

143rd Stated Meeting of the Presbytery of Western North Carolina

Saturday, July 26, 2025

VIRTUAL

PAGES ARE ARRANGED IN PACKET ORDER

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GUIDE TO WORSHIP AND WORK

ONE-HUNDRED FORTY-THIRD STATED MEETING

Saturday, July 26, 2025

Virtual - ZOOM

**143rd STATED MEETING
PRESBYTERY OF WESTERN NORTH CAROLINA
July 26, 2025
DOCKET**

Registration should happen no later than 24 hours prior to the meeting, via response to the Zoom invitation if possible, otherwise by telephone.

9:00	Call to Order	Ken Murchison, Moderator
	Convene with Prayer of Invocation	Ken Murchison, Moderator
	Land Acknowledgment	Ken Murchison, Moderator
	Appointment Host, Co-Hosts & Standing Committees	Ken Murchison, Moderator
	Recognition of Elders Attending for First Time, Visitors, and Corresponding Members	
	Orientation	
	Certification of Quorum	Ann Philbrick, Stated Clerk
	Approval of Docket	
	Consent Agenda	A
	<i>(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.)</i>	
	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	
	Malawi Mission	P
	Engaging in Mission Ministry	S
	Finance Team	BB
	Building Hope	BH

9:30 Service of Worship, including Celebration of the Lord's Supper

Worship Leader: Rev. Cecelia "Cece" Armstrong, Co-Moderator of the PC(USA)

Preparations: In preparation for the Sacrament, we invite you to look through your own kitchen to find "bread and beverage." While there is rich symbolism in the elements we traditionally use to celebrate the Lord's Supper, the Church also has a long history of using the most fitting materials that are readily available in any given time and setting. Feel free to be creative and use what you have on hand.

10:15 Speak Out (10 minutes)

10:30 Coordinating Ministry <i>(10 minutes)</i> <i>(Work of the team/ministry)</i>	Dana Seiler	C
Dismissal of Union Presbyterian Church	Richard Boyce	
Youth Team <i>(5 minutes)</i> <i>(Work of the Team)</i>		Y
Report of Disaster Recovery Coordinator <i>(15 minutes)</i>	Anne Waple	X
Faith Formation <i>(5 minutes)</i> <i>(APCE experience)</i>	Esta Jarrett	
Commission on Ministry <i>(30 minutes)</i> <i>(Introduce new ministers and recommendations for Presbytery approval)</i>	Michael Poulos	D
<ul style="list-style-type: none"> • Presentation of Mike McCracken • Presentation of Allison Wehrung • Presentation of Rob Evans • Terms of Call for 2025 		
Former West Asheville Church Property <i>(5 minutes)</i> (Property Conveyed to the Reparations Stakeholder Authority of Asheville)	Marcia Mount Shoop	
Report of the General Presbyter <i>(5 minutes)</i>	Byron Wade	GP
Prayers of Intercession		
Benediction and Adjournment	Ken Murchison	

Attendance and Voting. Each 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 (*For the 2025 year, churches A through F are entitled to an additional elder. Please note that commissioner representation is based on active membership figures taken from the 2023 Statistical Report as figures are not available for 2024.*):

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

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 Coordinating Ministry, and Commission on Ministry Team shall have voice and vote (if ruling elders).
2. All division, team and sub-team chairs shall have voice and vote (if ruling elders).
3. All Commissioned Pastors 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 one of its Sessions) for a minimum of two (2) years, and
 - been examined and recommended to Presbytery by the 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 Coordinating Ministry shall elect an additional ruling elder commissioner.
8. Only teaching elders who are active members (including retired teaching elders) or members-at-large of Presbytery, as defined by the *Book of Order*, shall have voice and vote.

DATE	LOCATION	PACKET DEADLINE	POWERPOINT DEADLINE	OVERTURE DEADLINE
2025 Presbytery Meeting Dates				
Saturday, July 26	Virtual -ZOOM	July 3, 2025	July 10, 2025	June 30, 2025
Tuesday, October 28	Rutherfordton Presbyterian Church	October 2, 2025	October 9, 2025	September 29, 2025
2026 Presbytery Meeting Dates				
Saturday, January 31	Virtual - ZOOM			
Tuesday, April 28	Montreat Conference Center			
Saturday, July 25	Proposed Neighborhood Meetings			
Tuesday, October 27	First Presbyterian Church, Gastonia			

Calendar of Events

MEETINGS HELD BY ZOOM UNLESS OTHERWISE INDICATED

JULY

24	Youth Team	
26	143rd Stated Meeting of the Presbytery of WNC	Virtual
28	Microloan Task Force	
29	Commission on Ministry Leadership Team	
29	Event – What Makes Your Church Tick?	Black Mountain Pres.

AUGUST

4	Examinations Team	
5	Commission on Ministry	
6	Coordinating Ministry Leadership Team	
12	Board of Pensions Retirees Luncheon	Upper Anderson
13	Coordinating Ministry	
20	Preparation For Ministry	First Pres., Morg.
23	Nominating/Representation Team	
26	Commission on Ministry Leadership Team	

SEPTEMBER

1	Labor Day – PWNC Office Closed Examinations Team	
2	Commission on Ministry	
3	Coordinating Ministry Leadership Team	
6	Church Leadership School	
9	Validated Ministry Team	
10	Coordinating Ministry	
11	Personnel Team	
16	Foundation Round Table	
17	Preparation for Ministry	
20	Church Leadership School	
22	Microloan Task Force	
25	Faith Formation	
27	Youth Pathways Event	
29	Deadline for Overtures	
30	Commission on Ministry Leadership Team	

OCTOBER

1	Coordinating Ministry Leadership Team	
2	Presbytery Packet Deadline for the 144th Stated Meeting	
4	Nominating/Representation Team	
6	Examinations Team	
7	Commission on Ministry	
8	Coordinating Ministry	
15	Preparation for Ministry	
28	144th Stated Meeting of the Presbytery of Western North Carolina	Rutherfordon Pres.



To: Members of the Presbytery of Western North Carolina
From: Ann M. Philbrick, Stated Clerk
Date: July 15, 2025
Re: One-Hundred Forty-Third Stated Meeting of Presbytery

The quarterly stated meeting of the Presbytery of Western North Carolina is quickly approaching. This meeting will be held on **Saturday, July 26, 2025**. It will be conducted by electronic means, using the ZOOM platform. This results in some significant changes in the way we will do our work.

REGISTRATION will happen electronically and in advance in order for you to have remote access to the meeting. Here is the link for registration:

<https://us02web.zoom.us/meeting/register/DriCmn6IR32C1E1Cxt6gnQ>

It is very important that each minister or Clerk of Session share this registration link with the commissioner(s) from your congregation. If the commissioner does not have a computer available, we ask you (either the minister or clerk of session) to confer with your commissioner(s) and complete the registration for them on your computer. Please answer all the questions that apply to the registrant. If a computer is not available to any of you, please call the presbytery office (828-438-4217) no later than July 22nd for assistance in registering—but the sooner the better. Deadline for registering is July 23, 2025.

Once you have registered, a return email will provide the link to join the meeting on July 26th. **Please save it where you can easily find it to join promptly no later than 9:00 a.m. that morning.** If you will be joining from a traditional telephone rather than by a computer or mobile device, you will find information in the return email about phone numbers that can be used, together with the Meeting ID and Passcode that will be needed. On the morning of the 26th, plan to join 10 or 15 minutes before the start time of 9:00 a.m. to make sure your equipment is working as expected.

