

Rev. Dr. Cam Murchison (Retired)	Class of 2026
Rev. Leah Epps (Greenway)	Class of 2026
Mr. Zion Roberts (Shelby)	Class of 2026
Ms. Laina Yates (Northminster)	Class of 2027
Ms. Allen Lowery (Third Street)	Class of 2027
Rev. Dwight Christenbury (Trinity)	Class of 2027
Ms. Tamika Garrison (Waldensian)	Class of 2027
Rev. Dr. Alan Baroody (Retired)	Class of 2028
Rev. Will Gaines (Retired)	Class of 2028
Rev. Tamara Puffer (Member-at-Large)	Class of 2028
Mr. Dennis Godfrey (Lowell)	Class of 2028

RECOMMENDATIONS 1 thru 12 FROM THE NOMINATING/REPRESENTATION TEAM

(See Stated Clerk's Report (I) for contents of recommendations.)

CA 1. **Finance Team**
Rev. Don Scofield (Rutherfordton) Chair for 2026
Rev. Dr. Joan Martin (Retired) Class of 2028

CA 2. **Personnel Team**
Mr. Linda Rostan (Waldensian) Class of 2028
Mr. Robert "Bob" Ayala (Newdale) Class of 2028
Rev. Sam Warner (Belmont, First) Class of 2028

CA 3. **Property Team**
Mr. Mike Begley (Black Mountain) Class of 2028
Rev. Dr. Cam Murchison (Retired) Class of 2028
Ms. Susie Lewis (Cherryville) Class of 2027
Ms. Kayla Wall (Belmont, First) Class of 2027

APPENDIX A

A-3

CA	4.	<u>Coordinating Ministry</u>	
		Rev. Lindsay Jacaruso	Class of 2028
CA	5.	<u>Commission on Ministry</u>	
		Rev. Dr. Keith Thompson (Brevard-Davidson)	Class of 2028
		Rev. Pat Reid (Third Street)	Class of 2028
		Ms. Sylvia Seawell (Gastonia, First)	Class of 2028
CA	6.	<u>Examinations Team</u>	
		Mr. Roger Burns (Newdale)	Class of 2028
		Rev. Dr. Richard Boyce (Retired)	Class of 2028 Co-Chair 2026
		Rev. Margaret Torrence	Class of 2026 Co-Chair 2026
CA	7.	<u>Preparation for Ministry Team</u>	
		Rev. Kelley Connelly (Highlands, First)	Chair for 2026
		Mrs. Vickie Burgess (Dallas)	Class of 2026
		Mrs. Lynn Honeycutt (Sweetwater)	Class of 2027
		Rev. Caroline Sells	Class of 2027
		Ms. Corise Gambrell	Class of 2028
CA	8.	<u>Validated Ministry</u>	
		Rev. Lynn Webber	Class of 2027
		Rev. Lynn Bledsoe	Class of 2028
		Rev. Megan McMillan (Mills River)	Class of 2028
CA	9.	<u>Commissioned Pastors</u>	
		Mr. Robin Honeycutt (Sweetwater)	Class of 2026
		Rev. William Upchurch (Long Creek/Lowell)	Class of 2027
		Mr. Wayne Drummond	Class of 2027
		Rev. Dr. David Hosick (Retired)	Class of 2028
		Rev. Dr. Allen Smith (Kenilworth)	Class of 2028
		Rev. Dr. Alan Baroody (Retired)	Class of 2028
CA	10.	<u>Equipping Disciples Ministry</u>	
		Rev. Kathrine Johnson (Member-at-Large)	Class of 2028
CA	11.	<u>Strengthening Congregations Ministry</u>	
		Rev. Sarah Grace Montgomery	Class of 2028
CA	12.	<u>Engaging in Mission Ministry</u>	
		Ms. Martha Campbell (Montreat)	Class of 2028

APPENDIX A

A-4

RECOMMENDATION 1 FROM THE PREPARATION FOR MINISTRY TEAM

(See **Preparation for Ministry (K)** for contents of recommendations.)

CA I. THAT Linzi Anderson, an inquirer from Grace Covenant Presbyterian Church in Asheville, NC, be removed from the Preparation for Ministry process, per the Preparation for Ministry Team's request, effective August 20, 2025. Linzi is now living in another country and has had no contact with the team, nor her PMT liaison, for more than two years.

APPENDIX B

BH-1

Building H.O.P.E. Financial Statement

Health Care (Malawi) - Outdoor Adventures (Camp Grier) - Partnered Growth (Vital Churches) - Education (Guatemala)

As of 9/30/25

Campaign Totals	Ministry details				Guatemala
	Malawi	Camp Grier	Vital Churches		
Collected	\$1,981,548.10	\$904,771.88	\$374,145.73	\$384,478.96	\$318,151.53
Gain/Loss (subject to market fluctuations)	\$847,752.52	\$413,832.40	\$77.47	\$217,247.95	\$216,594.70
Campaign Expenses	\$107,280.01	\$48,983.90	\$20,256.06	\$20,815.49	\$17,224.56
Utilized	\$1,056,052.97	\$472,809.32	\$352,011.84	\$82,970.81	\$148,261.00
Available for Requests	\$1,665,967.64	\$796,811.06	\$1,955.30	\$497,940.61	\$369,260.67

Malawi (Health Care & Education)

Projects	Utilized
Rural Health Clinics*	\$64,587.54
Rural Health Clinic Housing*	\$149,019.78
Research Accountability	\$6,600.00
Mobile Health Unit	\$61,786.00
Medicines Fund	\$139,200.00
Ebenezer Institute Endowment Fund	\$51,616.00

* Per General Council approval, Aug 2024, requests for Rural Health Clinics and or Clinic Housing can come from either line item

Camp Grier (Outdoor Adventures)

Projects	Utilized
Adventure Program Equipment *	\$93,500.00
Lake Front Upgrades *	\$0.00
Trail Development	\$70,000.00
Lodge Renovations	\$188,511.84

* The camp received funds from other sources to help with these projects, Building HOPE funds reallocated to the other project needs

Vital Churches (Partnered Growth)

Projects	Utilized
<i>Worship Initiatives & Congregational Development</i>	
Assessment tools	\$16,699.75
Water to Wine	\$9,200.00
New Worshipping Communities	\$0.00
<i>Leadership Development & Pastoral Revitalization</i>	
Church Leadership Workshops	\$8,636.25
Pastoral Initiatives	\$10,999.81
Supplement Leadership Support	\$12,000.00
Supplement Pastoral Support	\$0.00
Pastoral Education	\$1,535.00
<i>Consultants, Seminars & Upgrades in Technology</i>	
Hardware & Software	\$15,500.00
Websites	\$0.00
Consultants & Seminars	\$8,400.00

Guatemala (Education)

Projects	Utilized
Higher Education Endowment	\$59,200.00
Fund for Theological Education of Pastors	\$60,500.00
Libraries/Teacher/Parent Formation Programs	\$23,611.00
Dream Goals	\$4,950.00

Building HOPE Campaign website:

<http://buildinghope.wncpresby.org/>

APPENDIX C

LL-1

**PRESBYTERIAN WOMEN
PRESBYTERY OF WESTERN NORTH CAROLINA
REPORT TO PRESBYTERY
OCTOBER 28, 2025**

Presbyterian Women plan their Fall Gathering for October 25, 2025 at Trinity Presbyterian Church, Hendersonville. Workshop presentations will focus on the Guatemala Partnership (Ellen Dozier and Linda Abel); the recent mission trip to Malawi (Bobbi White); Hurricane Recovery and hosting work groups(Esta Jarrett); Trinity special programs. The offering will go to Project Dignity of WNC which provides period products to schools and social service agencies.

The Spring Gathering will be on April 18, 2026 at Long Creek Presbyterian Church.

We are very grateful to the Presbyterian Women and the congregations of both these churches for hosting our Gatherings.

Corise H. Gambrell, Moderator

Presbyterian Women PWNC

APPENDIX D

K-1

THE PRESBYTERY OF WESTERN NORTH CAROLINA COMMITTEE ON PREPARATION FOR MINISTRY

Merri Alexander, Chair

October 28, 2025

The Committee on Preparation for Ministry recommends the following to the Presbytery of Western North Carolina:

RECOMMENDATION:

CA	I. THAT Linzi Anderson, an inquirer from Grace Covenant Presbyterian Church in Asheville, NC, be removed from the Preparation for Ministry process, per the Preparation for Ministry Team's request, effective August 20, 2025. Linzi is now living in another country and has had no contact with the team, nor her PMT liaison, for more than two years.
----	--

FOR YOUR INFORMATION:

- That Andrew Goins, a member of Arbor Dale Presbyterian Church, was enrolled as an inquirer on August 20, 2025.
- The Preparation for Ministry Team reports that there are currently four (4) inquirers, and four (4) candidates in the preparation for ministry process. Two of the four candidates have been certified ready to receive a call. Of those under our care, seven (7) are from large churches - Black Mountain (2), Belmont First (1), Gastonia First (2), Grace Covenant (2), and one (1) is from a small church - Arbor Dale. Seminaries currently represented include Union (Charlotte), Columbia, and Dubuque.

APPENDIX E

STATED CLERK ATTACHMENT 1

ADMINISTRATIVE COMMISSION REPORTS

September 2025

Churches concluding their Ministry:

The AC currently has oversight of two properties: one from the former Saluda Presbyterian Church and one from the former First Presbyterian Church of Bessemer City.

The AC is continuing to pursue steps to transfer the Saluda Fellowship Hall to the Saluda Pop-Up Pantry and the Church Sanctuary to the Saluda Historical Committee.

The AC has voted to donate the FPC, Bessemer City building, to a suitable party. One has been found in the Bessemer City History and Arts Society. This group is very excited at the prospect of using the building to expand their support of the heritage and the arts in that town. The legal process to make this happen is now being pursued.

Respectfully submitted,
Steve Brittain, Chair

APPENDIX F

PRESBYTERY REPORT TO SYNOD ON REPRESENTATION

Page 1 of 2

2025 Form for Year 2024

Presbytery Western North Carolina

I a If you have a COR:

how often does it meet? 4 or 5 times a year

does it meet with the Presbytery Nominating Committee? yes

how does it report to Presbytery? by written report

b If you do not have a COR, please state how you handle oversight of appropriate representation?

Our COR has become a part of the Nominating Team.

II What is the size of your presbytery? Churches 90 Members 12,460

What percentage of members are minorities? 3.6%

III. Of the leadership positions within your presbytery (Leadership includes all Presbytery level committee members):

How many are filled by women? 46 How many are filled by men? 46

IV. In the past 5 years, have you had a non-majority Moderator?

Yes X No _____

V. What actions or initiatives has your COR taken to try and improve your record of representation on committees?

As part of our meetings, we consider the parity of ruling and teaching elders, parity of men and women, and representation across our four presbytery neighborhoods, in addition to racial representation.

APPENDIX F

Correspondence has been sent to Clerks of Session, Ministers, and Churches seeking a recommendation for committees.

Through the Presbytery packets, we ask for volunteers to serve on committees of the Presbytery and also have an announcement on our display board at Presbytery meetings.

VI. What might the Synod COR do to assist your efforts to be more effective in your work?

Sharing best practices and success stories from around the Synod

Provide publications or aids to assist Presbyteries with the struggle of seeking volunteers to serve on committees.

Report submitted by Robbin Buchanan Signature Robbin Buchanan

Phone # 828/438-4217 e-mail: buchanan@presbyterywnc.org

This document was/will be part of COR's report to Presbytery on October 28, 2025

Stated Clerk Ann M Philbrick

Signature Ann Philbrick

Date August 13, 2025

Please return this form on or before (**In office Deadline Date of August 12, 2025**): via email to cmotley@synatlantic.org or to Synod of the Mid-Atlantic, 3601 Seminary Avenue, Richmond, VA 23227.

STANDING RULES OF THE PRESBYTERY OF WESTERN NORTH CAROLINA



Presbytery of WNC

Including All Approved Revisions through *April 26, 2022*

Further Revisions – Submitted to Presbytery October 28, 2025

APPENDIX G

STANDING RULES OF THE PRESBYTERY OF WESTERN NORTH CAROLINA

I. PRESBYTERY

- A. Name. The Presbytery shall be known as the Presbytery of Western North Carolina.
- B. Constitution. The Presbytery shall always operate in compliance with the provisions of the Constitution (Book of Confessions and Book of Order) of the Presbyterian Church (USA). It shall have the right to adopt Standing Rules (as a manual of administrative operations/ bylaws) that are in harmony with that Constitution.
- C. Relationship to Higher Governing Bodies. The Presbytery is subject to the Synod of the Mid-Atlantic and the General Assembly of the Presbyterian Church (USA), as provided in the Constitution of the Presbyterian Church (USA).
- D. Geographical Area. The geographical jurisdiction of the Presbytery includes the 23 counties of: Avery, Buncombe, Burke, Caldwell, Catawba, Cherokee, Clay, Cleveland, Gaston, Graham, Haywood, Henderson, Jackson, Lincoln, Macon, Madison, McDowell, Mitchell, Polk, Rutherford, Swain, Transylvania, and Yancey. The Presbytery may be divided into ~~clusters~~ geographical regions, which may serve as units for pastoral care, training, worship, and other useful purposes.
- E. Incorporation. The Presbytery of Western North Carolina is incorporated as a not-for-profit corporation according to the laws of the State of North Carolina. The Presbytery of Western North Carolina and the Presbytery of Western North Carolina Corporation shall meet at the same time and place, and in the announcement of the meeting, “Presbytery of Western North Carolina” shall designate both its functions.
- F. Members. All enrolled Ministers of Word and Sacrament (also known as Teaching Elders), as certified by the Stated Clerk, shall be members of the Presbytery.

II. OFFICERS OF PRESBYTERY

- A. The Officers of the Presbytery shall be the Moderator, Vice-Moderator (Moderator-elect), Stated Clerk, and Treasurer.
- B. Moderator’s Election and Term. Each year at the third stated meeting of Presbytery, the ~~General Council~~ *Coordinating Ministry* of Presbytery shall present a nominee for Vice-Moderator (Moderator-elect). The name of the nominee will be announced in the docket packet mailed/e-mailed prior to the meeting and will be placed in nomination at the meeting. The Vice-Moderator (Moderator-elect) shall take office on January 1 following his or her election. On the next January 1, the Vice-Moderator shall become the Moderator being formally recognized at the next stated meeting of the Presbytery. The Moderator shall serve in that office for one year, or until his/her successor takes office.
- C. Moderator’s Duties. The Moderator shall preside at all meetings of Presbytery and perform all the duties prescribed in the Book of Order.
- D. Vice-Moderator’s Duties. The Vice-Moderator (Moderator-elect) shall carry out the Moderator’s duties when so requested by the Moderator, or when deemed necessary by the ~~General Council~~ *Coordinating Ministry*.

APPENDIX G

E. Stated Clerk's Duties. The Stated Clerk shall be elected by the Presbytery and serve the Presbytery as its constitutional officer. The Stated Clerk shall perform those duties and functions prescribed in the Book of Order and those agreed upon by the ~~General Council~~ *Coordinating Ministry*. He or she shall annually arrange for the records of all Sessions to be reviewed. Subject to the approval of the ~~General Council~~ *Coordinating Ministry*, the Stated Clerk may appoint an Assistant Stated Clerk, whose term of service shall be the same as the Stated Clerk's. Should an investigating committee be necessary, the Stated Clerk and the chairs of the ~~General Council~~ *Coordinating Ministry* and the ~~Committee~~ *Commission* on Ministry, with consultation of the General Presbyter shall together appoint one, following the Rules of Discipline in the Book of Order. The Stated Clerk shall be elected for a term set by Presbytery, and is eligible to be re-elected.

F. Treasurer's Duties. The Treasurer shall be elected by Presbytery and have oversight of the finances of Presbytery and is responsible for ensuring that the financial policies and procedures are followed. The Treasurer shall oversee receipt and disbursement of the funds of Presbytery as authorized, keep detailed account of all receipts and disbursements and report them to the ~~General Council~~ *Coordinating Ministry* at each of its meetings and to Presbytery annually, and work with any financial campaign approved by Presbytery. The Treasurer shall be elected for a term set by Presbytery, and is eligible to be re-elected.

III. MEETINGS OF PRESBYTERY

A. Stated Meetings. The Presbytery of Western North Carolina shall *ordinarily* hold four stated meetings each year, some of which may be a part of celebrative events. The time and place shall be set by the ~~General Council~~ *Coordinating Ministry*. In the scheduling of meetings, consideration shall be given to varied geographical locations throughout Presbytery and to work patterns of participants in the meetings.

B. Special Meetings. The Moderator may call a special meeting at the request, or with the concurrence, of three teaching elders and three ruling elders, all elders being of different churches. Should the Moderator be unable or unwilling to act, the Stated Clerk may, under the same conditions, issue the call. If both Moderator and Stated Clerk are unable or unwilling to act, any five teaching elders and five ruling elders, all elders being of different churches, may call a special meeting. The synod may direct the Presbytery to convene a special meeting for the transaction of designated business. The notice of a special meeting shall be sent not less than ten days in advance to each teaching elder and to the session of every church. The notice shall set out the purpose of the meeting, and no other business than that listed in the notice shall be transacted.

C. Meetings and Invitations. Invitations to host meetings shall be received and acted on by the ~~General Council~~ *Coordinating Ministry*. Meetings, whether stated or special, may be held in-person or by virtual means. The decision about which means is to be used is made by the ~~General Council~~ *Coordinating Ministry* and communicated to all teaching elders and each session in as timely a fashion as circumstances allow. *Quorums for electronic meetings shall be the same as those described for in person meetings. If a written ballot is required or requested at a virtual meeting, a tally of the phone votes combined with the results of a published poll shall suffice.* All actions taken in meetings whether held in-person or virtually are fully authoritative, requiring no subsequent ratification.