Also, be especially aware that every individual should ideally enter the meeting on a separate device, whether computer, tablet, smart phone, or traditional telephone. This is primarily because each device will count as a vote when votes are cast. For optimal experience, a computer equipped with microphone and camera is best—but even a traditional telephone will work for audio only participation.

ORIENTATION will be brief, but necessary. So please plan to join the meeting at least by 8:55 a.m. to make sure your technology is working prior to our Call to Order at 9:00 a.m. on Saturday, July 26th.

INTERCESSORY PRAYER requests should be communicated to the Stated Clerk by Wednesday, July 23, 2025 by emailing aphilbrick@presbyterywnc.org for inclusion in the meeting. Please use the same address and deadline to let the Stated Clerk know if you have something to share during **SPEAK OUT** on the docket.

ELDER REPRESENTATION - For the year 2025, the following churches (A through F) are entitled to an additional elder. Please note that commissioner representation is based on active membership figures taken from the **2023** Annual Statistical Report.

0 - 250 members – 1
251 - 750 members – 2

751 - 1250 members - 3
1251 - 1750 members – 4

Arbor Dale
Asheville, First
Banner Elk
Belmont, First
Black Mountain
Brevard-Davidson Rvr.
Bridgewater
Brittain
Brittain's Cove

Bryson City
Buladean
Burnsville, First
Calvary
Canton
Cherryville, First
Columbus
Crossnore
Dallas, First

Dixon
Dorland Memorial
Dulatown
Etowah
Fletcher
Forest City, First
Franklin, First

FOR AN EXCUSED ABSENCE, e-mail rbuchanan@presbyterywnc.org or phone the Presbytery Office (828/438-4217) by Wednesday, July 23, 2025.

Please join us via ZOOM on Saturday, July 26, 2025 for the One Hundred Forty-Third Stated Meeting of the Presbytery of WNC. I look forward to seeing you all at the meeting.

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 October 28, 2025 Presbytery meeting.**
- CA 2. THAT the minutes of the April 29, 2025 Stated Meeting of Presbytery be approved as submitted.**
- CA 3. THAT the Presbytery accept the report of membership and worship statistics as submitted by the Sessions on the Annual Statistical Report. (Stated Clerk Attachment 1 – Membership Statistics and Stated Clerk Attachment 2 – Worship Statistics)**
- CA 4. THAT the July 2025 report of the following Administrative Commission be received and entered into the permanent record of Presbytery: (Stated Clerk Attachment 3)
Administrative Commission for Churches Concluding Ministry**

THE PRESBYTERY OF WESTERN NORTH CAROLINA STATED CLERK'S REPORT

Ann Philbrick, Stated Clerk

July 26, 2025

The Stated Clerk presents the following:

- CA 1. **THAT Ken Murchison, Ann Philbrick, and Robbin Buchanan be requested to prepare the minutes of this Presbytery meeting for approval at the October 28, 2025 Presbytery meeting.**
- CA 2. **THAT the minutes of the April 29, 2025 Stated Meeting of Presbytery be approved as submitted.**
- CA 3. **THAT the Presbytery accept the report of membership and worship statistics as submitted by the Sessions on the Annual Statistical Report. (Stated Clerk Attachment 1 – Membership Statistics and Stated Clerk Attachment 2 – Worship Statistics)**
- CA 4. **THAT the July 2025 report of the following Administrative Commission be received and entered into the permanent record of Presbytery: (Stated Clerk Attachment 3)**
Administrative Commission for Churches Concluding Ministry

FOR YOUR INFORMATION:

5. **THAT the 144th Stated Meeting of the Presbytery of Western North Carolina will be held on Tuesday, October 28, 2025 at the Rutherfordton Presbyterian Church in Rutherfordton, NC. *THAT the deadline for written reports for this meeting is Thursday, October 2, 2025. THAT the deadline for an overture is Monday, September 29, 2025.***
6. **THAT the following procedure for reviewing sessions 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.
 - i. If your minutes are numbered with consecutive pages, just indicate a page number.
 - a. 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
Brevard-Davidson River
Brittain
Grassy Creek**

**Marion, First
Newland
Reems Creek-Beech**

**Siloam
Tryon
Walnut**

- 8. THAT TERMS OF CALL for 2025 have been received at the Presbytery office and are included in the packet for this meeting. (COM Attachment 7)**

STATED CLERK ATTACHMENT 1

PRESBYTERY OF WESTERN NORTH CAROLINA MEMBERSHIP STATISTICS

CHURCH NAME	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
ARBOR DALE	122	91	73	72	72	86	86	89	98	96	97
ASHEVILLE FIRST	755	778	812	741	766	785	793	791	565	575	600
BANNER ELK	186	188	195	198	196	196	193	184	182	185	183
BELMONT FIRST	781	790	819	851	872	899	873	907	946	980	1009
BESSEMER CITY	33	32	32	32	32	32	31	31	13	8	8
BLACK MOUNTAIN	596	610	521	546	554	564	564	572	595	624	647
BREVARD DAVIDSON RIVER	496	464	430	402	412	410	378	372	343	304	306
BRIDGEWATER	44	45	45	44	43	43	43	41	41	16	17
BRITTAIN	50	48	50	48	45	32	32	31	34	36	26
BRITTAINS COVE	42	42	36	36	34	33	29	29	29	29	28
BRYSON CITY	94	88	80	82	93	104	107	107	111	109	109
BULADEAN	12	12	15	17	18	19	14	15	15	15	15
BURNSVILLE FIRST	193	133	138	140	139	142	143	139	133	38	39
CALVARY	62	63	63	50	50	56	56	57	59	60	63
CANTON	51	44	45	49	56	54	52	51	51	51	51
CHERRYVILLE FIRST	283	278	268	239	239	219	213	196	181	206	182
COLUMBUS	149	150	86	86	90	93	93	92	92	92	92
CROSSNORE	77	76	77	79	79	81	77	84	85	90	95
DALLAS FIRST	71	69	69	63	58	58	55	57	54	53	53
DIXON	72	70	70	64	62	62	62	64	62	66	70
DORLAND MEMORIAL	24	24	24	24	31	37	31	29	29	25	25
DULATOWN	124	123	66	65	61	60	59	59	56	62	60
ETOWAH	49	51	50	50	48	46	33	29	27	28	28
FLETCHER	70	70	72	73	71	69	67	67	65	66	65
FOREST CITY FIRST	81	81	81	81	31	36	32	22	21	24	23
FRANKLIN FIRST	127	128	132	140	100	95	92	84	84	84	84
GASTONIA FIRST	1052	1035	922	932	924	925	855	846	844	848	841
GOOD HOPE	21	21	22	21	20	16	16	11	11	11	11
GRACE COVENANT	677	699	654	674	698	722	741	740	733	735	731
GRASSY CREEK	28	28	27	26	25	19	19	19	18	13	8
GREEN MOUNTAIN	10	10	15	15	19	19	18	18	18	18	18
GREEN STREET	49	48	47	41	43	48	42	40	38	38	36
GREENWAY (Merger of Fairview/United)										91	63
HAYESVILLE	33	36	33	34	33	32	24	24	18	18	15
HENDERSONVILLE	34	39	44	47	44	45	44	45	43	41	43
HICKORY FIRST	874	796	783	781	801	835	842	591	625	646	685
HIGHLANDS FIRST	190	180	171	168	185	187	176	177	137	138	145
IRONTON	10	12	11	10	9	9	9	9	9	9	8