D. Docket. The Moderator and the Stated Clerk, in consultation with the General Presbyter, shall together prepare the proposed docket for each meeting of Presbytery, which shall be approved by the ~~General Council~~ *Coordinating Ministry*. Copies of the proposed docket shall be sent electronically or be mailed to all teaching elders, clerks of sessions, and others as requested *at least ordinarily* ten days before

APPENDIX G

each meeting. There shall be a worship service during each meeting that shall include the celebration of the Sacrament of the Lord's Supper. The Moderator of Presbytery shall be responsible for contacting and inviting a person to preach at each worship service of Presbytery, with the concurrence of the ~~General Council~~ *Coordinating Ministry*. The preacher may be but is not necessarily the pastor of the host church. Ordinarily, the pastor and session of the host church participate in this worship service. Memorials for church professionals and ruling elders who have died in the preceding twelve months shall be included in the worship service of one stated meeting each year.

E. In order to ensure fairness and access to all necessary information, any new business to be dealt with at a Presbytery meeting, not arising from a Presbytery ~~committee~~ *ministry, team, or commission*, shall be submitted to the Stated Clerk for inclusion in the packet no later than thirty days before the scheduled meeting of Presbytery. By a two-thirds affirmative vote, however, Presbytery may decide to consider other new urgent business, if brought to the Stated Clerk before 10:00 a.m. ~~at the beginning~~ of the Presbytery meeting. This new business shall be referred to the Bills and Overtures Committee for report later in that meeting.

F. There shall be no distribution of materials at Presbytery meetings without prior approval from the ~~General Council~~ *Coordinating Ministry*.

G. Rules of Procedure. The rules that shall govern all the transaction of business in all meetings of Presbytery shall be in accordance with the Constitution of the Presbyterian Church (USA), these Standing Rules (bylaws), and the most recent edition of Roberts Rules of Order, Newly Revised.

H. Attendance and Voting. Each *Minister of Word and Sacrament* (teaching elder) shall attend each meeting of Presbytery, and each congregation shall be represented by at least one ruling elder at each meeting. Congregations are entitled to ruling elder commissioners based on the following active membership (BO: G-1.0402), as shown on the most recent statistical report *published by the General Assembly*.

- 0 - 250 members - 1
- 251 - 750 members - 2
- 751 - 1250 members - 3
- 1251 - 1750 members - 4

Honorably retired teaching elders shall be welcome at all meetings, but their necessary non-attendance shall be excused.

To ensure approximate parity in numbers between ruling elder and teaching elder commissioners:

1. All members of the ~~General Council~~ *Coordinating Ministry* and ~~Committee~~ *Commission on Ministry* shall have voice and vote (if ruling elders).
2. All ~~division, committee and sub-committee~~ *ministry, team, and commission* chairs shall have voice and vote (if ruling elders).
3. All Commissioned Pastors in active service shall have voice and vote.
4. All Certified Christian Educators, Certified Associate Christian Educators, and, in addition, other Christian Educators who have
 - earned at least a bachelor's degree (or its equivalent)
 - served in one or more educational ministries under the jurisdiction of a Presbytery (or

APPENDIX G

one of its Sessions) for a minimum of two (2) years, and

- been examined and recommended to Presbytery by the ~~Christian Education Committee~~
Faith Formation Team shall have voice and (if ruling elders) vote, provided that these privileges shall end, pursuant to ~~BO~~ G-2.1103, when such persons are no longer serving in an educational ministry under the jurisdiction of the Presbytery (or one of its Sessions).

5. All ruling elder commissioners to the Synod Assembly and to the General Assembly shall have voice and vote as long as their terms last.

6. All exempt staff of Presbytery shall have voice.

7. All racial/ethnic congregations and other congregations designated by the ~~General Council~~
Coordinating Ministry shall elect an additional ruling elder commissioner.

8. ~~Only~~ *All Ministers of Word and Sacrament (or Teaching Elders) who are active members (including honorably retired teaching elders) or members at large of Presbytery, as defined by the Book of Order, enrolled with the presbytery* shall have voice and vote.

I. The quorum for stated meetings of Presbytery shall be at least fifty commissioners including twenty *Ministers of Word and Sacrament* (Teaching Elders) and ruling elders commissioned by at least twenty sessions. The quorum for special meetings shall be half of the above.

J. Corresponding Members and Visitors. The Presbytery may give voice but no vote to any of the following:

- Official representatives from the Synod or the General Assembly.
- Teaching or ruling elders from another presbytery, a Reformed Church in communion with the Presbyterian Church (USA), or any other Christian church.
- Or those others approved by a $\frac{3}{4}$ vote of Presbytery.

Other visitors are welcome to attend as observers, unless the Presbytery, for good reason, votes to go into executive session.

IV. PRESBYTERY GENERAL COUNCIL COORDINATING MINISTRY

A. Purpose. The ~~General Council~~ *Coordinating Ministry* shall ensure that the priorities of Presbytery are carried out by the ~~Divisions, committees, and other units~~ *ministries, teams, or commissions*, as well as the staff of Presbytery, and that these priorities are reflected in the Presbytery budget. It shall coordinate the many parts of Presbytery to contribute to the life and witness for Christ of the whole Church. It shall foster positive attitudes within the Presbytery and encourage its members to engage in regular prayer regarding the mission of the Presbytery of Western North Carolina, the Synod of Mid-Atlantic, the General Assembly and the whole Presbyterian Church (USA). The ~~General Council~~ *Coordinating Ministry* is the servant of Presbytery and has only those powers provided by these Standing Rules or authorized by Presbytery.

B. Membership. The ~~General Council~~ *Coordinating Ministry* shall be composed as follows:

1. Voting Members

- Immediate Past Moderator of Presbytery, who shall serve as chair for one year *and as President of the Corporation*.

APPENDIX G

- Moderator of Presbytery, who shall serve as vice-chair for one year *and as Vice-President of the Corporation.*
- Vice-Moderator (Moderator-elect) of Presbyter, who may serve as secretary.
- Treasurer, *who shall serve as Treasurer of the Corporation.*
- ~~Chair (or his or her designee) from each Division. A Liaison from each of the Ministries (Equipping Disciples, Strengthening Congregations, Engaging in Mission, Coordinating Ministry, and Supporting Leadership)~~
- Chair of Personnel Team
- Moderator or her designee of the Presbyterian Women of Presbytery.
- Six at-large members, nominated by the Nominating/Representation ~~Committees~~ Team (giving due consideration to geography and experience, with equal number of teaching and ruling elders) and elected by Presbytery, serving three-year staggered terms (two on, two off each year). These may be nominated and elected for an immediate second three-year term, after which they may not serve on the ~~General Council~~ Coordinating Ministry for at least one year before being eligible again.

2. Non-Voting Members*

- General Presbyter
- Stated Clerk, *who shall serve as Secretary of the Corporation.*
- Any staff of Presbytery chosen by the General Presbyter

C. Leadership Team. The chair (Moderator of ~~General Council~~ Coordinating Ministry), vice-chair (Moderator of Presbytery), Vice-Moderator of Presbytery, secretary of ~~General Council~~ Coordinating Ministry, two at-large members elected from the ~~General Council~~ Coordinating Ministry, the General Presbyter and the Stated Clerk shall form a leadership team for the ~~General Council~~ Coordinating Ministry, whose duties shall be to

- Make preparations for each meeting of the ~~General Council~~ Coordinating Ministry
- Submit recommendations to the ~~General Council~~ Coordinating Ministry
- Carry out assignments given by the ~~General Council~~ Coordinating Ministry
- Take appropriate action on urgent matters that cannot wait for the next ~~General Council~~ Coordinating Ministry meeting, such action to be reported at the next meeting

D. Functions: The ~~General Council~~ Coordinating Ministry shall have the following responsibilities:

1. To lead Presbytery in setting appropriate goals in accord with its Mission Statement.
2. To coordinate the mission and programs of Presbytery.
3. To review the work of all ~~Divisions, committees and other units~~ ministries, teams, and commissions of Presbytery, offering helpful advice as warranted.
4. To approve the proposed annual budget prepared by the ~~Administration Division~~ Finance Team ensuring that Presbytery's priorities are reflected therein, for submission to Presbytery; and to make adjustments to the budget approved by Presbytery, provided that such are reported to the

APPENDIX G

next meeting of Presbytery.

5. To refer work to, and to hear recommendations from, the ~~Divisions, committees and other units~~ *ministries, teams and commissions* of Presbytery.
6. To approve the proposed docket for the Presbytery meetings prepared by the Moderator and Stated Clerk, in consultation with the General Presbyter, and have oversight of worship at Presbytery meetings.
7. To serve as the Board of Trustees of the Presbytery Corporation, with the right to designate some of their members to exercise that responsibility on behalf of the ~~General Council~~ *Coordinating Ministry*.
8. To consider requests from congregations regarding the exercise of their property rights under G-4.0206 in the Book of Order, and recommend appropriate actions to Presbytery.
9. To recommend persons for the Nominating/Representation ~~Committees~~ *Team* of Presbytery, and for the offices of Vice-Moderator (Moderator-elect) and if necessary, Moderator.
10. To approve the appointment of persons by the Nominating / Representation ~~Committees~~ *Team* to fill vacancies ~~on committees~~ in cases of emergency (subject to ratification by Presbytery).
11. To act as a hearing board in personnel matters which may be appealed from the ~~Administration Division~~ *Personnel Team*.
12. To refer actions of the General Assembly and Synod to ~~Divisions and committees~~ *ministries, teams and commissions* for study and interpretation.
13. To keep Presbytery informed of its work through reports at each meeting.
14. To review Presbytery's fulfillment of its responsibilities listed in the Book of Order (G-3.03).
15. To authorize celebrations of the Sacrament of the Lord's Supper at retreats, camps, conferences and special gatherings under the jurisdiction of Presbytery.
16. To recommend personnel policies to Presbytery for all its employees, which shall embody the inclusiveness required in the Book of Order.
17. Between meetings of Presbytery, to act on behalf of Presbytery in urgent matters by a two-thirds majority vote, provided that a full report of such action is given to Presbytery at its next meeting.

V. ~~DIVISIONS AND COMMITTEES~~ MINISTRIES AND TEAMS

A. The Presbytery shall have the following *Divisions Ministries* in accordance with its Mission Statement. These *Divisions Ministries* should include, but are not limited to, the following tasks:

SEE, We Are the Body Of Christ
We Covenant to...
Strengthen Congregations
Equip Disciples
Engage in Mission

APPENDIX G

1. **Ministry** (Equipping Congregations and Leaders)
2. **Administration**
3. **Congregational Development Division** (Equipping and Strengthening Congregations, and Developing Leaders,)
4. **Leadership Development Division** (Strengthening and Equipping Leaders and Disciples, and Developing Leaders)
5. **Youth Division** (Developing Leaders, Strengthening and Equipping Young Leaders and Disciples, Engaging in Mission)
6. **Outreach/Mission Development Division** (Sharing God's Love, Strengthening and Equipping Congregations for Discipleship and Engagement In Mission)

1. **Coordinating Ministry** (Permanent Judicial Commission, Nominating/Representation Team, Personnel Team, Finance Team, Property Team)

2. **Supporting Leadership Ministry** (Commission on Ministry, Examinations Team, Validated Ministry Team, Sexual Misconduct Response Team, Preparation for Ministry Team, Commissioned Pastor Team, Church Leadership School)

3. **Strengthening Congregations Ministry** (Church Vibrancy Team, Youth Team/Youth Council, Faith Formation Team, Campus Ministry Team)

4. **Equipping Disciples Ministry** (New Worshipping Communities Team, Digital Church Team, Community Outreach Team, Peace and Justice Team, Disability Inclusion Team)

5. **Engaging In Mission Ministry** (Hunger Programs Team, Self-Development of People Team, PWNC Disaster Assistance Team, Housing Team, Guatemala Team, Malawi Team)

B. General Regulations:

1. Subject to the approval of Presbytery, the ~~General Council~~ *Coordinating Ministry* shall determine the general responsibilities and the number of members of each ~~Division~~ *ministry*.

2. Working with the ~~General Council~~, *Coordinating Ministry*, each ~~Division~~ *ministry* shall determine the ~~committees~~ *sub-committees* teams it deems necessary, as well as the number of members and the duties of each.

~~3. Members of the Divisions and committees shall be nominated by the Nominating and Representation Committees and elected by Presbytery. Members of the sub-committees shall be selected by the Nominating/Representation Committee or the relevant Division and confirmed by the General Council. Normally, no more than half of these members should be teaching elders.~~

~~3. Equipping Ministry, Strengthening Congregations Ministry, and Engaging in Mission Ministry shall be composed of three members, each on a staggered three-year term. The member in their final year of service shall serve as the liaison to the Coordinating Ministry. These ministry members shall be nominated by the Nominating/Representation Team and elected by presbytery. All teams and team leaders under these ministries shall be recruited and appointed by the ministry itself. Normally, no more than half of each team should be teaching elders.~~

Coordinating Ministry is defined by its section of these Standing Rules. Supporting Leadership

APPENDIX G

Ministry shall be made up of representatives of the constituent teams and commissions. All members of its teams and commissions shall be nominated by the Nominating/Representation Team (with the exception of the SMRT) and elected by presbytery.

4. Normally, ~~members of the Divisions and committees~~ those members elected to teams or ministries shall serve a three-year term, may be re-elected, but may not serve more than six consecutive years, after which they may not serve on the same body for at least one year before being eligible again.
5. All ~~Divisions and committees~~ ministries and teams should report to Presbytery through the ~~General Council Coordinating Ministry~~ to enable it to coordinate activities in Presbytery. The ~~General Council Coordinating Ministry~~ may not alter any ~~Division or committee~~ ministry or team report, but may offer advice to Presbytery concerning ~~Division or committee~~ recommendations.
6. ~~Divisions and committees~~ Ministries and teams shall develop and implement plans and programs that carry out their goals as adopted by Presbytery, and evaluate and report to Presbytery their activities annually. ~~Some committees may need to meet as a whole only a few times a year, with sub committees working on specific tasks during the rest of the time.~~ ~~Divisions and committees~~ Ministries and teams may also meet *in-person*, by telephone conference, emails, web-based conferencing or other suitable methods.
7. ~~Divisions and committees~~ Ministries and teams shall be encouraged to be creative and to explore new avenues of ministry with accountability to Presbytery through the ~~General Council Coordinating Ministry~~.
8. ~~Divisions and committees~~ Ministries and teams shall annually submit their budget requests to the ~~Administration Division~~ *Finance Team*. They shall carry out their responsibilities within the approved budgets, unless an overrun is approved in advance by the ~~General Council Coordinating Ministry~~.
9. Ordinarily, a person may serve on only one Presbytery ~~Division or committee~~ ministry, team or commission at the same time. Normally, there should not be more than one representative of any one church on the same Presbytery ~~Division or committee~~ ministry, team, or commission at the same time (except congregations having more than two hundred active members may have more than one representative on the same committee).
10. ~~Divisions and committees~~ Ministry and team chairs will contact any *elected committee* member after three meetings in a year have been missed (without a reasonable excuse approved by the *committee team*) and inquire as to their ability and willingness to serve at this time, and will advise the *committee* member that a further unexcused absence will result in removal from the *committee team*. It will be the responsibility of the *committee* chair to inform the Nominating/Representation *Committee Team* when members have missed half of the *committee* meetings and the Nominating /Representation *Committee Team* shall replace such members as soon as possible.
11. Terms of office for ~~Division and committee~~ chairs shall be one year, with no chair serving more than two consecutive terms. Each *electable committee* chair shall be nominated specifically for that position by the Nominating/Representation *Committee Team*, but still be from the total membership of the *committee team*. In extenuating circumstances, an additional year as chair may be recommended to *General Council Coordinating Ministry*.
12. ~~Each committee may co-opt additional members as desired, who shall have voice but no vote~~

APPENDIX G

~~in the committee deliberations.~~

~~13.~~ 12. *Divisions and committees* *Ministries and teams* are encouraged to suggest to the Nominating/Representation Committee Team suitable persons for new members and new chairs.

~~14.~~ 13. Each *committee ministry* may, on its own initiative, create one or more on-going *working groups teams* for long-term *projects* or *temporary task forces* for *specific* short-term projects. Both *working groups* and *task forces* will report to the *creating committee*. When a *task force* such *a team* has completed its assignment, it shall cease to exist. The membership and statement of purpose of all *working groups or task forces teams* shall be reported to the General Council within a month after their formation.

~~15.~~ 14. Each *Division and committee ministry and team* shall keep accurate minutes. Copies of all minutes, and reports should be submitted to the *General Council Coordinating Ministry* on a regular basis.

~~16.~~ 15. The quorum for each *Division and committee ministry or team or commission* shall be a majority of its members.

~~17. Sub committees should comply with all the above regulations and shall report to the Division and General Council through their committees.~~

VI. NOMINATING/REPRESENTATION TEAM

The Nominating/Representation Team shall consist of fifteen (15). It shall be broadly representative of the member churches of the Presbytery. Ordinarily, one-third of its members shall be ministers, one-third laywomen, and one-third laymen (youth to be included among the laity). There shall be racial/ethnic representation of up to twenty-five percent, whenever possible. Nominees for vacancies on the Nominating/Representation Team and its moderator shall be made to Presbytery by the Coordinating Ministry.

VII. COMMISSION ON MINISTRY

A. Purpose and Authority: The purpose of the Commission on Ministry is to enable the presbytery to fulfill the responsibilities and powers assigned the presbytery by G-3.0301, 3.0303, 3.0306, and 3.0307, and may function as a commission of the presbytery when engaged in carrying out the following functions:

- *Examining and receiving Ministers of Word and Sacrament into membership or temporary membership in the presbytery;*
- *Approving calls and changes in terms of call;*
- *Creating or dissolving pastoral relationships in a church;*
- *Approving contracts for temporary pastoral positions;*
- *Approving commissioned pastor contracts;*
- *Validating ministries;*
- *Appointing ordination and installation commissions;*

APPENDIX G

- *Appointing session moderators;*
- *Setting minimums for terms of call and contracts;*
- *Settling difficulties (respecting G-2.0901);*
- *Giving permission for ministers not serving a congregation to celebrate the sacraments;*
- *Dismissing a minister in good standing from the presbytery;*
- *Approving ministers to the status of Retired;*
- *Visiting congregations reported to be affected with disorder, inquiring into and offering support to settle difficulties.*

All such actions are reported to the next meeting of the presbytery. In cases of disagreement, appeals can be made to the next presbytery meeting.