Increase/ (Decrease) in 1 YEAR	Increase/ (Decrease) in 5 YEARS	Increase/ (Decrease) in 10 YEARS
1	11	(25)
25	(185)	(155)
(2)	(13)	(3)
29	110	228
0	(24)	(25)
23	83	51
2	(104)	(190)
1	(26)	(27)
(10)	(6)	(24)
(1)	(5)	(14)
0	5	15
0	(4)	3
1	(103)	(154)
3	7	1
0	(3)	0
(24)	(37)	(101)
0	(1)	(57)
5	14	18
0	(5)	(18)
4	8	(2)
0	(12)	1
(2)	0	(64)
0	(18)	(21)
(1)	(4)	(5)
(1)	(13)	(58)
0	(11)	(43)
(7)	(84)	(211)
0	(5)	(10)
(4)	9	54
(5)	(11)	(20)
0	(1)	8
(2)	(12)	(13)
(28)	63	63
(3)	(17)	(18)
2	(2)	9
39	(150)	(189)
7	(42)	(45)
(1)	(1)	(2)

STATED CLERK ATTACHMENT 1

PRESBYTERY OF WESTERN NORTH CAROLINA MEMBERSHIP STATISTICS

CHURCH NAME	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Increase/ (Decrease) in 1 YEAR	Increase/ (Decrease) in 5 YEARS	Increase/ (Decrease) in 10 YEARS
JACK'S CREEK	21	21	24	20	26	18	20	20	20	15	8	(7)	(10)	(13)
KENILWORTH	55	67	73	64	70	72	66	58	56	55	62	7	(10)	7
KOREAN OF ASHEVILLE	14	14	14	18	18	18	18	18	20	20	20	0	2	6
LENOIR FIRST	369	309	24	31	31	32	29	33	33	28	27	(1)	(5)	(342)
LONG CREEK	72	73	74	71	71	71	66	61	63	63	63	0	(8)	(9)
LOVE'S CHAPEL	14	14	13	13	13	13	13	13	11	11	11	0	(2)	(3)
LOWELL	93	101	105	106	104	108	104	104	105	104	59	(45)	(49)	(34)
MARION FIRST	152	157	158	157	153	157	154	150	154	152	150	(2)	(7)	(2)
MARSHALL	74	70	65	40	36	34	35	33	34	33	33	0	(1)	(41)
MICAVILLE	33	30	28	25	27	27	25	28	29	29	30	1	3	(3)
MILLS RIVER	120	112	117	127	149	148	112	91	95	96	100	4	(48)	(20)
MONTREAT	92	92	103	109	107	117	130	136	141	151	145	(6)	28	53
MORGANTON FIRST	650	478	492	499	488	427	413	407	403	403	306	(97)	(121)	(344)
MORRISON	77	82	73	71	66	59	58	59	58	55	59	4	0	(18)
MT. HOLLY FIRST	144	142	139	128	119	119	111	108	110	110	101	(9)	(18)	(43)
NEW HOPE (GASTONIA)	164	160	157	162	166	173	157	156	161	156	112	(44)	(61)	(52)
NEW HOPE (SKYLAND)	119	113	95	89	85	95	101	101	104	108	112	4	17	(7)
NEWDALE	46	49	50	41	40	21	20	16	18	19	21	2	0	(25)
NEWLAND	55	59	63	63	68	77	79	82	94	108	116	8	39	61
NEWTON FIRST	398	412	357	352	329	326	325	308	295	293	289	(4)	(37)	(109)
NORTHMINSTER	250	247	167	152	149	154	153	153	147	132	132	0	(22)	(118)
OAKWOOD	55	54	59	60	63	63	68	67	67	71	75	4	12	20
OLD FORT	9	9	8	8	8	7	6	6	6	5	5	0	(2)	(4)
OLNEY	69	76	67	66	63	59	54	49	47	46	44	(2)	(15)	(25)
PINE STREET	30	30	30	30	32	32	32	37	37	36	35	(1)	3	5
PINEOLA	42	42	45	44	44	43	44	35	34	35	35	0	(8)	(7)
QUAKER MEADOWS	110	86	85	85	84	84	78	77	50	57	43	(14)	(41)	(67)
REEMS CREEK	107	100	102	102	108	107	104	79	82	83	85	2	(22)	(22)
RIDGEVIEW	17	15	16	10	10	10	9	9	9	8	10	2	0	(7)
ROBINSON MEMORIAL	45	45	46	48	48	47	49	49	46	44	42	(2)	(5)	(3)
RUTHERFORDTON	342	340	339	340	338	347	344	344	345	347	347	0	0	5
RYBURN MEMORIAL	33	37	38	37	35	36	20	20	20	21	14	(7)	(22)	(19)
SALUDA	45	42	30	30	31	21	21	18	20	20	12	(8)	(9)	(33)
SHELBY	511	493	490	469	472	465	463	427	418	404	415	11	(50)	(96)
SHERRILL'S FORD	60	80	77	80	93	106	118	114	126	126	128	2	22	68
SHILOH	28	28	28	27	27	20	19	18	18	18	18	0	(2)	(10)
SILOAM	6	6	6	6	5	5	5	4	4	4	5	1	0	(1)
SOUTHMINISTER	325	329	324	332	354	362	359	366	366	385	396	11	34	71

STATED CLERK ATTACHMENT 1

PRESBYTERY OF WESTERN NORTH CAROLINA MEMBERSHIP STATISTICS

CHURCH NAME	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	Increase/ (Decrease) in 1 YEAR	Increase/ (Decrease) in 5 YEARS	Increase/ (Decrease) in 10 YEARS
SPRUCE PINE FIRST	108	111	115	103	107	87	84	81	88	92	83	(9)	(4)	(25)
SWEETWATER	50	50	50	48	51	51	51	43	43	45	45	0	(6)	(5)
SYLVA FIRST	161	160	162	171	108	109	108	106	110	109	124	15	15	(37)
THIRD STREET	71	72	45	45	45	41	39	39	28	27	25	(2)	(16)	(46)
TRINITY	335	331	322	308	305	285	282	297	293	298	296	(2)	11	(39)
TRYON	332	328	322	322	249	251	258	258	260	260	256	(4)	5	(76)
UNION	174	179	178	178	172	172	162	160	162	164	97	(67)	(75)	(77)
UNION MILLS	20	27	27	25	24	29	29	30	30	30	29	(1)	0	9
UNITY	679	684	516	509	531	577	582	573	596	611	639	28	62	(40)
VIANS VALLEY	30	29	29	27	27	27	26	26	14	14	14	0	(13)	(16)
WALDENSIAN	391	391	386	378	375	370	319	315	315	319	320	1	(50)	(71)
WALNUT	30	28	28	27	25	25	24	24	20	17	10	(7)	(15)	(20)
WARREN WILSON	170	170	169	151	144	140	134	135	136	129	129	0	(11)	(41)
WAYNESVILLE FIRST	135	133	126	129	146	151	146	143	140	142	149	7	(2)	14
HENDERSONVILLE (Members	433	433	433	0	0	0	0	0	0	0	0	0	0	(433)
PAINT GAP (Dissolved)		8	8	0	0	0	0	0	0	0	0	0	0	0
SWANNANOA FIRST (Dissolv	18	18	18	0	0	0	0	0	0	0	0	0	0	(18)
ELLENBORO (Members Awaiting Transfer)					7	7	7	7	7	7	7	0	0	7
WEST AVENUE (Members Awaiting Transfer)					76	20	20	20	20	20	20	0	0	20
LINCOLNTON FIRST (Members Awaiting Transfer)							81	81	81	72	72	0	72	72
FAIRVIEW (Merged to beco	99	97	96	87	70	69	66	65	53	0	0	0	(69)	(99)
UNITED (Merged to become Greenwa	92	91	83	66	63	61	51	49	47	0	0	0	(61)	(92)
CLINCHFIELD (Dissolved)	22	18	18	18	19	14	14	12	6	0	0	0	(14)	(22)
OAK FOREST (Dissolved)	65	68	67	67	62	60	41	39	38	0	0	0	(60)	(65)
TOTALS	16,338	15,888	14,793	13,992	13,903	13,906	13,559	13,025	12,754	12,735	12,559	(176)	(1,217)	(3,588)

STATED CLERK ATTACHMENT 2

PRESBYTERY OF WESTERN NORTH CAROLINA WORSHIP ATTENDANCE

CHURCH NAME	2014 Worship Attendance	2015 Worship Attendance	2016 Worship Attendance	2017 Worship Attendance	2018 Worship Attendance	2019 Worship Attendance	2020 Worship Attendance	2021 Worship Attendance	2022 Worship Attendance	2023 Worship Attendance	2024 Worship Attendance	Increase/ (Decrease) in 1 YEAR	Increase/ (Decrease) in 5 YEARS	Increase/ (Decrease) in 10 YEARS
ARBOR DALE	100	87	78	89	94	90	60	95	81	80	87	7	(3)	(13)
ASHEVILLE FIRST	350	325	286	285	283	282	340	268	300	321	321	0	39	(29)
BANNER ELK	190	195	197	198	164	162	158	134	146	212	177	(35)	15	(13)
BELMONT FIRST	250	213	188	260	170	250	100	150	200	250	250	0	0	0
BESSEMER CITY	17	17	18	15	15	15	6	6	7	7	4	(3)	(11)	(13)
BLACK MOUNTAIN	335	329	320	320	325	288	288	325	350	372	409	37	121	74
BREVARD DAVIDSON RIVER	300	300	300	202	204	201	192	105	121	143	143	0	(58)	(157)
BRIDGEWATER	24	24	24	24	30	32	32	20	20	25	25	0	(7)	1
BRITTAIN	33	29	29	30	27	27	18	17	19	21	21	0	(6)	(12)
BRITTAIN COVE	22	23	23	23	20	18	15	12	12	12	12	0	(6)	(10)
BRYSON CITY	70	72	75	72	44	74	100	56	60	55	52	(3)	(22)	(18)
BULADEAN	18	18	18	18	15	15	7	7	7	8	8	0	(7)	(10)
BURNSVILLE FIRST	80	70	73	67	61	57	50	50	49	30	26	(4)	(31)	(54)
CALVARY	32	29	26	28	25	27	20	15	25	29	31	2	4	(1)
CANTON	20	18	17	17	19	19	19	15	15	18	20	2	1	0
CHERRYVILLE FIRST	162	107	150	141	140	138	52	79	90	103	100	(3)	(38)	(62)
COLUMBUS	57	57	52	53	57	57	18	30	31	31	21	(10)	(36)	(36)
CROSSNORE	68	60	60	60	62	68	45	54	80	65	65	0	(3)	(3)
DALLAS FIRST	47	45	40	35	30	25	23	25	25	25	25	0	0	(22)
DIXON	55	55	50	50	46	46	46	40	40	40	45	5	(1)	(10)
DORLAND MEMORIAL	18	15	20	20	20	25	20	18	15	15	15	0	(10)	(3)
DULATOWN	61	35	35	30	57	63	35	30	25	38	45	7	(18)	(16)
ETOWAH	49	48	50	41	41	30	10	20	18	18	18	0	(12)	(31)
FAIRVIEW	45	45	40	40	40	40	25	12	12	0	0	0	(40)	(45)
FLETCHER	28	31	28	29	27	29	25	24	25	24	26	2	(3)	(2)
FOREST CITY FIRST	28	30	24	20	20	15	7	10	10	12	15	3	0	(13)
FRANKLIN FIRST	65	76	81	76	81	77	50	50	50	50	60	10	(17)	(5)
GASTONIA FIRST	373	270	254	230	228	229	210	123	142	162	170	8	(59)	(203)
GOOD HOPE	15	15	12	11	10	10	8	8	8	8	8	0	(2)	(7)
GRACE COVENANT	292	298	300	300	278	284	550	450	300	300	300	0	16	8
GRASSY CREEK	22	22	22	21	15	14	12	15	14	12	13	1	(1)	(9)
GREEN MOUNTAIN	11	13	15	25	18	19	16	20	20	20	25	5	6	14
GREEN STREET	38	33	30	32	30	35	20	20	22	25	24	(1)	(11)	(14)
GREENWAY										30	28	(2)	28	28
HAYESVILLE	28	28	28	30	27	25	15	12	14	14	18	4	(7)	(10)
HENDERSONVILLE	36	36	41	38	25	25	25	22	18	15	18	3	(7)	(18)
HICKORY FIRST	280	269	238	237	239	234	241	275	325	430	490	60	256	210
HIGHLANDS FIRST	164	151	145	145	140	141	74	114	140	166	181	15	40	17
IRONTON	14	14	13	13	12	11	11	6	6	6	5	(1)	(6)	(9)
JACK'S CREEK	22	18	18	18	18	15	11	11	6	5	9	4	(6)	(13)
KENILWORTH	45	52	50	45	43	45	40	40	40	46	49	3	4	4
KOREAN PRES CHURCH	12	12	12	12	10	10	10	10	14	14	0	(14)	(10)	(12)
LENOIR FIRST	275	275	24	25	25	25	50	50	35	50	50	0	25	(225)
LONG CREEK	45	45	45	45	40	42	20	25	27	31	31	0	(11)	(14)
LOVE'S CHAPEL	12	12	15	11	10	10	10	10	11	11	11	0	1	(1)
LOWELL	56	60	61	56	51	50	34	34	38	35	25	(10)	(25)	(31)
MARION FIRST	122	100	98	97	52	85	83	65	55	57	59	143	26	(6)