B. Membership: The Nominating/Representation Team shall nominate and the Presbytery shall elect a COM of no fewer than eighteen (18) members with teaching elders and ruling elders in nearly equal numbers as possible. Members shall be divided into three equal classes. Members shall normally be elected to a three-year term and may be re-elected to a second full or partial term. No member may serve more than six consecutive years.

C. Subteams: The Nominating/Representation Team shall nominate and the presbytery shall elect members of the COM Subteams of Examinations and Validation of Ministry. COM shall determine the number of members needed. Members shall be divided into three equal classes. Members shall normally be elected to a three-year term and may be re-elected to a second full or partial term. No member may serve more than six consecutive years.

VIII. PERMANENT JUDICIAL COMMISSION

A. Purpose and Authority. The Permanent Judicial Commission has the powers prescribed by and conducts proceedings according to the Constitution of the Presbyterian Church (U.S.A.) as found in the Book of Church Discipline.

B. Membership and Officers. The Nominating/Representation Team shall nominate and the Presbytery shall elect a Permanent Judicial Commission of no fewer than seven (7) members with teaching elders and ruling elders in nearly equal numbers as possible. Members shall be divided into three equal classes. Members shall normally be elected to a six-year term and may be re-elected to a second full or partial term. There shall be no more than one member from any one church on the commission. The Commission shall elect its own moderator and clerk from its membership.

C. Procedure and Responsibilities. Membership, procedure, powers and responsibilities are those contained in the Book of Order, the Church Discipline.

IX. SEXUAL MISCONDUCT RESPONSE TEAM

A. Definition and Purpose. The SMRT is charged with providing pastoral care, support, and advocacy where needed in cases involving accusations of sexual misconduct within the Presbytery. The purpose of the SMRT is to assure that an expeditious, professional, objective, effective, and caring response is made by the Presbytery to charges of sexual misconduct. This team shall not investigate allegations or

APPENDIX G

in any way function as an investigating committee for disciplining members or officers but shall confine itself to coordinating a process that shall meet the specific needs of the accuser and their family (if any), the victim (if not the accuser) and their family (if any), the accused person and their family (if any), employing entities, congregations, and councils.

B. Membership. There shall be at least six members of the SMRT, each appointed for a three-year term by the COM. The Team shall elect its own Moderator. It shall be composed, as nearly as possible, of an equal number of clergy and ruling elders. Members may serve no more than six consecutive years.

C. Activation. The SMRT shall be activated whenever an allegation of sexual misconduct is received by the Stated Clerk, or when deemed appropriate by the COM Moderator in consultation with the Stated Clerk.

VI. X. PRESBYTERY STAFF

Presbytery shall hire staff as required to fulfill its mission and responsibilities. The General Presbyter shall be head of staff. Staff shall be responsible to Presbytery, reporting through the ~~General Council Coordinating Ministry~~, and not be responsible to a single ~~Division or committee or sub committee ministry, team or commission. All Divisions, committees, and sub committees shall have support and resourcing~~. *Coordinating Ministry, with the guidance of the Personnel Team, shall determine all support and resourcing from staff for ministries and commissions and teams.* The "Personnel Manual of the Presbytery of Western North Carolina" provides guidelines and policies for hiring, supervising and terminating staff, and for the provision of salary and benefits.

VII. XI. AMENDMENT

These Standing Rules for the Presbytery of Western North Carolina shall be periodically reviewed by the ~~General Council Coordinating Ministry~~, with any changes recommended to Presbytery. Such proposed amendments may be adopted by a two-thirds vote of those present and voting at any stated meeting of the Presbytery.

Presbytery of WNC Approved Revisions April 26, 2022

Further Revisions submitted to Presbytery October 2025

JOIN US FOR 2026 EXCITING MISSION TRIP TO MALAWI

The Presbytery of WNC has a 21-year partnership with Nkhoma Synod in Malawi. Come and see. Come and experience God at work as we continue growing our relationships and partnership with our Malawian brothers and sisters. Come and experience this part of Africa and work together in mission as God keeps expanding our ministry there.

- Worship with fellow Christians, experiencing incredible joy and music.
- Visit with the children at Ebenezer School, a school that PWNC helped develop and continues to support. Experience their morning assembly, tour the school and classrooms, and talk with the children and teachers about their hopes and dreams.
- Visit 280-bed Nkhoma Hospital complex, a referral center for healthcare for about 500,000 people, which we have supported since 2004. Worship with the hospital staff Wednesday morning.
- Journey to remote areas with a mobile health unit to experience healthcare ministry to women and children, many who walked more than an hour to visit the mobile clinic.
- Meet the head Chaplain, learning about local chaplaincy work.
- Visit the University's first women's dorm that we helped build.
- Share meals and tea with Malawian friends, building friendships, learning about their lives, sharing stories of challenges and joys.
- Meet the current seminarians, whom we support. Visit a classroom, and celebrate with the graduates. PWNC provides Study Bibles to all the students, and clerical shirts and bikes to the graduates.
- Learn about "Men in the Mirror," a study for men that uses Jesus as the model for faith and relationships with others, particularly women and children. Hear from pastors how it has made a difference in their lives and their churches. This is a study designed by Kevin Frederick, a pastor in our Presbytery.



- Visit local schools to present washable, reusable hygiene pads to girls and teachers, and teach them about their use. Understand the impact that this has to keep girls in school and support women. The hygiene products are made by PWNC churches.
- Visit one of the eleven health centers to learn about the needs and to witness how they serve their communities. At Malingunde, see what it means to have upgraded water and sanitation systems, which provide potable water for patients and staff. This was a critical project of PWNC in 2024.



- Visit a game park overnight and go on Safari.
- Enjoy new friendships with the mission team and Malawians, surprises of good news. Deepen your faith as we explore together what it means to be one in faith, mission and service.



PWNC DELEGATION TO MALAWI

APPLICATION FOR THE APRIL TRIP

We are excited that you are considering going on the 2026 Malawi Mission Trip. It is a life changing experience with our brothers and sisters in Christ. It is also a fun time; seeing new things, making new friends, and experiencing how God is at work in Malawi and in our lives.

Please free to call us to get more information or answer your questions.

CURRENT PLANS AND DATES:

Plans are in process. If you are considering going it is important to get started now with an application, as well as addressing passport and all medical and vaccination needs.

- Our plan is for the team to depart from Charlotte on Friday, 4/17 AM, arriving in Malawi on Saturday, 4/18, afternoon. Return trip will depart from Malawi on Friday 5/1, arriving in Charlotte on Saturday, 5/2 afternoon. The trip involves 16 days, with 4 of those as travel days (2 days each way). That gives us 12 complete days in Malawi. Please let us know if you have questions about the dates.
- If you are considering going, please contact us so we can answer any questions and talk with you about any specific interest you might have.

Bobbi White 828-674-5009 or bobbiwhite02@gmail.com

Terri Forsyth 980-229-9949 or forsythetcr@aol.com

For those planning to go, you will need to complete the application on the website or attached. Mail your application to: Presbytery of Western. WNC, 114 Silver Creek Road, Morganton, NC 28655 or email twilliams@presbyterywnc.org.

COST:

The cost for the trip is \$3,400 which includes airfare, transportation in Malawi, lodging, food, and the game park. It does not cover personal preparation expenses (passport, immunizations, medicines, etc.). Be sure to get immunizations early. In Malawi, we will be staying in one of the local lodges. Breakfast and dinner will be prepared for us. Lunches will be arranged based on daily schedules.

Some scholarship/financial assistance available. Often, your home congregation will help. Bobbi White will work with you on finances.

Please make checks payable to PWNC. Plane reservations will be made in January. Once plane reservations are booked in your name, it is considered a commitment to pay and participate in the trip. \$2,000 is due at the end of January, with the second payment of \$1,400 due March 1.

Preparation Before Departure:

Participants will receive an informational notebook, and two meetings will be held for orientation, planning, and team-building. These sessions will help you get acquainted with fellow travelers and prepare for the long journey and collaborative work in Malawi.



Malawi Partnership Report

October 2025

Exciting and significant developments are underway in our ongoing partnership with Malawi. The following updates provide insight into the current events and initiatives taking place.

Please join us in prayer for the upcoming Synod's General Assembly, scheduled for October 12–16. During this critical gathering, new leadership will be elected, including the position of General Secretary. Our Presbytery has had the privilege of working closely with Rev. Vasco Kachipapa, the current General Secretary, for many years. His leadership, vision, and exemplary witness to Christ's love and grace have greatly impacted our partnership. Rev. Kachipapa visited us in 2024, and we have deep respect for his contributions. As his term concludes, we will miss collaborating with him, but we look forward to developing a relationship with the new General Secretary once appointed.

This year, Malawi experienced a severe drought, and the Synod has requested our prayers for those affected. Many families who typically harvest enough corn to sustain them throughout the year, purchase necessities such as sugar and salt, and cover school fees for their children, have been left with drastically reduced yields—some receiving only one or two bags of corn, while others have none. As a result, food insecurity is a pressing concern. In response, the Presbytery Hunger Committee has provided \$20,000 to Nkhoma hospital to support malnourished children and patients. The Malawi Leadership Team has also contributed an additional \$20,000 to the Synod to help prevent starvation in some of the most vulnerable villages.

Exciting news! The first women's dormitory is nearing completion, and women students at Nkhoma University as well as those attending courses at the JMTI Seminary will be able to move in around the end of October—just before the start of the rainy season. Funding for the dormitory was generously provided by a donor from our Presbytery, and the Synod has expressed heartfelt gratitude for this support.

Two women students shared how transformative the new dormitory will be for them. Last school year, they rented accommodations in a nearby village that lacked electricity and required daily trips of carrying water. The toilet facilities were outside, and personal safety was a constant concern. With the new dormitory, students will have access to electricity, in-room toilets and showers, a communal gathering space, and a dedicated area to cook. The improved and secure location near the Seminary will offer them a better environment for their studies.

Ebenezer School and the JMTI Seminary have recently begun their new academic year. The administration at Ebenezer School is particularly excited about the installation of a new computer lab, as well as improvements in maintenance and the addition of new desks and chairs. At JMTI Seminary, efforts are underway to ensure that every incoming student receives a new English Study Bible—an invaluable resource for their studies.

The Men in the Mirror Program is launching an exciting new program and will be training 26 National police chaplains in October. This program builds on previous efforts to train pastors, who in turn educate men within their congregations. In addition to training 36 pastors in Men in the Mirror in May, ten pastors and their wives, whose churches have taken the course were trained in the use of a 13-week devotional resource called Couples in the Mirror. The Men in the Mirror has already made a positive impact by improving relationships between men, their wives, children, and colleagues.

Progress continues at the Malingunde Health Center, which serves an estimated 100,000 people. Renovations are currently underway at the Ante-Natal Building, helping to improve healthcare services for the community.

Planning for the Malawi Mission Trip, scheduled for April 17, is in progress. We encourage you to consider joining us for this meaningful experience!

GUATEMALA PARTNERSHIP
30 YR
JUNTOS EN CRISTO
TOGETHER IN CHRIST
CELEBRATION

NOVEMBER 8, 2025 10 AM TO 2PM

WALDENSIAN PRESBYTERIAN CHURCH
109 MAIN ST E, VALDESE, NC 28690



LEARN OUR HISTORY



CELEBRATE OUR PARTNERS



HEAR FROM COMMITTEES



ENJOY GUATEMALAN FOOD

ALL ARE
WELCOME!



REGISTER USING THE QR
CODE OR AT:
[HTTPS://TINYURL.COM/4ZAAFDT2](https://tinyurl.com/4zaafdt2)

FOR MORE INFORMATION
CONTACT:

SARAH ROBINSON BRYAN
PWNC GUATEMALA PARTNERSHIP
COORDINATOR
PWNCGUATEMALA@GMAIL.COM
WHATSAPP +1-803-528-6747



Travel to GUATEMALA

Event: Spring Delegation Trip **Date:** February 4-12, 2026

Cost: \$1500 including flight and all in-country expenses*

*scholarships are available - please indicate level of need on the application



ITINERARY:

- 2 nights in Guatemala City
- 2 nights visiting partners
- 2 nights at Lake Atitlan
- 2 nights in Antigua



HOW TO APPLY:

- Use this link:
<https://tinyurl.com/356sanec>
- Scan this QR code:



MORE INFORMATION:

- For more information contact:
Sarah Robinson Bryan
PWNC Guatemala Partnership Coordinator
pwncguatemala@gmail.com
WhatsApp +1-803-528-6747

**THE PRESBYTERY OF WESTERN NORTH CAROLINA
COMMISSION ON MINISTRY
REV. MICHAEL POULOS, CHAIR
October 28, 2025**

FIRST SECTION

- I. RECOMMEND to Presbytery a first reading of the new Presbytery Policy on Anti-Racism. (COM Attachment 1)**
- II. RECOMMEND to Presbytery the approval of recommended changes to the Presbytery Policy Regarding Associate Pastor or Transitional Pastor to Installed Pastor. This was presented as a first reading at the July 2025 presbytery meeting. (COM Attachment 2)**
- III. RECOMMEND to Presbytery the approval of Dissolution of Terms of Call Policy. This was presented as a first reading at the July 2025 Presbytery meeting. (COM Attachment 3)**
- IV. RECOMMEND to Presbytery that Chad Smith be granted an exception from the requirement of taking the ordination exams. (This requires 2/3 Vote of the Presbytery and would also move his membership from temporary to permanent. He was EPC.)**
- V. RECOMMEND TO PRESBYTERY MINIMUM TERMS OF CALL FOR 2026:**
 1. THAT the PWNC minimum effective salary be increased by 1.6% to 40,321.00 which represents 57% of the 2025 median \$71,100
 2. THAT congregations consider at least a 1.6% increase to effective salary for all ministers.

Rationale:

In 2021, COM adopted the following plan regarding annual recommendations to the Presbytery about increases in effective salary for ministers.

- (a) Beginning in July 2021 and continuing each following July thereafter, in order to provide adequate information for congregational budgeting for succeeding years, the COM will make recommendations to the Presbytery about minimum terms of call for the upcoming calendar year for decision and approval by the Presbytery. The recommendations will be based on a percentage of the church wide median effective salary, usually published in May of each year by the Board of Pensions.
- (b) Beginning in July 2021 and continuing each following July, the COM will make recommendations to the Presbytery about increases in all other (nonminimum) terms of call for the upcoming calendar year for decision and approval by the Presbytery. The recommendations will be based on the percentage increase between the current year and the coming year of the church wide median effective salary, usually published in May by the Board of Pensions.

In July 2025, the BOP report of the changes for 2026 in the church wide median salary indicated the following:

APPENDIX J

D-2

	Median Effective Salaries for 2026	Median Effective Salaries for 2025	% of Change 2026 vs. 2025
Ministers	\$71,000	\$70,000	1.6%

The Commission on Ministry further recommends to Presbytery regarding health care coverage:

1. Regarding Health Care Coverage for Spouse/Dependents/ Family:

- THAT for congregational pastoral leaders who were enrolled in Transitional Pastor's Participation in 2025, if family coverage is still needed, churches consider covering the entire cost of the **2026 Transitional Pastor's Participation** (pension/medical totals 47% of Effective Salary).

2. Regarding Alternative Health Care Coverage for Spouse/Dependents/Family:

- THAT churches affirm that adequate medical coverage for pastors and their families should be considered a matter of justice, not optional, discretionary, or a negotiating point.
- THAT churches acknowledge that compensation packages must include necessary benefits for the family and sufficient cash compensation for a basic standard of living.
- THAT since pastoral family needs vary, flexibility in choosing health coverage is essential. These options could include
 - coverage through the Board of Pensions,
 - the health insurance marketplace,
 - or a spouse's employer.

Pastors and congregations should collaboratively explore these options for cost effectiveness:

- THAT if dependent coverage is chosen through the Board of Pensions, in some cases, cost sharing could be appropriate.
- THAT if coverage is obtained outside the Board of Pensions, the congregation should consider adjusting effective salary in consideration of the pastor's additional costs so that the basic standard of living can be maintained.
- THAT if a congregation, in conversation with a pastor, cannot arrange for necessary family medical coverage, it must submit a statement to the Commission on Ministry (COM), including financial evidence demonstrating how providing coverage impairs the congregation's ministry and mission.

APPENDIX J

D-3

SECOND SECTION

The Book of Order provides (G-3.0307) that the Commission on Ministry may be given authority by the Presbytery to find in order calls issued by churches, to approve and present calls for service of ministers, to approve the examination of ministers transferring from other Presbyteries, required by G-3.0306, to dissolve the pastoral relationship in cases where the Congregation and pastor concur, to dismiss ministers to other Presbyteries, and to approve administrative commissions to ordain/install with the provision that such actions be reported at the next stated meeting of the Presbytery. This permission was granted to our Commission on Ministry; therefore, the following actions are hereby reported and are to be admitted to the record.

I. APPROVED APPOINTMENT OF MEMBERS TO THE SEXUAL MISCONDUCT RESPONSE TEAM:

Beth Newman	Vanessa Pickett
Megan McMillan	David Bradley
David Germer	Rick Leissner
Clay Fouse	

II. RECEIVED INTO MEMBERSHIP OF THE PRESBYTERY:

- A. Ron Tippens – Retired**
From: ECO
(COM Attachment 4)

- B. Craig Sumey - Member at Large**
From: Presbytery of Central Florida
(COM Attachment 5)

III. PRESENTATION OF GUATEMALAN STOLE TO REV. MIKE MCCRACKEN

IV. APPROVED TEMPORARY PASTORAL RELATIONSHIPS - TRANSITIONAL PASTOR:

- A. Lance Perry and FPC-Morganton**
Effective: August 25, 2025
- B. Beth Ann Miller and FPC-Newton**
Effective: October 1, 2025 to December 31, 2025

V. APPROVED TEMPORARY PASTORAL RELATIONSHIPS – STATED PASTOR:

- A. Pat Reid and Third Street Church**
Effective: July 1-December 31, 2025
- B. Bill Neely and Siloam Presbyterian Church**
Effective: July 20-December 31, 2025
- C. Bill Whiteside and Vians Valley**
Effective: October 1, 2025 to September 30, 2026

VI. APPROVED CHANGE OF MEMBERSHIP STATUS

- A. Brad Simpson from Active to Retired**
Effective: October 15, 2025

APPENDIX J

D-4

VII. APPROVED INSTALLATION COMMISSION FOR REV. MICHAEL MCCRACKEN on August 10, 2024 at Banner Elk Presbyterian Church

Name	Min/Eld	Church/Presbytery
Michael Poulos	MWS	First Presbyterian, Spruce Pine, COM Chair
Wanda Neely	MWS	PWNC
Bob Todd	RE	Banner Elk Presbyterian
Bill Buchanan	MWS	PWNC
Heather Wood Davis	MWS	First Presbyterian, Hickory
Esta Jarrett	MWS	Canton Presbyterian
Bob Ayala	RE	Newdale Presbyterian
Guests:		
Will DeLaney	MWS	Foothills Presbytery

VIII. APPROVED VALIDATION OR REVALIDATION OF MINISTRIES THRU OCTOBER 2026:

- A. Bill Buchanan as Executive Director of Asheville Youth Mission through October 2026.
- B. Susan Verbrugge as Prison Chaplain for Ministry of Hope at the Western Correctional Center for Women, Black Mountain through October 2026.
- C. Amy Cantrell as Co-Director for BeLoved of Asheville through October 2026.
- D. Sarah Grace Montgomery as Pastor of Faith Formation and Family Ministries, First United Methodist Church, Brevard through October 2026.
- E. Lynn Webber as Chaplain for Black Mountain Neuro-Medical Treatment Center through October 2026.

IX. APPROVED DISSOLUTION OF PASTORAL RELATIONSHIPS:

- A. First Presbyterian Church, Morganton and Lyndsay Haislip
Effective: September 1, 2025
- B. First Presbyterian Church, Morganton and John Hagmann
Effective: September 1, 2025
- C. First Presbyterian Church, Gastonia and Brad Simpson
Effective: October 15, 2025

X. RECEIVED COVENANT OF CLOSURE:

- A. Lyndsay Haislip and FPC Morganton
- B. John Hagmann and FPC Morganton
- C. Brad Simpson and FPC Gastonia
- D. Blake Daniel and FPC Sylva

XI. APPROVED MISSION STUDY

- A. Marshall Presbyterian Church
- B. Trinity Presbyterian Church
- C. First Presbyterian of Sylva

XII. APPROVED PNC

- A. Trinity Presbyterian Church

APPENDIX J

WESTERN NC PRESBYTERY POLICY ON ANTI-RACISM

Draft 7/29/2025

To be approved by COM, in 2025; edited at COM meeting August

OUR FAITH BACKGROUND

This policy is grounded in scripture and guided by our theological heritage. Because humankind has been created in God's image and is beloved by God, God's people are called by Christ to love one another; to be reconciled and reconcilers with no room for racism to ever be right.

Among many, these biblical texts undergird this policy:

Genesis 1:27

So God created humankind in his own image.

In the image of God, he created them;
male and female he created them.

Matthew 22, Mark 12, Luke 10

Jesus said, "You shall love the Lord your God with all your heart,
and with all your soul, and with all your mind.

This is the greatest and first commandment.

And a second is like it:

You shall love your neighbor as yourself."

2 Corinthians 5:18

All this is from God,
who reconciled us to himself through Christ,
and has given us the ministry of reconciliation.

In our Confessions of Faith, we read:

God's reconciling love breaks down every form of discrimination
based on racial or ethnic difference. (Confession of 1967)

We believe...that God's lifegiving Word and Spirit has conquered
the powers of sin and death, therefore also of irreconciliation
and hatred, bitterness and enmity, that God's lifegiving Word
and Spirit will enable the church to live in a new obedience which
can open new possibilities of life for society and the world....

(Belhar Confession)

APPENDIX J

OUR COMMITMENT

The Presbytery of Western North Carolina believes in, stands for, and works for human dignity, respect for all people, the value that diversity brings to our churches and our communities, the attainment of a quality of life for all, empowerment, integrity, equity, and inclusion. In short, we aspire to what Jesus called the abundant life for all of God's children.

Racism is a practice or system of racial prejudice exerted by those in power — institutionally, and individually, consciously and unconsciously — that is deeply ingrained in our history. Racism benefits people in the dominant culture socially, economically, and politically while disadvantaging people of color and people from minority cultures. We also acknowledge that racism is not limited to those in power but may exist among any individuals or groups of people who practice prejudice, discrimination or antagonism based on their membership in a particular racial or ethnic group. For all persons, any racism corrupts the image of God within us.

PROCEDURE AND COMPLAINT

The discrimination of an employee or other person participating in any ministry of the Presbytery of Western North Carolina based on race, color, or national origin, or other protected classes as named above is prohibited.

An employee may be subject to disciplinary action for such a violation, up to and including dismissal. Similarly, a minister member, inquirer, candidate, certified Christian Educator, Commissioned Ruling Elder, or member of the Presbyterian Church (U.S.A.) who engages in this type of behavior may be subject to disciplinary action as is detailed in the Rules of Discipline section of the Book of Order. The Presbytery of Western North Carolina also reserves the right to take other disciplinary or remedial actions as imposed by the Personnel Committee, Commission on Ministry (COM), the Commission on Preparation for Ministry, or the Presbytery itself.

Complaint Procedure: Any Presbytery professional or presbytery volunteer who believes an incident of discrimination has occurred shall promptly notify the Stated Clerk in writing. The Stated Clerk, in collaboration with other appropriate parties, shall determine the next steps, including whether the offense rises to the level of an official complaint.

If the incident involves the Stated Clerk, the General Presbyter shall be notified.

Retaliation: Anyone filing a discrimination complaint or assisting in the investigation of a complaint shall not be adversely affected in terms and conditions of employment nor discriminated against in any manner because of the complaint.

DISCIPLINARY ACTION

APPENDIX J

When the activities or conduct of any member, staff, or other church leader is considered to be contrary to the policies and expectations of the Presbytery of Western North Carolina or is considered to be disruptive to the operations of the Presbytery of Western North Carolina, its programs, or ministries, the procedure for potential corrective action outlined above and/or in the Rules of Discipline shall be followed.

ACKNOWLEDGEMENT

I acknowledge that I have read the above Anti-Racism Policy and will present any questions I have to the General Presbyter of the Presbytery of Western North Carolina. I understand that I am responsible for adhering to the Anti-Harassment policy.

Printed Name

Signature and Date

To be submitted to the Stated Clerk of the Western North Carolina Presbytery

APPENDIX J

COM ATTACHMENT 2

ORIGINALLY APPROVED OCTOBER 27, 2012 BY PWNC IN STATED MEETING

Proposed Revision of POLICY re ASSOCIATE PASTOR or TRANSITIONAL PASTOR (Minister of Word and Sacrament/TEACHING ELDER) TO INSTALLED PASTOR
Presbytery of Western North Carolina

**APPROVED AT APRIL 30, 2019 MEETING OF PWNC
and FURTHER REVISED (at IV.A.) AT JULY 30, 2022 MEETING OF PWNC**

Proposed revisions are in underlined italic.

Preamble

The function of this policy is to provide procedural guidance for allowing a congregation's Associate Pastor to be installed as its Pastor or Co-Pastor, and to allow installing a Transitional Pastor as Pastor, Co-Pastor, or Associate Pastor. Relevant Book of Order (2023-2025) guidance for this policy is:

"a. Installed Pastoral Relationships

... The relationship of an associate pastor to a congregation is not dependent upon that of a pastor. An associate pastor is ordinarily not eligible to be the next installed pastor of that congregation. (G-2.0504a)

b. Temporary Pastoral Relationships

Temporary pastoral relationships are approved by the presbytery and do not carry a formal call or installation. When a congregation does not have a pastor, or while the pastor is unable to perform her or his duties, the session, with the approval of presbytery, may obtain the services of a minister of Word and Sacrament, candidate, or ruling elder in a temporary pastoral relationship. No formal call shall be issued and no formal installation shall take place.

Titles and terms of service for temporary relationships shall be determined by the presbytery. A person serving in a temporary pastoral relationship is invited for a specified period not to exceed twelve months in length, which is renewable with the approval of the presbytery. A minister of Word and Sacrament employed in a temporary pastoral relationship is ordinarily not eligible to serve as the next installed pastor, co-pastor, or associate pastor. (G-2.0504b)

c. Exceptions

A presbytery may determine that its mission strategy permits a minister of Word and Sacrament currently called as an Associate Pastor to be eligible to serve as the next installed pastor or co-pastor, or a minister of the Word and Sacrament employed in a temporary pastoral relationship to be eligible to serve as the next installed pastor, co-pastor, or associate pastor. Presbyteries that permit this eligibility shall establish such relationships only by a three-fourths vote of the members of presbytery present and voting. (G-2.0505c)

APPENDIX J

COM ATTACHMENT 2

MISSION OF THE PRESBYTERY OF WESTERN NORTH CAROLINA

SEE, We Are The Body Of Christ
We Covenant to...
Strengthen Congregations
Equip Disciples
Engage in Mission

Guiding Principles to achieve the mission of our Presbytery:

Coordinate, guide, encourage, support, and resource the work of the congregations for the most effective witness to the broader community and partner with a particular congregation in carrying out its Mission in accordance with the Book of Order (2023-2025).

Oversee the transition during a time of pastoral change in the life of the congregation by serving as pastor, counselor, and advisor to teaching elders and congregations. G-2.0504b-c

Based on these Presbytery guiding principles the Presbytery will work in partnership with congregations to ensure that procedures are followed which will provide appropriate pastoral relationships for a particular church at a particular time.

I. Procedure at the beginning of a pastoral vacancy:

A. Congregations which normally have an installed Pastor, Co-Pastor or Associate Pastor are strongly encouraged to be led by a trained transitional pastor who intends to devote him/herself to the interim task through the interim period between installed pastors.

1. The work of such a transitional pastor is important to any congregation which has experienced a pastoral vacancy, regardless of the cause, as all such vacancies generate some level of grief and anxiety. Moreover, the work of a transitional pastor becomes increasingly valuable where there has been a long-term pastorate or where the conclusion of the prior pastorate has been sudden and/or accompanied by conflict.
2. Interim ministry requires particular personal skills and specialized training which equip the transitional pastor to lead the congregation through the specific tasks of the interim period as well as provide for the normal pastoral functions that are a part of any pastoral ministry. If the transitional pastor has not previously received specific interim training, he or she must do so within six months after beginning this pastorate or otherwise satisfy the Presbytery of his/her fitness for the role. Such transitional pastors are not merely place-holders or caretakers, but rather are agents of stability and change and preparation for the church's future under new pastoral leadership.
3. To be effective and to accomplish the tasks that should be completed during a pastoral transition, a transitional pastor must be objective and maintain his/her independence from influences that would compromise his/her judgments and autonomy, including but not limited to the possibility and perceived benefits of the interim relationship being converted to an installed pastoral position. Therefore, it is important that the person serving as a transitional pastor or a transitional associate

APPENDIX J

COM ATTACHMENT 2

pastor ordinarily is not eligible to be called to as the next installed pastor, co-pastor, or associate pastor in that congregation.

4. Normally, Associate Pastors fulfill a specified, limited role in a congregation's mission, life, and witness. As such, congregations and Associate Pastors acknowledge—at least implicitly—that their relationship is mutually beneficial and would not necessarily be enhanced if the Associate Pastor were to be called as installed Pastor or Co-Pastor. Exceptions may be considered, however, only under clearly-defined circumstances, as described below.

B. In compliance with the Book of Order (2023-2025) the Presbytery affirms that a Minister of Word and Sacrament/Teaching Elder who is installed as an Associate Pastor or employed in a temporary pastoral relationship is ordinarily not eligible to serve as the next installed Pastor, Co-Pastor, or Associate Pastor. Only when the Presbytery determines such action is appropriate will the Presbytery consider allowing an Associate Pastor or a transitional pastor to become the next installed pastor.

II. Procedure for ordinary replacement of Pastor, Co-Pastor, or Associate Pastor

A. Interim Period

To ensure that the interim period will be effective and the interim tasks will be accomplished the Committee on Ministry (COM) will partner with the Session and congregation from the time the departing pastor announces his/her intention to end his/her pastorate. A member of the COM will speak to the entire congregation about the nature of the transition time. A COM member will counsel with the Session about the options for ministry during the vacancy period and will be a resource during their journey, whatever decision is made.

B. Transitional Pastor Search Committee

If there is a Session search committee for a transitional pastor they will consult with the COM with regard to possible candidates. After a candidate is chosen by the search committee the COM will meet with the candidate to assess his/her fit with the mission and needs of the congregation. After the approval of the COM, the Presbytery will approve the candidate being accepted into the Presbytery as a transitional pastor for the congregation.

C. COM Relationship with Transition Pastor

The COM will build a relationship with the transitional pastor and stay apprised of the status of the congregation through regular meetings with him/her and also through written reports from the transitional pastor.

D. Installed Pastor Nominating Committee

The COM will meet with the Pastor Nominating Committee (PNC) as they begin their work to discuss the Presbytery's guidance for the calling of a new pastor and to build relationships with the committee members. The COM will meet with the PNC at other times at the request of the committee or to assess their progress. As soon as a PNC is aware that the congregation's Associate Pastor will seek to be considered as the next installed Pastor, the PNC will notify and confer with the COM.

III. Procedure for allowing an exception.

APPENDIX J

COM ATTACHMENT 2

A. The congregation will have completed several transition steps:

- (1) It will have done a Mission Study
- (2) The Associate Pastor or the transitional pastor and the PNC each both will have been in close contact with the COM to keep Presbytery informed of the situation at the particular church.
- (3) The skills and interests of the Associate Pastor or transitional pastor will match the skills and interests indicated by the PNC in the relevant part of the Ministry Discernment Profile (MDP).

B. The Session and the Presbytery will have determined that there are conditions which justify an exception. Therefore, Presbytery can conclude that its mission strategy will be served by permitting the Associate Pastor or transitional pastor to be called as the installed pastor. Some examples of such circumstances are a congregation recovering from the untimely death of a pastor, an unfortunate situation such as pastoral sexual harassment, an out of control environmental issue such as a changing neighborhood or declining population, a split in the church involving some members leaving to join with another denomination, a general attitude of contentiousness, and/or a history of conflict.

C. When a Minister of Word and Sacrament/Teaching Elder who serves the congregation as an Associate Pastor or is employed in a transitional relationship becomes an installed Pastor, Co-Pastor or Associate Pastor it shall be for a designated term of two years. The rationale for this approach is that the two-year period will give the Session, the congregation, the teaching elder and the Presbytery an appropriate time frame to optimize resolution of any named, specific issues and to assess the match of pastor to congregation and to the achievement of Presbytery and congregation mission strategies.

IV. Options for concluding a designated term.

As the end of the designated term approaches:

- A. The pastor with a designated term can be installed for an indefinite term as pastor, co-pastor, or associate pastor. In this case, with the approval of Presbytery through COM a congregational meeting shall be held to call the pastor for an indefinite term which, if favorable, will be followed by COM recording a transition to installed for an indefinite term in its minutes.
- B. The designated period shall be extended by one or two years if recommended by the congregation and Presbytery
- C. The pastoral relationship can be terminated by the pastor's resignation, the non-renewal of the call by the congregation, or by action of the Presbytery.

APPENDIX J

Dissolution of Terms Policy for Teaching Elders
Presbytery of Western Carolina
Date adopted: ?

Per Book of Order section G-2.08, any pastoral call is a three-way agreement between the congregation and the Pastor with the concurrence of the Presbytery, and, as such, a call may not be dissolved without the concurrence of the Presbytery.

Per Book of Order section G-2.0804, under certain circumstances, following the dissolution of call, the Pastor may be entitled to continued pay and benefits to support them as they transition into a new form of service.

The following situations **are not eligible** for continued pay and benefits.

- The Pastor chooses to accept another pastoral position or form of full-time employment.
- The Pastor chooses to retire (G-2.0503c)
- The Pastor is no longer eligible to serve as Pastor (G-2.0507, G-2.0407, G-2.0508)
- The Pastor chooses to resign for “personal reasons” without providing additional information.

In these situations, a Pastor's final date of service is their last date of employment, and there should be no further compensation or reimbursement of expenses after that day.

The following situations **are eligible** for continued pay and benefits.

- **Negotiated Dissolution** - The pastor or the session may request that the Commission on Ministry assist in negotiating a mutually agreed upon end of the Pastoral relationship under the following circumstances.
 - The position can no longer be financially sustained at the present level of service, or the church is closing.
 - Conflict and disagreement between the pastor and members of the church make it prudent for the pastoral relationship to end.
 - Any other situation that brings the viability and sustainability of the Pastoral relationship into question.
- **Medical Disability or Incapacitation** - **The PWNC Policy and Guidance Regarding Family and Medical Leave shall take precedence.** If a Pastor becomes physically or mentally impaired **to the point she/he is unable to function**, the Pastoral relationship may need to be dissolved. In these situations, the Pastor and Session should work closely with representatives of the Commission on Ministry as well as the Board of Pensions to ensure that all applicable guidelines are adhered to and benefit opportunities considered.
- **Dissolution for Cause** - A Pastoral relationship may be dissolved by the Presbytery as a result of either judicial action or because the church's mission demands it (G-2.0904).

In these situations, the Pastor shall be entitled to the following:

- A minimum of three months of full pay, defined as effective salary, benefits, and SECA offset (hereafter defined as severance) following their final date of active service.
- Any reimbursable accounts may only be utilized before the final date of service, and continued use of these funds is not included in the terms of dissolution.
- The Pastor and Session may agree to a longer period of continued pay and benefits, but this is subject to subsequent approval by the congregation at a duly called congregational meeting.
- If the Pastor receives full-time or comparable employment, including any form of Pastoral service at a similar number of hours, prior to the end of the severance period, the severance terms and final dates of coverage shall be prorated accordingly.

Process for Dissolution of Terms:

1. The Session, Pastor, or Administrative Commission notifies the Commission on Ministry in writing of their desire to have the call dissolved and provide a brief overview of the primary reasons for seeking dissolution.