STATED CLERK ATTACHMENT 2

PRESBYTERY OF WESTERN NORTH CAROLINA WORSHIP ATTENDANCE

CHURCH NAME	2014 Worship Attendance	2015 Worship Attendance	2016 Worship Attendance	2017 Worship Attendance	2018 Worship Attendance	2019 Worship Attendance	2020 Worship Attendance	2021 Worship Attendance	2022 Worship Attendance	2023 Worship Attendance	2024 Worship Attendance	Increase/ (Decrease) in 1 YEAR	Increase/ (Decrease) in 5 YEARS	Increase/ (Decrease) in 10 YEARS
MARSHALL	23	20	20	18	18	18	12	13	12	14	16	2	(2)	(7)
MICAVILLE	24	23	18	22	23	18	15	18	21	21	17	(4)	(1)	(7)
MILLS RIVER	59	52	53	60	70	70	50	34	63	51	58	7	(12)	(1)
MONTREAT	89	90	100	100	100	111	140	160	160	91	90	(1)	(21)	1
MORGANTON FIRST	250	186	184	177	169	163	150	150	150	150	125	(25)	(38)	(125)
MORRISON	62	62	45	38	33	35	30	30	25	35	35	0	0	(27)
MT. HOLLY FIRST	68	63	56	53	57	56	60	46	47	49	47	(2)	(9)	(21)
NEW HOPE (GASTONIA)	100	80	80	80	77	80	80	75	55	56	55	(1)	(25)	(45)
NEW HOPE (SKYLAND)	52	53	59	57	62	72	81	69	58	67	95	28	23	43
NEWDALE	40	45	40	29	15	20	10	12	15	15	12	(3)	(8)	(28)
NEWLAND	52	55	64	63	74	87	75	81	83	91	102	11	15	50
NEWTON FIRST	179	167	151	136	148	143	65	87	70	85	91	6	(52)	(88)
NORTHMINSTER	90	88	71	70	69	69	78	74	60	60	60	0	(9)	(30)
OAKWOOD	32	32	32	34	35	37	30	30	45	45	60	15	23	28
OLD FORT	5	5	5	8	9	10	10	6	6	5	5	0	(5)	0
OLNEY	32	29	22	20	17	15	12	10	10	9	7	(2)	(8)	(25)
PINE STREET	20	22	25	25	20	25	25	25	25	18	18	0	(7)	(2)
PINEOLA	30	30	30	30	30	30	30	30	30	30	30	0	0	0
QUAKER MEADOWS	45	46	43	38	31	30	25	28	45	45	38	(7)	8	(7)
REEMS CREEK	78	72	68	60	56	48	45	45	50	50	57	7	9	(21)
RIDGEVIEW	25	30	35	40	33	30	30	25	18	18	18	0	(12)	(7)
ROBINSON MEMORIAL	30	30	35	35	35	35	53	42	30	30	25	(5)	(10)	(5)
RUTHERFORDTON	117	115	115	115	110	112	110	100	100	100	100	0	(12)	(17)
RYBURN MEMORIAL	17	17	17	17	20	20	15	16	12	12	12	0	(8)	(5)
SHELBY	182	172	163	155	147	133	162	159	119	137	140	3	7	(42)
SHERRILL'S FORD	70	55	57	56	60	75	150	150	150	150	150	0	75	80
SHILOH	14	12	12	12	7	7	7	20	9	9	9	0	2	(5)
SILOAM	4	6	5	5	7	5	5	7	6	5	7	2	2	3
SOUTHMINSTER	156	164	154	162	164	158	175	234	234	254	225	(29)	67	69
SPRUCE PINE FIRST	97	94	90	80	73	65	40	50	55	40	40	0	(25)	(57)
SWEETWATER	40	42	42	42	40	40	35	35	35	30	30	0	(10)	(10)
SYLVA FIRST	95	100	110	98	106	98	53	80	75	91	102	11	4	7
THIRD STREET	35	35	30	28	26	25	20	22	20	17	17	0	(8)	(18)
TRINITY	199	193	191	175	170	173	43	77	129	133	140	7	(33)	(59)
TRYON	175	180	122	129	104	106	107	100	120	130	140	10	34	(35)
UNION	95	94	98	96	87	77	72	57	51	52	56	4	(21)	(39)
UNION MILLS	25	25	20	20	20	20	18	17	17	16	15	(1)	(5)	(10)
UNITED	44	42	33	32	28	28	27	21	19	0	0	0	(28)	(44)
UNITY	365	330	302	276	304	353	344	393	369	418	448	30	95	83
VIANS VALLEY	18	16	16	16	14	14	15	15	12	18	14	(4)	0	(4)
WALDENSIAN	169	158	149	145	135	132	131	86	100	95	120	25	(12)	(49)
WALNUT	26	32	28	24	23	23	17	17	9	9	10	1	(13)	(16)
WARREN WILSON	92	90	86	83	76	76	82	44	57	50	51	1	(25)	(41)
WAYNESVILLE FIRST	107	104	95	93	92	97	87	57	66	73	74	1	(23)	(33)

TOTALS

8,370

7,840

7,138

6,918

6,554

6,682

6,132

5,872

5,957

6,333

6,496

163

(213)

(1,887)

Gray indicates no reporting from church. Assumes previous yr total carries forward.

143rd Stated Meeting of PWNC

July 26, 2025

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Stated Clerk Attachment 3

ADMINISTRATIVE COMMISSION REPORTS

July 26, 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 secured the First PC, Bessemer City building, has done an inventory of contents and is in conversation with a potential buyer. The list of items on the inventory has been shared with the congregations in the hope that some may be requested and used.

Respectfully submitted,
Steve Brittain, Chair

COORDINATING MINISTRY
(Formerly GENERAL COUNCIL)

Dana Seiler, Chair

July 26, 2025

The Coordinating Ministry of the Presbytery makes the following recommendation:

1. **THAT the Administrative Commission for Union Presbyterian Church recommends the approval of the request of Union Presbyterian Church to be dismissed to the Covenant Order of Evangelical Presbyterians. (Coordinating Ministry Attachment 1)**

FOR YOUR INFORMATION:

2. **THAT a list of upcoming events of the Presbytery can be found on the back of the Presbytery Docket.**
3. **THAT it approved a loan application from Mills River Presbyterian Church to the Presbyterian Investment and Loan Program of the PC(USA).**
4. **THAT it approved \$30,000 out of the “Sale of Church Property” line item in assets in response to the Shelby Presbyterian request for \$40,000 from the John Knox Church property sale, for the purchase of refrigeration equipment for their food bank ministry. After that request was made, the Hunger Team approved \$10,000, so Finance Team recommended \$30,000 to make up the difference.**
5. **THAT it approved renewing at same rate and terms the Swannanoa First Presbyterian Church property sales contract with One Focus.**
6. **THAT it authorized the Finance Team to work out an agreement with City of God Family Worship Center, the purchasers of the John Knox property, for a lower payment for 2 years with the understanding that at 1.5 years the Finance Team will re-evaluate the agreement.**
7. **THAT it approved a modification of the option agreement with Conserving Carolina to allow the sale of the Camp Woodson property to proceed in two parts: the closing on the forest land to be completed by July 31, and the closing on the remainder of the property to be completed by December 31.**
8. **THAT it, after a proposal from the Finance Team and the Nominating/Representation Team, re-established a Property Team consisting of individuals with expertise in areas related to property management, sales & lease contracts, negotiations, financing, and legal documentation, as well as individuals with missional emphasis. Proposed responsibilities of the team were also presented. That the teams presenting the proposal bring to a meeting of the Coordinating Ministry for approval a list of proposed members for such Properties Team.**
9. **THAT it extended the deadline for the next cycle of PWNC Hurricane Helene Fund Grants from July 1 to August 1, 2025.**

10. THAT the Hunger Team approved the following Daily Change grant requests:**Regional Requests**

Agency	Amount Approved
North Buncombe Snack Sacks	\$ 3,000
Burke United Christian Ministries	\$ 5,000
Saluda Pop Up Pantry	\$10,000
Harrell House Food Ministry	\$10,000

International Requests

Agency	Amount Approved
Grace Church (Ukraine)	\$ 5,000
Nkhoma Hospital (Malawi)	\$20,000

Total Funds Granted **\$53,000**

11. THAT The Church Vibrancy Team authorized Community Outreach Grants to six churches as follows:

• Artisan Church, Lincolnton	\$ 5,000
• First Presbyterian Church, Forest City	\$ 3,200
• Buladean Presbyterian Church, Bakersville	\$ 2,950
• Unity Presbyterian Church, Denver	\$ 5,000
• First Presbyterian Church, Mount Holly	\$ 2,400
• Waldensian Presbyterian Church, Valdese	\$ 2,750
Total Grants Awarded:	\$21,300