APPENDIX J

2. If the Pastor does not wish to request additional severance terms beyond those described above, the Pastor shall notify the Session in writing of this request, ask that the Session concur with the request that the call be dissolved, and call a congregational meeting for the purpose of dissolving the call.
3. If the Pastor wishes to request more than the minimum terms described above or the Session believes that the situation at hand is not eligible for severance:
 - I. The Commission on Ministry shall appoint individuals, including members of the Presbytery staff, active members of COM, and/or other members of Presbytery to meet with all relevant parties.
 - II. The COM team shall supply a copy of this document as well as any other related documents to all parties **before** their first meeting.
 - III. The Session or Administrative Commission, Pastor, and COM negotiate and agree to the terms of dissolution.
4. A signed dissolution agreement, including the severance terms and other stipulations and parameters, shall be prepared and agreed to, in principle, by all relevant parties.
5. The agreed-upon terms shall be included in the call for the congregational meeting, and the complete agreement shall be made available to all attending the meeting in person.
6. For the congregational meeting to dissolve the call:
 - I. Someone other than the Pastor shall moderate the congregational meeting.
 - II. The terms of dissolution shall be shared, and if the Pastor is only receiving the minimum terms of dissolution, the congregation should be informed that those terms are a matter of policy. In no circumstance may the terms be amended or re-negotiated during the meeting.
 - III. The meeting shall include **a quorum of the congregation's membership**, time for questions, and speaking for and against the motion.
 - IV. The vote shall be taken by written ballot, with tellers being identified before hand and the appointed Moderator or other representative of COM serving as observer for the counting.
 - V. The motion requires a simple majority to pass.
7. If the motion passes, the parties shall sign the agreement (which shall be retained by COM), with copies furnished to other parties.
8. If the motion does not pass, the Commission on Ministry shall intervene per G-2.0903-4.

APPENDIX J

Ron Tippens

Faith Journey

I recently sang (in place of the anthem) for the Presbyterian Church in Marion. The song was "His Eye Is on the Sparrow". I first heard that song when I was a red headed freckled face boy growing up on a dairy farm in Georgia. Running through the house one early evening, my mother was watching Billy Graham on TV. "Sit down and listen", she said. I watched as Ethel Waters (the famed African American actress) came to the podium and she sang "His Eye Is on the Sparrow." Sixty plus years later I was singing it before a congregation. My mother knew in her heart that by watching this crusade I would hear the love of God proclaimed boldly and with compassion. And I did. Such was the Christian community that welcomed and shaped me. This farm was located only seventeen miles from the dairy farm where Flannery O'Connor lived. However, it would be years before I learned of this great southern Catholic author. This awakening along with so many others came through education. I was privileged to attend Wheaton College, Duke Divinity School, and Union Presbyterian Seminary. All of these schools (albeit with different perspectives) were an invaluable gift to me.

The journey led me to ordination in the Presbyterian Church in 1979. Since then, I have served three congregations. One of these three I served for thirty-one years. "The lines have fallen for me in pleasant places" (Psalm 16:6). Many mistakes, disappointments and heartaches woven through these years, but still beautiful. I am now retired yet still longing to tell the "old, old story that I have known so long". It is a story that through God's grace I've become a part of. "Glory be to the Father, and to the Son, and to the Holy Spirit". Amen (BC, 11.6 pg. 80)

APPENDIX J

Ron Tippens

Statement of Faith

Theology: God has always been, is and will be. Holy Scripture offers no proofs, constructs or arguments for God's existence. Only faith in God is sufficient "Faith is the gift of God". (BC, 5.112). God's Word and Spirit alone ultimately reveal God unto us. (BC, 7:112). For me there is no more encompassing insight into who God is than found in the Larger Catechism (BC, 7.117) "God is a Spirit, in and of Himself infinite in being, glory, blessedness and perfection; all sufficient...most merciful and gracious." "God is love" (1 John 4:8). This love was/is made fully known in Jesus Christ. This sovereign love is a mystery beyond our intellect (BC, 9:15) Therefore I believe in the Holy Spirit who makes this love known.

Bible: We are people of The Book. God is made known to me and therefore I know who I am through the Holy Spirit speaking through Holy Scriptures. Astounding ..."the preaching of the Word of God is the Word of God." (BC, 5.004) This is what it means for me to be a teaching elder, a minister of Word and Sacrament.

Sacraments: I believe the Sacraments instituted by our Lord are indeed "visible signs of an invisible grace." Baptism and Holy Communion. Our Directory for worship mandates that Communion be part of worship on each Lord's Day (BO, W-3.049) I deeply feel that to do so would greatly enrich our worship. In baptism we die and rise to a new life that is sustained in the faithful preaching of the Word and celebration of Holy Communion.

Polity: I believe in One Holy catholic and apostolic church. (BC, 1:3, 2:3) I love this church that exists through all aeons, languages, and cultures. In life after death, it is triumphant. I celebrate the expression and form this church takes in the Presbyterian Church. I celebrate that we do not see ourselves as the only church but as a part of THE CHURCH diverse and full of colour and joy. The Church is yet and not yet. In its worship and service, it is a living sign of the reign of God, a present reality and a future promise (BO, w-50401).

APPENDIX J

Rev. Craig M. Sumey - Faith Journey

My story of faith begins with my parents, who were committed to raising my brother, sister, and me within the fellowship and nurturing of a church family. My home congregation was Village Church, a large Presbyterian church in suburban Kansas City, Kansas, where I was baptized, confirmed, and discipled. My parents each served on the Session, and we were encouraged to both attend and volunteer in the life of the church throughout our growing-up years.

When I was in college, a job as a summer youth intern at Village gave me my first experiences in ministry. Through an inward call of the Holy Spirit, confirmed by the encouragement of mentors, God gave me a vision of a life of service within the church. I was excited to get started and enrolled in Princeton Seminary right after graduation. During my time there, my understanding of the depths of theology, my passion for the Scriptures, and my respect for the Church's complex history deepened. My field internship experiences during seminary broadened my pastoral imagination beyond youth ministry.

In my first few years as a pastor, serving both in associate and solo roles, I became increasingly aware that changes in the North American Church's cultural context were having significant impacts, bringing it to a historic tipping point. New models were needed to present the Gospel afresh in a changing world; so as time went by, I looked for ways to explore and experiment. I served as a new church development pastor and then, at another church, spearheaded the creation of a new worshiping community. I led two 'turnaround' congregations as they moved from stagnation to vitality. I developed coaching relationships with emerging church leaders, both for ordination and as lay pastors. Several years ago, I used a Louisville Institute grant to explore ways existing congregations can better use their resources to support church planting and community engagements.

Almost four years ago, my passion for new expressions of church and leadership development led me into a conversation with ministry colleagues in Scotland, from which emerged a vision for a new way of training next-generation, global church leaders. This idea quickly became a program called Launch, and I was invited to join Scottish colleagues on the leadership team to work together on its development and rollout with our first cohort last year. My wife, Lynn, brought her gifts to the team, and it wasn't long before a call to a new chapter of ministry emerged as one we would share: using our combined experiences to come alongside a new generation of church leaders as mentors, trainers, and coaches. In addition, I look forward to continuing my membership with the Presbyterian Church USA and being used by God to bring helpful insights on leadership and church growth from what we learn in post-religious Europe.

Threads that weave through my ministry are both inward and outward: contemplative prayer practices for personal spiritual vitality and local engagement to come alongside and actively associate myself with the laments, hurts and hopes of my neighbors.

My wife, Lynn and I have been married for 32 years this September and have two grown children living in Orlando and Chicago. We are big sports fans (though not always for the same teams), we love to explore our surroundings, and we can often be found on a mountain trail.

APPENDIX J

Rev. Craig M. Sumey - Statement of Faith

My faith is rooted in the great theme of God's revelation story: God's special love and passion for God's children and overwhelming desire to welcome them home.¹

I believe in the one God that is a Trinity, personifying and sharing perfect love and truth.² God created all things, both visible and not, with goodness and mercy, and gave life as a gift to be obediently and gratefully enjoyed. Humanity received God's image to bear and God's creation to steward. But humanity, instead, walked the path of prideful self-love and fearful domination.³ The wide chasm that resulted between God and humanity, humanity with itself, and humanity and creation has grieved God beyond imagination. However, the magnitude of God's love could not allow sin and evil to have the last word.

Jesus Christ is God's true Son, the incarnate second person of the Trinity, and God's greatest gift to creation.⁴ Jesus' way of life, miracles, and teaching are a faithful embodiment of full humanity. Jesus' death on the cross and triumphant resurrection reveal God's glorious victory over sin and death, and the triumph of God's will over evil. It is through the rescuing faith and knowledge of Christ, revealed and inspired by the Spirit, and lived out in maturing discipleship,⁵ that humanity can once again be reconciled to God, walk in freedom, and claim the promise of eternal life.

The Holy Spirit is the third person of the Trinity, and my guide and companion for faithfulness and fullness of life in Christ.⁶ Each passing moment, as the Spirit grows the fruits of faith within me, I experience an intimate relationship with God through Spirit-motivated prayer, servanthood, and worship. As the Spirit gives me every gift⁷ I need to follow and serve Christ, I am filled with power so I can freely and joyously seek a life of obedience governed by God's love. My greatest desire is to know God more intimately, be connected in a reconciled relationship with others, and make joining God's great mission within creation my calling.

The Bible is the living Word of God and the true, trustworthy source of knowledge about God, God's perfect love in Jesus Christ, and God's desire for my life in the Spirit.⁸ Interpreted by the Holy Spirit through prayerful study and the teaching and preaching of the Church, the Bible is useful in every way and is meant to be a source of power, life and hope both individually and collectively.

God ordained and established the church so that the reign of God's love established in Christ might be announced and demonstrated by God's people in the world, and so that disciples of Jesus might experience fellowship, encouragement, and nurturing in the faith. God has made the church to be diverse in gifts, but united in the Spirit under Jesus' lordship. The church experiences unity through prayerful proclamation of the scriptures, the shared observance of the sacraments of Baptism and the Lord's Supper, and the grace-filled discipline of its mutual polity.⁹ The church is one, catholic and universal,¹⁰ and in its creative diversity finds its voice and power in the testimony of God's Word and by embedding itself in a neighborhood to incarnate God's great love to those around it. The church is inwardly strong to be outwardly focused, revealing the Kingdom of Christ through its call to prophetically proclaim God's justice and mercy for all people, and in its gracious opposition to powers that perpetuate the diminishment of God's children and destruction of God's creation.

Finally, God's redeeming work has an ultimate destination and completion: a promise to dwell eternally in God's presence, free of the struggles, temptations, and griefs of life on this side of the veil.¹¹ This is not only a future to hope for but a present reality to inhabit, overshadowed by God's love, grafted as a branch into Jesus the True Vine, and filled with God's enduring presence in the Spirit.

¹ BOC, 4.001

² BOC, 6.011-013

³ BOC, 9.11

⁴ BOC, 1.2

⁵ BOC, 4.086

⁶ BOC, 6.051-.054

⁷ BOC, 11.4

⁸ BOC, 7.002

⁹ BOC, 3.18

¹⁰ BOC, 1.3

¹¹ BOC, 4.058

APPENDIX K

WESTERN NC PRESBYTERY POLICY ON ANTI-RACISM

Draft 7/29/2025

To be approved by COM, in 2025; edited at COM meeting August

OUR FAITH BACKGROUND

This policy is grounded in scripture and guided by our theological heritage. Because humankind has been created in God's image and is beloved by God, God's people are called by Christ to love one another; to be reconciled and reconcilers with no room for racism to ever be right.

Among many, these biblical texts undergird this policy:

Genesis 1:27

So God created humankind in his own image.

In the image of God, he created them;
male and female he created them.

Matthew 22, Mark 12, Luke 10

Jesus said, "You shall love the Lord your God with all your heart,
and with all your soul, and with all your mind.

This is the greatest and first commandment.

And a second is like it:

You shall love your neighbor as yourself."

2 Corinthians 5:18

All this is from God,
who reconciled us to himself through Christ,
and has given us the ministry of reconciliation.

In our Confessions of Faith, we read:

God's reconciling love breaks down every form of discrimination
based on racial or ethnic difference. (Confession of 1967)

We believe...that God's lifegiving Word and Spirit has conquered
the powers of sin and death, therefore also of irreconciliation
and hatred, bitterness and enmity, that God's lifegiving Word
and Spirit will enable the church to live in a new obedience which
can open new possibilities of life for society and the world....

(Belhar Confession)

APPENDIX K

OUR COMMITMENT

The Presbytery of Western North Carolina believes in, stands for, and works for human dignity, respect for all people, the value that diversity brings to our churches and our communities, the attainment of a quality of life for all, empowerment, integrity, equity, and inclusion. In short, we aspire to what Jesus called the abundant life for all of God's children.

Racism is a practice or system of racial prejudice exerted by those in power — institutionally, and individually, consciously and unconsciously — that is deeply ingrained in our history. Racism benefits people in the dominant culture socially, economically, and politically while disadvantaging people of color and people from minority cultures. We also acknowledge that racism is not limited to those in power but may exist among any individuals or groups of people who practice prejudice, discrimination or antagonism based on their membership in a particular racial or ethnic group. For all persons, any racism corrupts the image of God within us.

PROCEDURE AND COMPLAINT

The discrimination of an employee or other person participating in any ministry of the Presbytery of Western North Carolina based on race, color, or national origin, or other protected classes as named above is prohibited.

An employee may be subject to disciplinary action for such a violation, up to and including dismissal. Similarly, a minister member, inquirer, candidate, certified Christian Educator, Commissioned Ruling Elder, or member of the Presbyterian Church (U.S.A.) who engages in this type of behavior may be subject to disciplinary action as is detailed in the Rules of Discipline section of the Book of Order. The Presbytery of Western North Carolina also reserves the right to take other disciplinary or remedial actions as imposed by the Personnel Committee, Commission on Ministry (COM), the Commission on Preparation for Ministry, or the Presbytery itself.

Complaint Procedure: Any Presbytery professional or presbytery volunteer who believes an incident of discrimination has occurred shall promptly notify the Stated Clerk in writing. The Stated Clerk, in collaboration with other appropriate parties, shall determine the next steps, including whether the offense rises to the level of an official complaint.

If the incident involves the Stated Clerk, the General Presbyter shall be notified.

Retaliation: Anyone filing a discrimination complaint or assisting in the investigation of a complaint shall not be adversely affected in terms and conditions of employment nor discriminated against in any manner because of the complaint.

DISCIPLINARY ACTION

APPENDIX K

When the activities or conduct of any member, staff, or other church leader is considered to be contrary to the policies and expectations of the Presbytery of Western North Carolina or is considered to be disruptive to the operations of the Presbytery of Western North Carolina, its programs, or ministries, the procedure for potential corrective action outlined above and/or in the Rules of Discipline shall be followed.

ACKNOWLEDGEMENT

I acknowledge that I have read the above Anti-Racism Policy and will present any questions I have to the General Presbyter of the Presbytery of Western North Carolina. I understand that I am responsible for adhering to the Anti-Harassment policy.

Printed Name

Signature and Date

To be submitted to the Stated Clerk of the Western North Carolina Presbytery

APPENDIX L

COM ATTACHMENT 2

ORIGINALLY APPROVED OCTOBER 27, 2012 BY PWNC IN STATED MEETING

Proposed Revision of POLICY re ASSOCIATE PASTOR or TRANSITIONAL PASTOR (Minister of Word and Sacrament/TEACHING ELDER) TO INSTALLED PASTOR
Presbytery of Western North Carolina

**APPROVED AT APRIL 30, 2019 MEETING OF PWNC
and FURTHER REVISED (at IV.A.) AT JULY 30, 2022 MEETING OF PWNC**

Proposed revisions are in underlined italic.

Preamble

The function of this policy is to provide procedural guidance for allowing a congregation's Associate Pastor to be installed as its Pastor or Co-Pastor, and to allow installing a Transitional Pastor as Pastor, Co-Pastor, or Associate Pastor. Relevant Book of Order (2023-2025) guidance for this policy is:

a. Installed Pastoral Relationships

... The relationship of an associate pastor to a congregation is not dependent upon that of a pastor. An associate pastor is ordinarily not eligible to be the next installed pastor of that congregation. (G-2.0504a)

b. Temporary Pastoral Relationships

Temporary pastoral relationships are approved by the presbytery and do not carry a formal call or installation. When a congregation does not have a pastor, or while the pastor is unable to perform her or his duties, the session, with the approval of presbytery, may obtain the services of a minister of Word and Sacrament, candidate, or ruling elder in a temporary pastoral relationship. No formal call shall be issued and no formal installation shall take place.

Titles and terms of service for temporary relationships shall be determined by the presbytery. A person serving in a temporary pastoral relationship is invited for a specified period not to exceed twelve months in length, which is renewable with the approval of the presbytery. A minister of Word and Sacrament employed in a temporary pastoral relationship is ordinarily not eligible to serve as the next installed pastor, co-pastor, or associate pastor. (G-2.0504b)

c. Exceptions

A presbytery may determine that its mission strategy permits a minister of Word and Sacrament currently called as an Associate Pastor to be eligible to serve as the next installed pastor or co-pastor, or a minister of the Word and Sacrament employed in a temporary pastoral relationship to be eligible to serve as the next installed pastor, co-pastor, or associate pastor. Presbyteries that permit this eligibility shall establish such relationships only by a three-fourths vote of the members of presbytery present and voting. (G-2.0505c)

APPENDIX L

COM ATTACHMENT 2

MISSION OF THE PRESBYTERY OF WESTERN NORTH CAROLINA

SEE, We Are The Body Of Christ
We Covenant to...
Strengthen Congregations
Equip Disciples
Engage in Mission

Guiding Principles to achieve the mission of our Presbytery:

Coordinate, guide, encourage, support, and resource the work of the congregations for the most effective witness to the broader community and partner with a particular congregation in carrying out its Mission in accordance with the Book of Order (2023-2025).

Oversee the transition during a time of pastoral change in the life of the congregation by serving as pastor, counselor, and advisor to teaching elders and congregations. G-2.0504b-c

Based on these Presbytery guiding principles the Presbytery will work in partnership with congregations to ensure that procedures are followed which will provide appropriate pastoral relationships for a particular church at a particular time.

I. Procedure at the beginning of a pastoral vacancy:

A. Congregations which normally have an installed Pastor, Co-Pastor or Associate Pastor are strongly encouraged to be led by a trained transitional pastor who intends to devote him/herself to the interim task through the interim period between installed pastors.

1. The work of such a transitional pastor is important to any congregation which has experienced a pastoral vacancy, regardless of the cause, as all such vacancies generate some level of grief and anxiety. Moreover, the work of a transitional pastor becomes increasingly valuable where there has been a long-term pastorate or where the conclusion of the prior pastorate has been sudden and/or accompanied by conflict.
2. Interim ministry requires particular personal skills and specialized training which equip the transitional pastor to lead the congregation through the specific tasks of the interim period as well as provide for the normal pastoral functions that are a part of any pastoral ministry. If the transitional pastor has not previously received specific interim training, he or she must do so within six months after beginning this pastorate or otherwise satisfy the Presbytery of his/her fitness for the role. Such transitional pastors are not merely place-holders or caretakers, but rather are agents of stability and change and preparation for the church's future under new pastoral leadership.
3. To be effective and to accomplish the tasks that should be completed during a pastoral transition, a transitional pastor must be objective and maintain his/her independence from influences that would compromise his/her judgments and autonomy, including but not limited to the possibility and perceived benefits of the interim relationship being converted to an installed pastoral position. Therefore, it is important that the person serving as a transitional pastor or a transitional associate

APPENDIX L

COM ATTACHMENT 2

pastor ordinarily is not eligible to be called to as the next installed pastor, co-pastor, or associate pastor in that congregation.

4. Normally, Associate Pastors fulfill a specified, limited role in a congregation's mission, life, and witness. As such, congregations and Associate Pastors acknowledge—at least implicitly—that their relationship is mutually beneficial and would not necessarily be enhanced if the Associate Pastor were to be called as installed Pastor or Co-Pastor. Exceptions may be considered, however, only under clearly-defined circumstances, as described below.

B. In compliance with the Book of Order (2023-2025) the Presbytery affirms that a Minister of Word and Sacrament/Teaching Elder who is installed as an Associate Pastor or employed in a temporary pastoral relationship is ordinarily not eligible to serve as the next installed Pastor, Co-Pastor, or Associate Pastor. Only when the Presbytery determines such action is appropriate will the Presbytery consider allowing an Associate Pastor or a transitional pastor to become the next installed pastor.

II. Procedure for ordinary replacement of Pastor, Co-Pastor, or Associate Pastor

A. Interim Period

To ensure that the interim period will be effective and the interim tasks will be accomplished the Committee on Ministry (COM) will partner with the Session and congregation from the time the departing pastor announces his/her intention to end his/her pastorate. A member of the COM will speak to the entire congregation about the nature of the transition time. A COM member will counsel with the Session about the options for ministry during the vacancy period and will be a resource during their journey, whatever decision is made.

B. Transitional Pastor Search Committee

If there is a Session search committee for a transitional pastor they will consult with the COM with regard to possible candidates. After a candidate is chosen by the search committee the COM will meet with the candidate to assess his/her fit with the mission and needs of the congregation. After the approval of the COM, the Presbytery will approve the candidate being accepted into the Presbytery as a transitional pastor for the congregation.

C. COM Relationship with Transition Pastor

The COM will build a relationship with the transitional pastor and stay apprised of the status of the congregation through regular meetings with him/her and also through written reports from the transitional pastor.

D. Installed Pastor Nominating Committee

The COM will meet with the Pastor Nominating Committee (PNC) as they begin their work to discuss the Presbytery's guidance for the calling of a new pastor and to build relationships with the committee members. The COM will meet with the PNC at other times at the request of the committee or to assess their progress. As soon as a PNC is aware that the congregation's Associate Pastor will seek to be considered as the next installed Pastor, the PNC will notify and confer with the COM.

III. Procedure for allowing an exception.

APPENDIX L

COM ATTACHMENT 2

A. The congregation will have completed several transition steps:

- (1) It will have done a Mission Study
- (2) The Associate Pastor or the transitional pastor and the PNC each both will have been in close contact with the COM to keep Presbytery informed of the situation at the particular church.
- (3) The skills and interests of the Associate Pastor or transitional pastor will match the skills and interests indicated by the PNC in the relevant part of the Ministry Discernment Profile (MDP).

B. The Session and the Presbytery will have determined that there are conditions which justify an exception. Therefore, Presbytery can conclude that its mission strategy will be served by permitting the Associate Pastor or transitional pastor to be called as the installed pastor. Some examples of such circumstances are a congregation recovering from the untimely death of a pastor, an unfortunate situation such as pastoral sexual harassment, an out of control environmental issue such as a changing neighborhood or declining population, a split in the church involving some members leaving to join with another denomination, a general attitude of contentiousness, and/or a history of conflict.

C. When a Minister of Word and Sacrament/Teaching Elder who serves the congregation as an Associate Pastor or is employed in a transitional relationship becomes an installed Pastor, Co-Pastor or Associate Pastor it shall be for a designated term of two years. The rationale for this approach is that the two-year period will give the Session, the congregation, the teaching elder and the Presbytery an appropriate time frame to optimize resolution of any named, specific issues and to assess the match of pastor to congregation and to the achievement of Presbytery and congregation mission strategies.

IV. Options for concluding a designated term.

As the end of the designated term approaches:

- A. The pastor with a designated term can be installed for an indefinite term as pastor, co-pastor, or associate pastor. In this case, with the approval of Presbytery through COM a congregational meeting shall be held to call the pastor for an indefinite term which, if favorable, will be followed by COM recording a transition to installed for an indefinite term in its minutes.
- B. The designated period shall be extended by one or two years if recommended by the congregation and Presbytery
- C. The pastoral relationship can be terminated by the pastor's resignation, the non-renewal of the call by the congregation, or by action of the Presbytery.

APPENDIX M

Dissolution of Terms Policy for Teaching Elders
Presbytery of Western Carolina
Date adopted: ?

Per Book of Order section G-2.08, any pastoral call is a three-way agreement between the congregation and the Pastor with the concurrence of the Presbytery, and, as such, a call may not be dissolved without the concurrence of the Presbytery.

Per Book of Order section G-2.0804, under certain circumstances, following the dissolution of call, the Pastor may be entitled to continued pay and benefits to support them as they transition into a new form of service.

The following situations **are not eligible** for continued pay and benefits.

- The Pastor chooses to accept another pastoral position or form of full-time employment.
- The Pastor chooses to retire (G-2.0503c)
- The Pastor is no longer eligible to serve as Pastor (G-2.0507, G-2.0407, G-2.0508)
- The Pastor chooses to resign for “personal reasons” without providing additional information.

In these situations, a Pastor's final date of service is their last date of employment, and there should be no further compensation or reimbursement of expenses after that day.

The following situations **are eligible** for continued pay and benefits.

- **Negotiated Dissolution** - The pastor or the session may request that the Commission on Ministry assist in negotiating a mutually agreed upon end of the Pastoral relationship under the following circumstances.
 - The position can no longer be financially sustained at the present level of service, or the church is closing.
 - Conflict and disagreement between the pastor and members of the church make it prudent for the pastoral relationship to end.
 - Any other situation that brings the viability and sustainability of the Pastoral relationship into question.
- **Medical Disability or Incapacitation** - **The PWNC Policy and Guidance Regarding Family and Medical Leave shall take precedence.** If a Pastor becomes physically or mentally impaired **to the point she/he is unable to function**, the Pastoral relationship may need to be dissolved. In these situations, the Pastor and Session should work closely with representatives of the Commission on Ministry as well as the Board of Pensions to ensure that all applicable guidelines are adhered to and benefit opportunities considered.
- **Dissolution for Cause** - A Pastoral relationship may be dissolved by the Presbytery as a result of either judicial action or because the church's mission demands it (G-2.0904).

In these situations, the Pastor shall be entitled to the following:

- A minimum of three months of full pay, defined as effective salary, benefits, and SECA offset (hereafter defined as severance) following their final date of active service.
- Any reimbursable accounts may only be utilized before the final date of service, and continued use of these funds is not included in the terms of dissolution.
- The Pastor and Session may agree to a longer period of continued pay and benefits, but this is subject to subsequent approval by the congregation at a duly called congregational meeting.
- If the Pastor receives full-time or comparable employment, including any form of Pastoral service at a similar number of hours, prior to the end of the severance period, the severance terms and final dates of coverage shall be prorated accordingly.

Process for Dissolution of Terms:

1. The Session, Pastor, or Administrative Commission notifies the Commission on Ministry in writing of their desire to have the call dissolved and provide a brief overview of the primary reasons for seeking dissolution.

APPENDIX M

2. If the Pastor does not wish to request additional severance terms beyond those described above, the Pastor shall notify the Session in writing of this request, ask that the Session concur with the request that the call be dissolved, and call a congregational meeting for the purpose of dissolving the call.
3. If the Pastor wishes to request more than the minimum terms described above or the Session believes that the situation at hand is not eligible for severance:
 - I. The Commission on Ministry shall appoint individuals, including members of the Presbytery staff, active members of COM, and/or other members of Presbytery to meet with all relevant parties.
 - II. The COM team shall supply a copy of this document as well as any other related documents to all parties **before** their first meeting.
 - III. The Session or Administrative Commission, Pastor, and COM negotiate and agree to the terms of dissolution.
4. A signed dissolution agreement, including the severance terms and other stipulations and parameters, shall be prepared and agreed to, in principle, by all relevant parties.
5. The agreed-upon terms shall be included in the call for the congregational meeting, and the complete agreement shall be made available to all attending the meeting in person.
6. For the congregational meeting to dissolve the call:
 - I. Someone other than the Pastor shall moderate the congregational meeting.
 - II. The terms of dissolution shall be shared, and if the Pastor is only receiving the minimum terms of dissolution, the congregation should be informed that those terms are a matter of policy. In no circumstance may the terms be amended or re-negotiated during the meeting.
 - III. The meeting shall include **a quorum of the congregation's membership**, time for questions, and speaking for and against the motion.
 - IV. The vote shall be taken by written ballot, with tellers being identified before hand and the appointed Moderator or other representative of COM serving as observer for the counting.
 - V. The motion requires a simple majority to pass.
7. If the motion passes, the parties shall sign the agreement (which shall be retained by COM), with copies furnished to other parties.
8. If the motion does not pass, the Commission on Ministry shall intervene per G-2.0903-4.

APPENDIX N **FALL YOUTH RETREAT**

**“FROM THE GROUND UP”
EXPLORING COMMUNITY, FAITH,
ACTION AND CHANGE**

NOVEMBER 8-9, 2025

**COST: \$50 PER PERSON
(INCLUDES 3 MEALS,
LODGING & PROGRAM)**

**REGISTRATION OPENS
OCTOBER 1ST**

**DEADLINE:
OCTOBER
31**



RETREAT LEADER:

GENEVIEVE BROOKS



GENEVIEVE SERVES AS THE DIRECTOR OF FAMILY MINISTRY AT WHITE MEMORIAL PRESBYTERIAN CHURCH IN RALEIGH, NORTH CAROLINA. SINCE JOINING WMPC IN 2016, SHE'S BEEN BUSY DREAMING UP WAYS TO MAKE CHURCH FEEL LIKE HOME AND A WHOLE LOT OF FUN. SHE'S CONVINCED THAT EVERY SUNDAY SHOULD BE A FUN DAY, WEAVING TOGETHER ART, RECREATION, EMBODIMENT, AND TEACHING MOMENTS TO CREATE SPACES WHERE FAITH COMES ALIVE. WHEN SHE'S NOT LEADING OR TEACHING, YOU'LL LIKELY FIND GENEVIEVE SIPPING STRONG COFFEE, TAPPING HER TOES TO BLUEGRASS, SAILING WITH HER HUSBAND ALEX, OR DANCING IN THE KITCHEN WITH HER TWO KIDS.

SCHEDULE:

Registration begins at 9:30 am on Saturday. The retreat concludes with Sunday morning worship. No lunch will be served Sunday.

BRING:

Sleeping bag or bed linens, pillow, towel, toiletries, medications, comfy shoes and clothes, Bible, flashlight, water bottle, & rain gear.



**Register
here!**





let's go to guatemala!!

JUNE 17-24, 2026

PRESBYTERY YOUTH TRIP

To grow in faith and fellowship through cross-cultural partnership and service with our Guatemalan brothers and sisters in Christ.

OPEN TO RISING 10TH GRADERS - GRADUATED 12TH GRADERS

“The highlight of my trip was the people that I got to meet. Specifically, I enjoyed meeting the youth from Suchi and Sur Presbytery, as well as the ones in our delegation. It was such a blast talking to these youth and sharing stories.” Former PWNC youth participant

[**Click here**](#)
for
proposed
itinerary

YOUTH LEADERS FORUM

PWNC
YOUTH
MINISTRY
TEAM

*Join us for a day filled with
laughter, making connections
and fellowship*

THURSDAY,
MARCH 12TH
10 AM-2 PM
FREE!!
LUNCH
PROVIDED

Warren Wilson
Presbyterian
Church
East Asheville/
Swannanoa



*Have a topic you would
like to explore with other
youth leaders? Email us
your ideas!!*

Youth Leaders'

Save These Dates!

Nov 8-9

YOUTH RETREAT
Overnight Retreat
Middle & High School
CAMP GRIER

Feb 21

Faith & Sexuality
Retreat
5th-8th graders & their
parent(s)
Unity Presbyterian
Denver, NC

March 6-7

MISSION RETREAT
Overnight Retreat
High School Youth
FPC-Spruce Pine

March 12

Youth Leaders Forum
Leaders come share,
connect & support!
Warren Wilson
Presbyterian

May 2

ADVENTURE DAY
Fun and Adventure all
day long!
Middle & High School
CAMP GRIER

Need more info? Email Beth @ beth.gunn@gmail.com

APPENDIX O

BB-1

Finance Team
Feild Russell & Don Scofield – Co-Chairs
October 28, 2025

For information only the Finance Team presents:

- ◆ The ‘Operating Budget Summary’ of the Presbytery of Western North Carolina as of September 30, 2025, BB-2.
- ◆ The ‘Balance Sheet’ of the Presbytery of Western North Carolina as of September 30, 2025 compared to December 31, 2024, BB-3.
- ◆ The ‘Hurricane Helene Fund Financial Statement’ of the Presbytery of Western North Carolina as of September 30, 2025, BB-4.
- ◆ The 2026 Stewardship Letter, with information on the mission and ministry of PWNC, BB-5 thru BB-11.

For the complete financial statements contact the Presbytery office at 828/438-4217 or lpressley@presbyterywnc.org

APPENDIX Q

BB-2

PRESBYTERY OF WESTERN NORTH CAROLINA
OPERATING BUDGET SUMMARY
AS OF SEPTEMBER 30, 2025

ACCOUNT	2025 ANNUAL BUDGET	2025 YTD BUDGET	2025 YTD ACTUAL	% OF ANNUAL BUDGET	2024 YTD ACTUAL
INCOME:					
Unified Giving from Churches	\$ 674,195	\$ 505,646	\$ 455,983	67.6%	\$ 493,375
Other Income	22,000	\$ 16,500	19,238	87.4%	18,075
Anticipated Grants/Income	6,500	\$ 4,875	6,500	100.0%	6,000
Transfer From Existing Funds-NWC	35,000	\$ 26,250	26,250	75.0%	28,125
Transfer From Existing Funds-Disaster Recovery	100,000	\$ 75,000	46,800	46.8%	-
Transfer From Existing Funds-Legal Work	10,000	\$ 7,500	4,898	49.0%	17,705
Income From Investment	237,318	-	-	0.0%	-
TOTAL INCOME	<u>\$ 1,085,013</u>	\$ 635,771	\$ 559,669	51.6%	\$ 563,280
EXPENSES:					
General Assembly Per Capita/Unified Giving	\$ 165,000	\$ 123,750	\$ 111,596	67.6%	\$ 118,132
Synod Per Capita	14,562	\$ 10,922	9,849	67.6%	10,470
Institutions & Agencies	4,000	\$ 3,000	2,705	67.6%	2,864
Strengthening Congregations Ministry					
Church Vibrancy Team	20,196	\$ 15,147	8,959	44.4%	13,834
Youth Ministry Team / Council	21,450	\$ 16,088	14,980	69.8%	4,697
Faith Formation Team	4,700	\$ 3,525	-	0.0%	84
Campus Ministry Team	9,500	\$ 7,125	6,750	71.1%	6,750
Equipping Disciples Ministry					
New Worship Community Team	35,000	\$ 26,250	26,250	75.0%	28,125
Digital Church Team	-	\$ -	-	0.0%	-
Community Outreach Team	-	\$ -	-	0.0%	-
Peace and Justice Team	2,500	\$ 1,875	126	5.1%	1,900
Disability Inclusion Team	-	\$ -	-	0.0%	-
Engaging in Mission Ministry					
Hunger Programs Team	-	\$ -	-	0.0%	-
Self-Development of People Team	-	\$ -	-	0.0%	-
Disaster Assistance Team	103,000	\$ 77,250	47,440	46.1%	(184)
Housing Team	1,000	\$ 750	1,000	100.0%	1,000
Guatemala Leadership Team	27,000	\$ 20,250	3,338	12.4%	6,207
Malawi Leadership Team	4,000	\$ 3,000	4,036	100.9%	-
Supporting Leadership Ministry					
Commission on Ministry	2,750	\$ 2,063	666	24.2%	948
Examinations Team	-	\$ -	-	0.0%	-
Validated Ministry Team	-	\$ -	-	0.0%	-
Preparation for Ministry Team	5,400	\$ 4,050	124	2.3%	1,338
Commissioned Pastors Team	-	\$ -	-	0.0%	-
Church Leadership School Team	50	\$ 38	52	103.1%	(586)
Coordinating Ministry					
Coordinating Ministry	21,857	\$ 16,393	3,250	14.9%	13,940
Permanent Judicial Commission	500	\$ 375	-	0.0%	147
Nominating / Representation Team	-	\$ -	-	0.0%	-
Personnel Team	536,947	\$ 402,711	370,440	69.0%	352,737
Finance Team	79,600	\$ 59,700	49,193	61.8%	66,588
Stated Clerk Expenses					
Stated Clerk	26,000	\$ 19,500	13,061	50.2%	26,920
TOTAL EXPENSES	<u>\$ 1,085,013</u>	\$ 813,760	\$ 673,815	62.1%	\$ 655,912
NET INCOME/(LOSS)		(177,989)	(114,146)		(92,632)