12. THAT it agreed to explore Neighborhood meetings for the summer of 2026 with Byron Wade, Wanda Neely, the Presbytery Associates and a small team of other leaders working on details to be reported to the Coordinating Ministry.**13. THAT pursuant to the provision in the Standing Rules that allows the Coordinating Ministry to act on behalf on Presbytery on urgent matters between presbytery meetings, it did the following:**

A. Having been advised that a piece of property, namely all that certain tract, piece or parcel of land situated in Township 5 South, Range 7 East, Parish of Tangipahoa, State of Louisiana, described as 31.75 acres, bounded on the North by the lands of Dupree, on the East by the lands of Hayden, on the South by the lands of Bennett, and on the West by the Tangipahoa River, located in SEC 40, TOWNSHIP 5 SOUTH, RANGE 7 EAST as shown in the Mortgage and Conveyance records of the Parish of Tangipahoa, State of Louisiana set forth in Book 69, page 675, in Book 730, page 205, in Book 1005, page 447 and in Book 1113, page 830, was inadvertently omitted from the properties conveyed to Christ Community Church Montreat in the settlement between the church and the Presbytery of Western North Carolina, The Coordinating Ministry, acting as the trustees of the presbytery:

1. Approved the conveyance of the above-described property to Christ Community Church Montreat;

2. Engaged Mike Begley as its attorney to complete the conveyance; and
3. Authorized Ken Murchison, the Moderator of the Presbytery of Western North Carolina, to sign any documents necessary or appropriate to complete the conveyance.

14. THAT the following funding/grants have been approved by Presbyterian Disaster Assistance (PDA)

- First Presbyterian Church, Spruce Pine - \$5,000
(Seed Grant for Host Site)
- Church Damage Grants - \$25,000 (approved \$5,000 for each of the following churches)
 - Green Mountain Presbyterian Church
 - Marshall Presbyterian Church
 - Micaville Presbyterian Church
 - Dorland Memorial Presbyterian Church
 - New Hope Presbyterian Church, Asheville

15. THAT the following Presbytery Helene Funds have been approved:

- First Presbyterian Church, Spruce Pine - \$10,000 (for hosting)
- New Hope Presbyterian Church, Asheville - \$10,000 (for hosting)
- Tool Trailer - \$5,000 (churches will be asked to donate items for the trailer)
- UMCOR/WNCCUMC - \$10,000 (for shared construction costs)
(United Methodist Committee on Relief/Western North Carolina Conference United Methodist Church)

16. First Presbyterian Church, Spruce Pine - \$1,050.00 (shortfall in per diem)

TOTAL to be transferred from Presbytery Helene Fund - \$36,050

16. THAT funding for direct assistance construction grants from the Hurricane Helene Fund be increased to up to \$40,000 per project cycle (3x/year) up from \$25,000.

17. THAT the following dates have been set for 2025 and 2026 Presbytery Meetings:

2025

Saturday, July 26, 2025 – Virtual
Tuesday, October 28, 2025 – Rutherfordton Presbyterian Church

2026

Saturday, January 31, 2026 – Virtual
Tuesday, April 28, 2026 – Montreat Conference Center
Saturday, July 25, 2026 – Proposed Neighborhood Meetings
Tuesday, October 27, 2026 – First Presbyterian Church, Gastonia

COORDINATING MINISTRY ATTACHMENT 1

STATE OF NORTH CAROLINA
COUNTY OF GASTON

PROPERTY SETTLEMENT AGREEMENT

THIS PROPERTY SETTLEMENT AGREEMENT, hereinafter sometimes referred to as the "Agreement", made and entered into this the ____ day of July, 2025, by and between the ADMINISTRATIVE COMMISSION FOR UNION PRESBYTERIAN CHURCH, INC. OF GASTONIA, N.C. (U.S.A.), hereinafter sometimes referred to as the "AC", and UNION PRESBYTERIAN CHURCH, INC. OF GASTONIA, N.C. (U.S.A.), hereinafter sometimes referred to as "UPC".

WITNESSETH:

WHEREAS, UPC is a particular church of the Presbyterian Church in the United States of America, herein sometimes referred to as the "PCUSA", and a member church of a presbytery of the PCUSA, namely Presbytery of Western North Carolina, also known as Presbytery of Western North Carolina, Inc., herein sometimes referred to as the "Presbytery", and UPC is located within the geographical bounds of the Presbytery; and

WHEREAS, all particular churches of the PCUSA are subject to and governed by the Book of Order of the PCUSA (a part of the Constitution of the PCUSA) the latest restatement and currently applicable edition being the 2023 - 2025 edition, and expressly subject to Chapter Four thereof entitled "THE CHURCH AND CIVIL AUTHORITY", a copy of which is attached hereto as Exhibit "A"; and

WHEREAS, pursuant to Section G-4.0203 of said Chapter entitled "Church Property Held in Trust", the property of UPC, although legally titled in UPC, is held in trust nevertheless for the use and benefit of the PCUSA, said provision being sometimes referred to as the "trust clause"; and

WHEREAS, all property held by or for UPC and no matter how titled is nevertheless held in trust for the PCUSA pursuant to (i) Section G-4.0203 of the PCUSA Book of Order, and (ii) by UPC having taken the exception permitted by G-4.0208 on November 12, 1985, Section 6-3 of the Book of Church Order of the former Presbyterian Church in the United States which was merged into the PCUSA (herein sometimes referred to as the "the trust clause"); and

WHEREAS, the Presbytery has adopted a policy to govern the process by which a request for dismissal may be made by a congregation and considered by the Presbytery entitled "Guidelines for Congregations Considering a Request to Presbytery to be Dismissed", herein sometimes referred to as the "Guidelines"; and

WHEREAS, Section IV, Paragraph D of said Guidelines provides that there shall be a legal agreement binding on UPC and the Presbytery, addressing all forms of property, and contingent upon the final approval of Presbytery prior to consideration and vote by the Presbytery on a request for dismissal; and

COORDINATING MINISTRY ATTACHMENT 1

WHEREAS, the congregation will be voting upon the question of whether to request the Presbytery to dismiss UPC to the ECO: A Covenant Order of Evangelical Presbyterians, a denomination herein sometimes referred to as the "ECO", so that the dismissed congregation will become an ECO church, such later-to-be-created church being herein sometimes hereinafter referred to as "ECO-UPC"; and

WHEREAS, Sally McGinnis is the current Clerk of Session for UPC, has verified that the Elders currently serving on the Session of UPC are authorized to act as Trustees of UPC to effect any transaction authorized by the congregation related to property; and

WHEREAS, Sally McGinnis, as the current Clerk of Session for UPC, has submitted and verified that all of the Elders duly elected and currently serving on the Session of UPC are as follows: Clerk of Session, Sally McGinnis, Assistant Clerk, Claire Cabral, Carol Breasley, Tim Grigg, Allison Jones, Janice Meek, Jason Morrison, Eric Nelson, George Ratchford, Glenn Sparrow, Frank Suggs, and Lyn Wollenberg.; and

WHEREAS, the AC has the power and authority to agree to the terms of this Agreement, and upon the approval of this Agreement and its execution by duly authorized officers of the AC and UPC, it will fulfill the requirement set forth in the Guidelines for a binding legal agreement negotiated by the AC and representatives of the Congregation, that nevertheless must be contingent in successive order on each of the following, set forth in greater detail in Section IV, Subsections C, D, and E of the Guidelines and Section 1 hereof: (i) the Congregation must approve the Agreement, (ii) 75% of the Congregation must vote to request dismissal, (iii) the Presbytery must approve the Agreement, (iv) the Presbytery must vote to dismiss, and (v) the requirements of Sections 2, 3, and 4 hereof must be fulfilled; and

WHEREAS, UPC and the AC, have agreed to the terms of such Agreement concerning all of the property identified by UPC in which UPC has an interest, ownership or otherwise, including without limitation, real property, tangible and intangible personal property, the name, gifts, and church records, and such terms of agreement identify the property and property interests that will be transferred by the Presbytery to ECO-UPC, and the terms upon which such transfers are to be made, with the delegated consent of the PCUSA, and thereby free of the trust clause, once so transferred.