APPENDIX Q

BB-3

Presbytery of Western North Carolina

Balance Sheet

As of Sept 30, 2025

		Sept-25	Dec-24
	ASSETS		
Cash (checking and on hand)		\$ 1,103,066	\$ 1,030,031
Money Market		\$ 257,185	\$ 257,088
Certificates of Deposit		\$ 212,055	\$ 212,055
Investments (Presbyterian Foundation) ¹			
Presbytery of WNC		\$ 5,401,370	\$ 4,737,166
Building HOPE ³		\$ 1,697,808	\$ 1,478,285
Malawi-GAP Ebenezer School Scholarships ³		\$ 195,595	\$ 177,284
Receivables (Sales tax refunds due)		\$ 161	\$ 402
Notes Receivables - Property ²		\$ 1,461,022	\$ 1,519,266
TOTAL FINANCIAL ASSETS		\$ 10,328,261	\$ 9,411,578
LIABILITIES AND NET ASSETS			
	LIABILITIES		
Payables (within the next twelve months)(FICA/State W/H)		\$ -	\$ 972
Payables (beyond next twelve months)		\$ -	\$ -
TOTAL LIABILITIES		\$ -	\$ 972
NET ASSETS (Defined as assets less liabilities)			
Undesignated Funds			
Funds available for general purposes		\$ 3,082,264	\$ 2,727,207
Sale of Church Property		\$ 1,764,676	\$ 1,349,622
	Subtotal	\$ 4,846,940	\$ 4,076,829
Designated by General Council			
Sale of Church Property (Notes Receivable) ²		\$ 1,461,022	\$ 1,519,266
New Church Development		\$ 205,513	\$ 207,013
Physical Plant Needs		\$ 53,652	\$ 53,652
Community Outreach Grant Fund		\$ 76,600	\$ -
Korean Church Mission Gift		\$ 100,000	\$ 100,000
	Subtotal	\$ 1,896,787	\$ 1,879,931
Donor Restricted			
General Assembly/Synod/ Mission Co-Workers/Crisis Relief/Special Offerings		\$ 81,195	\$ 86,846
Building HOPE ³		\$ 1,605,968	\$ 1,582,965
Hurricane Helene Relief Fund		\$ 513,215	\$ 452,494
Daily Change		\$ 76,615	\$ 77,187
Men in the Mirror		\$ 27,379	\$ 25,849
Malawi-Nkhoma Hospital		\$ 107,967	\$ 107,849
Malawi-Ebenezer School		\$ 95,924	\$ 105,076
Malawi-GAP Ebenezer School Scholarships ³		\$ 196,595	\$ 177,284
Malawi-Mission Trips		\$ 18,369	\$ 15,970
Guatemala Scholarship/Partnership Needs/Projects/Jubilee Fund		\$ 207,704	\$ 72,811
Guatemala Health/Nutrition		\$ 31,717	\$ 36,817
Guatemala Microloans		\$ 6,954	\$ 10,692
Guatemala Mission Trips		\$ 11,946	\$ 20,500
Disaster Relief Coordinator Fund		\$ 147,927	\$ 194,727
Passthru Funds and Other Activities		\$ 455,060	\$ 486,778
	Subtotal	\$ 3,584,534	\$ 3,453,846
TOTAL NET ASSETS		\$ 10,328,261	\$ 9,410,607
TOTAL LIABILITIES AND NET ASSETS		\$ 10,328,261	\$ 9,411,578

Notes:

1: Invested 60% Stocks 40% Bonds through the Presbyterian Foundation

2: Mortgages held by the Presbytery on Swannanoa/Westminster/W Avenue/John Knox properties

3: Any difference is due to some of the asset residing in Cash, Checking or Money Market accounts

APPENDIX O

BB-4

Hurricane Helene Fund Financial Statement

As of 9/30/25

Donations

		Passthru Funds (not included in Donations)
Oct-24	94,413.78	
Nov-24	68,314.00	PC(USA)PDA Host Site Grant
Dec-24	316,266.65	New Hope Presbyterian Church, Asheville
Jan-25	21,858.00	\$5,000 received by PWNC Apr 2025/remitted to NHPC-May 2025
Feb-25	74,514.47	
Mar-25	17,016.00	PC(USA)PDA Host Site Grant
Apr-25	2,826.00	Spruce Pine Presbyterian Church
May-25	22,389.00	\$5,000 received by PWNC July 2025/remitted to SPPC-Aug 2025
Jun-25	1,708.00	
Jul-25	6,256.60	(\$2K designated for Asheville area)
Aug-25	1,910.00	(\$250 designated for Tools for Tool Trailer)
Sep-25	13,416.67	
Total Donations	\$ 640,889.17	

Expensed

Nov-24	(500.00)	Payment to Micaville PC (FPC Napa gift)
Nov-24	(500.00)	Payment to Marshall PC (FPC Napa gift)
Nov-24	(500.00)	Payment to Green Mtn PC (FPC Napa gift)
Dec-24	(2,500.00)	Grant to Dorland Memorial PC (GC approved for damages)
Dec-24	(2,500.00)	Grant to Green Mtn PC (GC approved for damages)
Dec-24	(2,500.00)	Grant to Green Street PC (GC approved for damages)
Dec-24	(2,500.00)	Grant to Jack's Creek PC (GC approved for damages)
Dec-24	(2,500.00)	Grant to Marshall PC (GC approved for damages)
Dec-24	(2,500.00)	Grant to Micaville PC (GC approved for damages)
Dec-24	(2,500.00)	Grant to New Hope PC (Asheville) (GC approved for damages)
Dec-24	(2,500.00)	Grant to Black Mtn PC (GC approved for direct assistance)
Dec-24	(2,500.00)	Grant to Grace Covenant PC (GC approved for direct assistance)
Dec-24	(2,500.00)	Grant to FPC Marion (GC approved for direct assistance)
Mar-25	(1,000.00)	Grant to Green Mtn PC - Community Healing (Lenten video Project)
Mar-25	(25,000.00)	Grant to Marshall PC - Church Repair
Mar-25	(10,000.00)	Grant to Marshall PC - Direct Relief to Community
Mar-25	(10,000.00)	Grant to Tryon PC - Direct Relief to Community
Mar-25	(10,000.00)	Grant to Grace Covenant PC - Direct Relief to Community
Mar-25	(10,000.00)	Grant to FPC, Marion - Direct Relief to Community
Mar-25	(10,000.00)	Grant to Warren-Wilson PC - Direct Relief to Community
Jun-25	(125.30)	Reimbursement for supplies-PWNC PDA Team - 25 trip-Canton, NC
Jun-25	(10,000.00)	Host Site Expense Fund - New Hope Presbyterian Church
Jun-25	(10,000.00)	Host Site Expense Fund - FPC Spruce Pine
Jun-25	(1,050.00)	Funds to Cover Per Diem Shortfall from 2 Volunteer Groups-FPC Spruce Pine
Aug-25	(3,999.00)	Gilreath Auto Sales LLC (Purchase of Tool Trailer)
Total Expensed	\$ (127,674.30)	

Current Balance **\$ 513,214.87**

Hurricane Helene Relief Grants Application Deadline Dates

March 1, 2025 (closed)
August 1, 2025 (closed)
November 1, 2025



Thank you for your past volunteer and financial support of the Presbytery of Western NC. The purpose of this letter is to seek your congregation's 2026 support for your Presbytery. Please read on, at least the first 2 pages of this letter, and hopefully the attachments, too!

What does the Presbytery of Western NC need from YOU? Remember, **EACH AND EVERYONE OF US IS THE PRESBYTERY!** The Presbytery can't fulfill its mission without your support and participation. The Presbytery is a volunteer led and run organization, not a staff run organization. However, the staff is a critically important part of the implementation, just like your own congregation's staff. The Presbytery needs enthusiastic, energetic individuals with ideas and a passion for the various ministries and teams of the Presbytery. Please take a look at the summary of each of the ministry teams described in the attachments. Pray about how you and your congregation can be a part of the fulfillment of these ministries. Along with the joy and satisfaction of participation in the mission and ministry of the Presbytery is the opportunity to expand your community of faith by getting to engage and fellowship with members of other congregations with like passions while being the hands and feet of Jesus.

The Presbytery also needs **your financial support**. The Presbytery has the same needs as your congregation; staff, facilities, equipment, office supplies, resources for mission and ministry. As you've seen your own congregations funding needs increasing, so has the Presbytery. The Presbytery does not have a congregation that it can approach for a stewardship event. The Presbytery depends on the generosity of its member congregations. Take a look at the attachments with this letter to see how your generosity is being used to share the Gospel and further the kingdom of God. **Your financial support is critical.** Please consider how your congregation can participate in the funding of the Presbytery. And where possible, please consider how you can increase your past giving to the Presbytery.

Peace and joy!

J. Marvin Meares

Treasurer for the Presbytery of Western NC

Tell me about the Presbytery of Western NC

I suspect that many members of our congregations don't have a good understanding of the Presbytery of Western NC, its purpose and function, and our congregation's relationship with the Presbytery. What follows is a high-level summary of the Presbytery. **Please consider sharing this letter and the attachments with your congregation.**

If you're interested in a deeper dive, included are 2 attachments that summarize the breath and work of the Presbytery of Western NC. The 2-page attachment (Activities of the Presbytery of Western NC) is a very

condensed summary of what your Presbytery is doing. The 3-page attachment (The Ministries and Teams of the Presbytery of Western NC) summarizes the Ministry teams of your Presbytery. I think you'll find them an encouraging view of the impact that you, with your Presbytery, are having in sharing the gospel of Jesus Christ.

Who is the Presbytery of Western NC? It is the 12,559 members of the 88 congregations. It's the 176 volunteers. It's the 124 active Pastors. It's the 145 retired Pastors. It's the 27 Commissioned Pastors. It's the 17 Certified Christian Educators. It's the 3 full-time Presbytery staff and the 9 part time staff. **It is YOU! Yes, it's you, it's us, it's not them or they; it is YOU! No one is excluded.**

What is the Presbytery of Western NC? It is the 88 Presbyterian Church (USA) congregations; small, medium and large; within the geographic bounds (also called "neighborhoods") of the Presbytery.

Where is the Presbytery of Western NC? It is in western NC and geographically includes the 23 counties, more than 9,427 square miles, with Gaston, Lincoln, Catawba, Caldwell and Avery counties on the eastern edge and extending South, West and North to the North Carolina border with South Carolina, Georgia, Tennessee and Virginia.

What is the mission of the Presbytery of Western NC? The mission is threefold using the acronym SEE: **SEE**, we are the body of Christ. By God's Spirit, The Churches, Pastors, Elders, Deacons and Congregation Members of the Presbytery of Western North Carolina Are the Body of Christ. We Covenant to ...

- Strengthen Congregations
- Equip Disciples
- Engage in Mission

How is the Presbytery of Western NC organized? It is organized into 5 ministries with multiple specially focused teams within each ministry (see The Ministries and Teams of the Presbytery of Western NC):

- Coordinating Ministry (5 teams)
- Supporting Leadership Ministry (6 teams)
- Strengthening Congregations Ministry (4 teams)
- Equipping Disciples Ministry (5 teams)
- Engaging in Mission Ministry (6 teams)

There are also several independent Affiliating Organizations within the bounds of the Presbytery (see The Ministries and Teams of the Presbytery of Western NC):

- Presbyterian Women
- Camp Grier
- UKirk Campus Ministry at Western Carolina University

What does the Presbytery of Western NC do? That's a much bigger question to answer and I encourage you to read all the attachments included with this letter to get a sense of how God is working through the ministry and mission of the Presbytery of Western NC.

Activities of the Presbytery of Western NC

A subset of 2025 activities

Each of the Ministry teams and Presbytery staff could produce a detailed list of their activities that would span many pages. An actual detailed list would be exhausting and even unreasonable to expect you to read. This is a summarized list of a small set of the actual activities that the Presbytery staff and Ministries teams have done and are planning for this year. Many of the activities listed below can be multiplied dozens of times.

The Presbytery has 26 ministry teams, all volunteer led. Just a small subset is summarized below.

- **Preparation for Ministry Team:** Is currently mentoring and guiding 9 individuals through a multi-year process required to become an ordained pastor. They're preparing the next generation of pastors.
- **Examinations Team:** Examined and received 7 new pastors into the Presbytery. There're significant events and paperwork involved in receiving new pastors.
- **Commission on Ministry:** Serves to equip and resource churches, ministers, and church employees, ensuring they have the tools and support needed for effective ministry. Offers resources on fair and equitable hiring practices and develops personnel processes and policies for congregations. Offers or facilitates training on important topics, such as sexual misconduct prevention and the protection of vulnerable individuals. Helps sessions understand and apply the requirements of the PC(USA) Book of Order for personnel and other church-related matters. Can guide individuals and churches on accessing benefits available to those who work for the church. Assists congregations and ministers with sensitive pastoral matters, agreements and communications.
- **Guatemala Team:** 1 part-time staff (12 hours/week), supported 6 trips with 74 participants in the last 18 months, supporting 28 Presbytery congregations with their partner church in Guatemala, arranged the installation of 50 fuel efficient ventilated stoves in homes, 38 health promoters trained, 746 children served in the nutrition program, 58 women participating in the microloans program
- **Youth Team/Council:** 1 part-time staff (15 hours/week), mentors and develops youth leaders, coordinates and hosts multiple Presbytery-wide youth events, led 18 individuals from different congregations and backgrounds to attend Presbyterian Youth Triennium in Louisville in July.
- **Disaster Assistance Team:** The Presbytery has contracted a 2-year full-time (37.5 hours/week) Disaster Assistance Coordinator to assist the Presbytery, congregations and their communities in Western NC in coordinating recovery efforts from Hurricane Helene, 3 Presbytery congregations serving as host sites for mission teams, hosting over 400 volunteers this year, the host sites are fully booked through 2025 and some into 2026, putting together a tool trailer to help volunteer teams.

Communications: 1 part-time staff (10 hours/week), the Presbytery connects congregations, pastors, educators with learning opportunities through a website and weekly emails. Here's a small sampling of opportunities, some initiated by Presbytery Ministry teams, some through PC(USA) organizations, congregations and organizations of interest.

- U.S. immigrant detention center stories (Peace and Justice Team), The Young Adult Parents Research Project (Faith Formation Team), Preaching for Renewal seminar (hosted at First Asheville), Climate Change and Social Justice (hosted at Black Mountain), PDA-led session on resiliency (hosted at Montreat Conference Center), Font & Faith (Union Presbyterian Seminary in Charlotte)

Activities of the Presbytery of Western NC

A subset of 2025 activities

Administration: 2 full-time staff (37.5 hours/week), everything previously summarized and all the activities that haven't been summarized require support from administration. A small sampling of their additional activities is summarized below.

- Answered 3,123 calls through August 31 and welcomed numerous visitors to the office; received and responded to thousands upon thousands of emails. You can always count on getting rapid support from the Presbytery's administrative team.
- Implementing a new database, which will provide information to members and team leaders with more efficiency and ease.
- Prepares for quarterly stated meetings of Presbytery including host site visits, docket walk-through and packet prep. Assisted ministry teams with setting up zoom meetings and scheduling meeting rooms.
- Processes financial transactions for every aspect of the Presbytery, tracks and reports all the income and expenses, maintains detailed records of all donor restricted and designated funds, handles payroll, works with outside auditors in the annual audit, assists congregations with financial questions, acquires and provides all the information needed from the Ministry teams to assist the Finance team in preparing the annual budget

The Presbytery has 1 full-time General Presbyter, 1 part-time Stated Clerk (19 hours/week) and 4 part-time Presbytery Associates (15 hours/week). They work directly with the 124 active pastors, 27 commissioned pastors and 88 congregations.

- They participate in congregational activities: preaching, joining in worship, joining in mission activities and special events, serving as liaisons between congregations and the Presbytery, Synod and PC(USA)
- They work with congregations in transition: before and after pastor retirements, working with congregations in crisis, zoom and onsite meetings with various groups; emails, phone calls, text messages, moderate Sessions, engage in discussions about congregation's future, assist in securing transitional or stated pastors, supports Pastor Nominating Committees (PNC), unfortunately assisting churches in the dissolution process, consulting on congregation staffing issues, engaging in Hurricane Helene disaster response meetings
- They provide pastoral support: peer support, lunches with pastors, engagement before and after pastor retirement, with New Worshipping Communities, through illnesses and other issues, in discernment and assisting in congregation church visioning, assisting in arranging pastor sabbaticals, assisting Church Leadership School graduates in discernment of next steps
- They provide ministry team and task force support: attending meetings as needed, advising on projects and policies, serving as liaisons, identifying potential team members from their knowledge of the congregations, helping to understand and interpret the Standing Rules of the Presbytery and the PC(USA) Book of Order
- They provide training: developing and leading congregations, teams, committees, Sessions, elders and pastors in requested skill development, leadership development, Christian education development, visioning

The Ministries and Teams of the Presbytery of Western NC

Look at all the ways the Presbytery of Western NC is responding to its mission statement and the responsibilities of being Presbyterian Church (USA) members. You can also find more information at the Presbytery website: <https://www.presbyterywnc.org>. To keep updated on the work of the Presbytery and its congregations, subscribe to the weekly email: <https://www.presbyterywnc.org/about-us/newsletter>.

Coordinating Ministry:

- The **Coordinating Ministry** supports the mission and ministries of the Presbytery of Western NC by performing many of the vital organizational functions necessary to carry out the mission and ministry expressed in the Presbytery's Mission statement.
- The **Permanent Judicial Commission** (PJC) is mandated by the PC(USA) Book of Order, and serves as the ecclesiastical court of the Presbytery.
- The **Nominating/Representation Team** seeks to identify individuals within the Presbytery who have a passion for one or more of Presbytery's missions or ministry opportunities.
- The **Personnel Team** is responsible for maintaining and updating policies, procedures, and processes to support Presbytery staff and volunteers by helping employees understand expectations for their time at work.
- The **Finance Team** is responsible for overseeing the finances and property of the Presbytery, including arranging for an annual financial audit.

Supporting Leadership Ministry:

- The **Commission on Ministry** (COM) provides the Presbytery's mechanism outlined in the PC(USA) Book of Order to guide and support the ministers of Presbytery.
- The **Examination Team** responsibilities shall include, but not be limited to, a determination of a candidate's ability and commitment to fulfill all requirements as expressed in the constitutional questions for ordination and installation.
- The **Validated Ministry Team** makes recommendations to the COM whether ministers of Word and Sacrament serving in ministries beyond the jurisdiction of the PC(USA) satisfy the five criteria in the Book of Order.
- The **Preparation for Ministry Team** assures and assists those who are to be ordained as Ministers of Word and Sacrament (MWS) receive full preparation for their tasks.
- The **Commissioned Pastors Team** was established in the Book of Order to further the mission and ministry of the Presbytery.
- The **Church Leadership School** (CLS) training is a course of study designed to help participants learn and grow and potentially be called to serve as Commissioned Pastors.

Strengthening Congregations Ministry:

- The **Church Vibrancy Team** is a ministry with the goal to see if a church wishes to seek transformation. If so, the team will invite them to start the 7 Steps to Renewal program.

The Ministries and Teams of the Presbytery of Western NC

- The **Youth Ministry Team / Council** seeks to identify opportunities to share youth ministry resources between congregations, encouraging connections between congregations in their youth ministry, and providing training for youth leaders.
- The **Faith Formation Team** is responsible for strengthening faith development in local churches.
- The **Campus Ministry Team** provides support and guidance to the UKirk ministry at WCU and explores other possible campus ministries within our bounds.

Equipping Disciples Ministry:

- The **New Worshiping Communities Team** seeks to plant new and innovative congregations throughout our region, equipping leaders within those congregations to reach out to their communities to share the good news of the Gospel.
- The **Digital Church Team** will connect all of our tech savvy clergy and parishioners to congregations who desire to learn, develop or expand their technology.
- The **Community Outreach Team** will equip congregations and individuals with outreach tools to adapt for their area, as well as be a springboard for mission ideas and initiatives.
- The **Peace and Justice Team** will empower congregations and individuals to be peacemakers in their particular areas.
- The **Disability Inclusion Team** encourages and assists congregations to provide both spiritual formation opportunities and support for those living with particular challenges such as persons who have a physical or mental impairment that substantially limits one or more major life activity.

Engaging in Mission Ministry:

- The **Hunger Programs Team** meets twice a year to review grant requests from within the Presbytery.
- The **Self-Development of People Team** is structured to empower people who are economically poor and disadvantaged and are seeking to change structures in their community that perpetuate poverty, oppression, and injustice.
- The **Disaster Assistance Team** works closely with congregations and local mission partners to bring Christ's love and healing to communities adversely affected by crises and catastrophic events, both natural and human caused.
- The **Housing Team** seeks to assist congregations who desire to make a difference by alleviating the safe affordable housing gap.
- The **Guatemala Leadership Team** in partnership with Sur Occidente and Suchitepéquez Guatemalan Presbyteries has sought to improve the level of education of the Guatemalan children in the partnership. This team has recently been expanded to address health issues.
- The **Malawi Leadership Team** has partnered with the Nkhoma Presbyterian Synod's Hospital and Ebenezer School in Nkhoma, Malawi.

The Ministries and Teams of the Presbytery of Western NC

**Independent Affiliating Organizations
supported and working within the bounds of the
Presbytery of Western NC**

Presbyterian Women Purpose:

Forgiven and freed by God in Jesus Christ, and
Empowered by the Holy Spirit, we commit ourselves:
To nurture our faith through prayer and Bible study,
To support the mission of the church worldwide,
To work for justice and peace,
To build an inclusive, caring community of women
That strengthens the Presbyterian Church (U.S.A.),
And witnesses to the promise of God's Kingdom.

Camp Grier:

Providing opportunities for CONNECTION, SERVICE, RENEWAL, and CELEBRATION to all since 1952.

- CONNECTION: Through our summer camps, adult camps, and weekend retreats, Camp Grier reconnects you to the wonders of nature with hundreds of acres filled with mountains, trails, waterfalls, a lake, and views for miles.
- SERVE: With a focus on serving others through faith, we help to foster a sense of commitment and giving to our environment, each other, and ourselves.
- RENEW: With initiatives designed to give back and provide a sustainable environment for generations to come, we focus on fostering a spirit of conservation and joy in the outdoors.
- CELEBRATE: From weddings to venue rentals, we invite you to enjoy our space with family and friends to help create memories that last a lifetime.

UKirk at WCU:

- The Board of UKirk WCU seeks to find and support campus leadership to provide an environment to respond to the spiritual growth and needs of the students at Western Carolina University.



APPENDIX P

Presbytery of Western North Carolina Association of Partners in Christian Education (APCE) Scholarship Request

In an effort to strengthen faith development in our local churches, the PWNC's Faith Formation Team is offering limited scholarship assistance* to help those in the Presbytery of Western North Carolina who are serving in a Christian Education or Faith Formation field attend the national APCE conference. Preference will be shown to individuals serving in Christian Education or Faith Formation positions in our Presbytery, volunteer or salaried, and particularly those in small churches. (**Priority for scholarship assistance will be given to those registering for the online APCE conference, followed by consideration of up to \$1,000 for in-person APCE participation.*)

If you are interested in applying, complete the following application by **December 1** and send it to:

PWNC - APCE Scholarship Assistance
114 Silver Creek Road, Morganton, NC 28655
or email it to twilliams@presbyterywnc.org

***Participants will be notified of any awards after the Faith Formation Team meets.
Scholarship recipients will be asked to share some of their experience following the APCE conference.***

Name: _____ Phone: (_____) _____

Address: _____

City: _____ State: _____ Zip: _____

Email: _____

Church: (If First Church, please list city.) _____

Certified CE, DCE, Minister or Church Volunteer: _____

APCE Conference Title & Location: _____

Brief description of event: _____

Dates attending: _____ Attending in person? _____ or online? _____

Cost: \$ _____ Amount of funding requested: \$ _____

Have you received funding before? _____ If yes, when and how much? _____

What is the purpose of this request? (i.e, registration, lodging, travel expenses, etc.) _____

Goals of attending:

- 1) _____
- 2) _____
- 3) _____

How will APCE benefit you both personally and for Presbytery needs?

APPENDIX Q

I-1

NOMINATING/REPRESENTATION TEAM

October 28, 2025

The Nominating/Representation Team presents the following nominations to fill vacancies within the Class of 2027 and other open positions. The next team meeting will take place on November 8, 2025.

The Nominating/Representation Committee is responsible for filling the slate for each team throughout the year and for creating the new Class of 2028, to begin serving a three-year term in January of 2026. To this end, we ask you to discern your wishes regarding a Presbytery team on which you would like to serve, or suggest someone for a Presbytery team.

Please be mindful of the Presbytery by-laws, which state: "Team members shall serve a term of three (3) years, divided into equal classes. No team member shall serve more than two (2) consecutive terms. Ordinarily, an individual may serve on only one Presbytery team at a time."

We offer our heartfelt gratitude and praise to God for your dedicated service.

CA 1.	<u>Finance Team</u>	Rev. Dr. Don Scofield (Rutherfordton)	Chair for 2026
CA 2.	<u>Personnel Team</u>	Mr. Linda Roston (Waldensian) Mr. Robert "Bob" Ayala (Newdale)	Class of 2028 Class of 2028
CA 3.	<u>Property Team</u>	Mr. Mike Begley (Black Mountain) Rev. Dr. Cam Murchison (Retired) Ms. Susie Lewis (Cherryville)	Class of 2028 Class of 2028 Class of 2027
CA 4.	<u>Coordinating Ministry</u>	Rev. Lindsay Jacaruso	Class of 2028
CA 5.	<u>Commission on Ministry</u>	Rev. Michael J. Poulos Rev. Dr. Keith Thompson (Brevard-Davidson) Rev. Pat Reid (Third Street)	Class of 2028 Class of 2028 Class of 2028
CA 6.	<u>Examinations Team</u>	Mr. Roger Burns (Newdale) Rev. Dr. Richard Boyce (Retired) Rev. Margaret Torrence	Class of 2028 Class of 2028 Co-Chair 2026 Class of 2026 Co-Chair 2026
CA 7.	<u>Preparation for Ministry Team</u>	Rev. Kelly Connelly (Highlands, First) Mrs. Vickie Burgess (Dallas) Mrs. Lynn Honeycutt (Sweetwater) Rev. Caroline Sells	Chair for 2026 Class of 2026 Class of 2027 Class of 2027

APPENDIX Q

I-2

CA	8.	<u>Validated Ministry</u>	
		Rev. Lynn Webber	Class of 2027
		Rev. Lynn Bledsoe	Class of 2028
		Rev. Megan McMillan (Mills River)	Class of 2028
CA	9.	<u>Commissioned Pastors</u>	
		Mr. Robin Honeycutt (Sweetwater)	Class of 2026
		Rev. William Upchurch (Long Creek/Lowell)	Class of 2027
		Mr. Wayne Drummond	Class of 2027
		Rev. David Hosick (Retired)	Class of 2028
CA	10.	<u>Equipping Disciples Ministry</u>	
CA	11.	<u>Strengthening Congregations Ministry</u>	
		Rev. Sarah Grace Montgomery	Class of 2028
CA	12.	<u>Engaging in Mission Ministry</u>	
		Ms. Martha Campbell (Montreat)	Class of 2028
13.	The Nominating/Representation Team places the following minister nomination recommendations to serve as teaching elder (minister) commissioners for 2026 at the 227th General Assembly, to be held June 22 – July 2, 2026, in Milwaukee, WI.		
A.	Leah Epps	Greenway Presbyterian, Central Neighborhood	
	Rev. Leah Epps is the pastor of Greenway Presbyterian Church in Lenoir, NC and the current moderator of the Synod of the Mid-Atlantic. Leah is a 2016 graduate of Union Presbyterian Seminary in Richmond, VA. Her first call was to the yoked churches of Fairview Presbyterian and United Presbyterian, both in Lenoir. Leah was ordained and installed for these churches in December of 2020. It was not long after taking the call, both churches independently began talking about merging. It was a long process, and the result was Greenway Presbyterian which began January 1, 2023. Leah enjoys traveling, games, puzzles, and being in the outdoors; whether mountains or oceans, she embraces the joys found in God's creation.		
B.	Michael Poulos	Spruce Pine, First, Mayland Neighborhood	
	Michael has been a member of the presbytery since 2002. A 1992 graduate of Columbia Theological Seminary, he has served churches in Greensboro (NC), Atlanta, and Asheville. In September of 2020, Michael was installed as the pastor of First Presbyterian Church of Spruce Pine. Before his call to Spruce Pine, he served as an Associate Pastor at FPC-Asheville and then as the Director of Asheville Youth Mission. Michael has served on our presbytery's Preparation for Ministry Committee; he was part of the team that put together and implemented our Sexual Misconduct Policy and Healthy Boundary trainings; he has attended Triennium twice with our presbytery's delegation; he currently serves as the chair of the Commission on Ministry. He is married to Julie Lehman and they have two sons who live in Asheville.		

C. Dan Commerford First Presbyterian, Gastonia

14. The Nominating/Representation Team places the following elder nomination recommendations to serve as ruling elder commissioners for 2026 at the 227th General Assembly, to be held June 22 – July 2, 2026, in Milwaukee, WI.

A. Barbara Massey Arnold Third Street, Eastern Neighborhood

Elder Barbara Massey Arnold is a native of Gastonia, North Carolina and a 1975 Graduate of Ashbrook Senior High School. In 1981, she received her Bachelor of Arts Degree from Johnson C Smith University in Charlotte, North Carolina.

A lifelong member of Third Street Presbyterian Church in Gastonia, NC. She is an Ordained Ruling Elder; Chairmen of The Nominating Committee; Teaches Bible Study; and serves as a Liturgist. She also orders and decorates the church for Special Occasions.

Within The Western Presbytery of North Carolina, she is a volunteer member of The Faith Formation Team and The Jubilee Fund Committee. Elder Massey Arnold has also been and currently is an Educator Cohort Participant.

B. Barbara Nagy Waldensian, Central Neighborhood

I am Barbara Nagy, a retired physician and PCUSA Mission Coworker to Malawi and Democratic Republic of Congo, heavily supported by the Presbytery of WESTERN North Carolina for years. I grew up in the Reformed Church in America but became part of First Presbyterian Church in Morganton when our family moved here in 1995, later to Waldensian Presbyterian Church in 2022 where I am currently serving as an elder, choir member and worker bee. I think we need to dedicate ourselves to and teach ourselves more about prayer, and I have worked on a retreat to that end, which is yet to take place. I continue to be active on the Presbytery's Malawi steering committee and with the Men in the Mirror steering committee, and I am in frequent contact with partner churches. I have been working locally with Habitat for Humanity and food assistance ministries. I am a beekeeper. I have three adult children, a son-in-law and two grandchildren who have recalibrated my definition of wonderful.

I am deeply troubled by the actions taken by PCUSA in the past year to end World Missions and would like to work with others to introduce overtures to GA to reconsider that decision. My concern for the future direction of the church is part of my motivation to offer myself as a GA commissioner.

Bob Forsythe grew up in New York City, graduated from Georgia Tech, and worked in various engineering and supervisory roles. He retired in 2006. Bob is married to Mary Louise and has two daughters and three grandchildren.

APPENDIX Q

I-4

Bob, a lifelong Presbyterian, has been a member of Presbyterian churches in Manhattan, NY; Decatur, GA; Decatur, AL; Cherry Hill, NJ; Barberton, OH and Hendersonville, NC.

He has served as a Deacon, a Ruling Elder, on numerous Presbytery committees, Presbytery and Synod PJC's, and as a commissioner to the 215th GA, where he served as moderator of the Mission Coordination & Budgets Committee

15. The Nominating/Representation Team places the following youth nomination recommendation to serve as a Young Adult Delegate for 2026 at 227th General Assembly, to be held June 22 – July 2, 2026, in Milwaukee, WI.

A. Marcus Sigmon First Presbyterian Church, Newton

My name is Marcus Sigmon, and I am a 20-year-old member of First Presbyterian Church in Newton. I am a college student at Catawba Valley Community College studying mechatronics engineering technology, and I plan to transfer to UNC Charlotte to pursue a master's in electromechanical engineering. I was raised Baptist and later became Presbyterian, joining FPC Newton in December 2024. Since joining the church, I have been involved in the youth group and I recently joined the Pastoral Nominating Committee. I am very passionate about theology and the mainline Protestant church, specifically the PCUSA. It is a beautiful Christian tradition, and I want to see a resurgence in participation among people my age, and the unity of all its members.

16. The Nominating/Representation Team places the following teaching elder nomination recommendation to serve as alternate teaching elder commissioner for 227th General Assembly, to be held June 22 – July 2, 2026, in Milwaukee, WI.

A. Pat Reid Third Street, Eastern Neighborhood

17. The Nominating/Representation Team places the following ruling elder nomination recommendation to serve as alternate ruling elder commissioner for the 227th General Assembly to be held June 22 – July 2, 2026, in Milwaukee, WI.

A. Renee Warthen Ryburn Memorial, Western Neighborhood

18. The Nominating/Representation Team requests authority from the Presbytery, and with the approval of the Moderator of Presbytery and the chair of the Commission on Ministry, to replace a commissioner to General Assembly should a commissioner(s) and/or alternate(s) be unable to attend.

APPENDIX R

GP-1

REPORT OF THE GENERAL PRESBYTER

OCTOBER 1, 2025

“Celebrate what’s right with the world”

- Dewitt Jones

In the last decade, I have become familiar with Dewitt Jones, a professional photographer, writer, film director and public speaker, who is known for his work as a freelance photojournalist for National Geographic magazine and his column in Outdoor Photographer magazine. Recently, I watched a video of his on YouTube entitled *Celebrate What’s Right with the World*, in which he shared how his perspective of seeing things in his work as a photographer influence the way he thinks about things of the world. From his experiences, he believes there is more that is right with the world instead of what is wrong with it. There is always something to celebrate and give thanks. I’m glad he has this optimistic view! Many of us can attest that the world is basically on fire! You name it – it is happening. Even here in the PWNC, it is hard to witness celebration in the midst of everything. However, I believe there is much to celebrate and give thanks.

We can truly celebrate that God has brought us through Hurricane Helene as we just remembered the anniversary when this happened a year ago. The recovery and repair have been and still is much before us for years to come. However, I have seen how God has walked with the Presbytery in the past year to rebuild our communities and churches. Our Disaster Recovery Coordinator, Anne Waple, is doing a fantastic job! Her experience and skill set are tremendous assets to the Presbytery. Whether it is with coordinating with our three Presbyterian Disaster Assistance worksites, making decisions on grant requests with other volunteer coordinators, or meeting with various county long-term disaster groups, her commitment and dedication to this work is very impressive – and it shows! In addition, I made a trip to Marshall to preach one Sunday and spent time learning about the progress of the church from its members. They are currently worshipping at Madison Early College High School. I had breakfast with members of the congregation and saw the progress of the church’s rebuilding, including the sanctuary. Their plan is to return to worship in the sanctuary by the end of this year. They have been faithful in rebuilding and you can see their excitement in light of the devastation. Please continue to pray for them and other congregations that were affected by Helene.

The Presbytery continues to celebrate what is right in many other ways. We’re moving forward with the new ministry design. We continue to work towards more people participating in our ministries and teams in responding to God’s Holy Spirit for mission and ministry. We continue to celebrate our partnerships with Guatemala and Malawi. As a matter of fact, Sarah Robinson, our Guatemala Partnership Coordinator, will be leading a delegation to Guatemala next week. The next scheduled trip to Malawi will be in the spring of 2026. Camp Grier is celebrating a new of way of envisioning ministry under the direction of Jason McDougald as they continue to engage campers as well as the Old Fort community. Our congregations continue to celebrate what is right on my visits, living out the teachings of Jesus Christ into the world.

APPENDIX R

GP-2

As I sit and write this (October 1) I am aware that today is the fifth anniversary of my start as your General Presbyter. Through the COVID pandemic, church and staff transitions, Hurricane Helene, and the growing anxiety and uncertainty of the world, it has been and continues to be a wonderful place to engage in ministry with all of you. Yes, even through everything I still believe we are celebrating what's right in the world through the leading of the Holy Spirit. May you believe so as well!

Peace,


Byron