NOW, THEREFORE, in consideration of the payment, covenants and mutual provisions stated herein, the receipt and adequacy of which the parties expressly acknowledge, the parties contract and agree as follows:

1. Process for Agreement to Become Binding and Subsequent Contingencies. The following process sets forth the order in which necessary steps must be accomplished (i) for this Agreement to become a binding legal agreement as required by Section IV, Subsection C, Paragraph 3 of the Guidelines, and (ii) for successive contingencies, set forth in the Guidelines and this Agreement, to be fulfilled. The Agreement must be approved at each step to continue to the next step, but at each step the approved Agreement is contingent upon approval in later steps, and finally contingent upon a Presbytery vote to dismiss.

A. Making and Signing the Binding Legal Agreement,

(1) Session's Negotiating Team and AC to Make and Sign Agreement. The Agreement must be made and signed by the UPC Session's negotiating team and the AC; provided, however, if the Session has reserved the such final authority unto itself, then the UPC Session shall make and sign the Agreement for UPC, satisfying this Paragraph (1) and the following Paragraph (2).

(2) Session Consideration and Recommendation of Agreement. If the Session's negotiating team is authorized to make and sign the Agreement, the signed Agreement may be considered by the Session in order for Session to make a recommendation to the Congregation for its approval.

B. Subsequent Contingencies to be Satisfied in Succession.

(1) Congregation Approval. Pursuant to Section IV, Subsection C, Paragraph 4 of the Guidelines, the Agreement must be presented to the Congregation for its consideration and vote, and the Agreement must be approved by the Congregation.

COORDINATING MINISTRY ATTACHMENT 1

(2) Second Hearing of tile Congregation and Vote to Request Presbytery to Dismiss.

Pursuant to Section IV, Subsection D of the Guidelines, Session shall request the Presbytery to call a second hearing of the Congregation, and Presbytery shall call such meeting for the Congregation to vote on the question of whether to request the Presbytery to dismiss the Congregation. A quorum of at least 50% of the members is required before the members are allowed to vote on whether to request a dismissal; and if a quorum is present, seventy-five percent (75%) of the active members present and voting must vote to authorize a request dismissal.

(3) Presbytery Approval of the Agreement and Vote to Dismiss. The dismissal process, pursuant to Section IV, Subsection E, shall be accomplished in the following two successive votes at the same Presbytery meeting, consideration of the second vote being dependent upon approval of the Agreement by the first vote:

(a) Presbytery Approval of the Agreement. The signed and binding legal Agreement, having been approved by the Congregation, must be presented and recommended by the AC to the Presbytery. The Agreement may be debated, but cannot be amended; and the vote shall be to approve or not approve the Agreement. The Presbytery must approve the Agreement in order to consider and vote upon the requested dismissal.

(b) Consideration of Request for Dismissal and Vote to Dismiss. With both the Congregation and the Presbytery having approved the Agreement, the Presbytery will consider the UPC request for dismissal to the ECO, and the Presbytery will vote on dismissal with one of the following alternative outcomes:

[1] if the Presbytery votes to dismiss, this Agreement is binding on all property matters, according to its terms, or

[2] if the Presbytery votes not to dismiss this Agreement is unenforceable and of no consequence.

2. Certification of All Property in Which UPC Has an Interest. Because Section IV, Paragraph D of the Guidelines provides that this Agreement must address and resolve all forms of property, UPC hereby certifies that all of the property in which UPC has an interest, ownership or otherwise, is identified on Exhibit A entitled "Property in Which UPC Has an Interest", attached hereto and hereby incorporated by reference as if set forth herein verbatim, all of said identified property being hereinafter sometimes collectively referred to as the "Property".

3. Church Records.

A. Certification as to Church Records. UPC hereby certifies that, after having made diligent search and inspection, it is not aware of any UPC church records that are missing, and this certification shall be a continuing certification until dismissal. UPC church records (hereinafter sometimes referred to as the "Records") shall be those records defined and governed by the Book of Order, including without limitation, minutes of session, deacon, and congregational meetings, from the initial formation and affiliation of UPC as a particular church of the PCUS (and including all records preceding and related to such formation) through its later affiliation with the PCUSA up to the date of dismissal.

B. Delivery of Records to Presbytery. UPC agrees to deliver and shall deliver to the Presbytery all Records at least one week prior to the Presbytery meeting at which a vote on dismissal is scheduled to occur. UPC is encouraged to make for itself complete copies of the Records before delivery. Subsequent to delivery, UPC and ECO-UPC shall be entitled to reasonable access to the Records in the possession of the Presbytery and shall be entitled to have copies of any such Records for a reasonable charge.

COORDINATING MINISTRY ATTACHMENT 1

C. Requirement for Inquiry, Disclosure, and Delivery Regarding Missing Records.

(1) **Inquiry.** UPC and ECO-UPC shall undertake a diligent inquiry of its congregation, members and friends to determine whether any Records are missing.

(2) **Information to be Disclosed.** UPC and ECO-UPC shall disclose

(a) all Records determined to be missing as a result of the diligent inquiry made by UPC and/or ECO-UPC of its congregation, members and friends,

(b) all Records for which a request for possession has been made by UPC and/or ECO-UPC,

(c) all Records for which such request has been made, but the missing Records shall not have been delivered,

(d) (iv) the person(s) or entity known to be in possession of such Records,

(e) the location of such Records, and

(f) any other relevant information related to any such Records.

(3) **Information Required to be Disclosed Prior to Dismissal.** Any missing Records which shall be discovered to exist, but are not in the possession of UPC, and consequently, have not been delivered to the Presbytery prior to dismissal, must be disclosed to the Presbytery prior to dismissal.

(4) **Efforts Required for Retrieval and Delivery of Missing Records.** Upon learning of any missing Records, UPC and ECO-UPC shall request and pursue the return and possession of any missing Records promptly and diligently. All missing Records in the possession of others, whether known prior to dismissal or discovered after dismissal, shall be delivered promptly to the Presbytery when UPC or ECO-UPC shall obtain possession.

4. **Process for Dismissal to be Final.** By the terms of this Agreement, the Presbytery vote to dismiss shall not be considered final until the requirements of the following Subsections A, B, C, and D of this Section 4 are satisfied. Such requirements shall be met within thirty (30) days after dismissal much as if the performances required of the parties were necessary for a closing in a purchase of real estate scheduled to occur by the end of such thirty (30) day period.

A. **Current and Contemporaneous Performance Is Required.** All obligations agreed to herein are fulfilled to the extent that current and contemporaneous performance is required.

B. **Delivery of Church Records.** All Records required to be delivered to the Presbytery have been delivered.

C. **Name.**

(1) **Dismissed Congregation Shall Amend Name.** In order for required documents to be executed in the name of the new church entity for the dismissed congregation, the dismissed congregation shall amend the name of Union Presbyterian Church, Inc. of Gastonia, N.C. subject to the following restrictions and limitations set forth in this Subsection D. This congregation, whether incorporated or unincorporated, hereinafter sometimes is referred to herein as the "ECO-UPC".

(2) **Name Restrictions and Limitations.** After dismissal, neither the dismissed congregation, ECO-UPC, nor any successor, shall use the name of Union Presbyterian Church, Inc. of Gastonia, N.C., an abbreviation of that name, or any variation of that name, including any name beginning with the words "Union Presbyterian Church, Inc. of Gastonia, N.C.", "Union First Presbyterian Church", "Union

COORDINATING MINISTRY ATTACHMENT 1

Presbyterian Church", or "First Presbyterian Church, Union Presbyterian Church", in order to reduce the possible confusion between the church formerly affiliated with the Presbytery and PCUSA and the dismissed congregation. UPC and/or ECO-UPC shall register a new Internet domain name, if such is necessary to comply with this provision. Examples of a suitable name, for illustrative purposes, could include "Evangelical Presbyterian Church of Gastonia" or "Union Evangelical Presbyterian Church".

D. Documents Required to be Executed and Recorded. All required documents are duly executed and recorded, if applicable, to provide for any future performance by the terms hereof. To that end, the following must occur no later than thirty (30) days subsequent to the vote to dismiss, but contemporaneously,

(1) **Initial Payment to the Presbytery.** ECO-UPC shall deliver to the Presbytery or its authorized Agent, a cashier's check for \$3,000.00 payable to the Presbytery for which Wells Fargo Bank, the Presbytery's depository, shall commit in advance to give immediate credit.

(2) **Deed Transferring and Releasing Real Property to ECO-UPC.** The Presbytery will execute a Deed to be drafted by the Presbytery in a form and text substantially similar to Exhibit B attached hereto and hereby incorporated by reference as if set forth herein verbatim and deliver the Deed to ECO-UPC or its Agent. The Deed will transfer or release all of the real property held by or for UPC and/or its Trustees (hereafter the "Real Property") free from the trust clause, but the Real Property will remain subject to the further provisions of Section 5, entitled "Property Restrictions".

(3) **Promissory Note for Annual Payments.** ECO-UPC will execute a Promissory Note for \$57,000.00, payable to the Presbytery in nineteen (19) annual payments of \$3,000.00, to be drafted by the Presbytery in a form and text substantially similar to Exhibit C, attached hereto and hereby incorporated by reference as if set forth herein verbatim, said Promissory Note being sometimes hereinafter referred to as the "Note".

(4) **Deed of Trust to Secure Note.** ECO-UPC will execute a Deed of Trust as security for the Note, creating a first lien on the Real Property, to be drafted by the Presbytery in a form and text substantially similar to Exhibit D, attached hereto and hereby incorporated by reference as if set forth herein verbatim.

E. Remaining Property. All remaining tangible and intangible personal property not hereinbefore addressed, whether now titled in the name of UPC or in the possession of UPC, shall be released to ECO-UPC by the Presbytery upon dismissal of UPC from the PCUSA, subject to the further provisions of the following Section 5, entitled "Property Restrictions".

5. Property Restrictions. After dismissal, the Property transferred or released to ECO-UPC, by or pursuant to this Agreement, shall be held by ECO-UPC, free of any claim of trust or other claim on the part of the Presbytery or PCUSA, and ECO-UPC shall be entitled to make such use of the property as it sees fit for purposes including, without limitation, worship, education, administration, community activities, parking, other uses similar to the manner in which the property has been utilized previously, and other activities involving members of the congregation; provided however, if prior to the tenth (10th) anniversary of the dismissal,

A. ECO-UPC or its successor has ceased to be a member congregation of (i) the Reformed denomination to which it has been dismissed or (ii) another Reformed body, or

B. ECO-UPC or its successor ceases to exist,

then title to all Property transferred or released by or on behalf of the Presbytery, together with any proceeds derived from the sale thereof, shall revert to the Presbytery.

COORDINATING MINISTRY ATTACHMENT 1

6. Presbytery Use of Proceeds. So long as the initial payment of \$3,000.00 and each of the annual payments of \$3,000, pursuant to the terms of the Promissory Note, are not in default, the Presbytery shall hold such funds as are actually received and thereafter distribute such funds in the following manner and for the following uses:

A. Allocation to Subsequent Annual Budget Years. In the absence of default, payments made to the Presbytery as herein provided, shall be allocated in annual budgets as follows: \$3,000 to the budget for each of the ensuing twenty calendar years. In the event of prepayment of the indebtedness, allocation will be adjusted appropriately by Presbytery's Coordinating Ministry.

B. Presbytery Mission Projects. For each of the first two calendar years, the funds allocated as provided in the preceding Section A shall be used for the Presbytery Hurricane Helene Relief Fund and for each of the next eighteen years, the funds allocated as provided in the preceding Subsection A shall be used for the Presbytery sponsored Malawi Mission Project, as long as it continues, or if discontinued, to a similar mission project alternative as selected by Presbytery's Coordinating Ministry.

7. Entire Agreement. This Agreement constitutes the entire agreement between the parties respecting its subject matter. There are no promises, representations, conditions or obligations other than those contained or incorporated in this Agreement. This Agreement supersedes all prior communications, representations, agreements or understandings, whether verbal or written, between the parties.

8. Successors and Assigns. The designations of "UPC", "ECO-UPC", "AC", "Presbytery", "PCUSA" and "ECO" as used throughout this Agreement shall be deemed to include said parties, their successors and assigns. Therefore, the terms and conditions of this Agreement, including without limitation, all duties, responsibilities, obligations, covenants, restrictions and reversions, shall inure to the benefit of such parties, successors and assigns, and such parties, successors and assigns shall be subject to and bound by the burdens thereof.

9. Additional Documents. Once this Agreement has been approved by the Congregation of UPC and thereafter by the Presbytery pursuant to Section IV, Subsection C, Paragraph 3 of the Guidelines, each of the parties shall, from time to time, at the request of the other, execute, acknowledge and deliver to the other party any and all further instruments which may be reasonably required to give full force and effect to the provisions of this Agreement.

10. Independent Judgment and Voluntary Agreement. The undersigned parties represent that they (i) have had the opportunity to seek the benefit of legal counsel to explain the contents, terms, provisions and effects of this Agreement, (ii) fully understand the provisions of this Agreement and its effects, and (iii) execute the Agreement voluntarily and wholly in reliance upon their own respective judgments.

11. Notice. Any notice required or permitted under this Agreement shall be in writing and shall be sent by prepaid registered or certified mail or overnight delivery service, addressed to the parties hereafter as follows:

A. to the Presbytery: Stated Clerk, Presbytery of Western North Carolina, 114 Silver Creek Rd., Morganton, NC 28655 and

B. to UPC or ECO-UPC congregation: Sally McGinnis, Clerk of Session, 5615 Union Road, Gastonia, NC 28056.

All notices provided herein shall be effective when actually received by a party or when attempted to be delivered as authorized above.

12. Drafting. No provision of this Agreement shall be interpreted for or against any party because that party or the legal representative of that party drafted this Agreement or drafted a particular provision of this Agreement.

13. Headings or Titles. Headings or titles shall not define, limit, extend, or interpret the scope of this Agreement or any particular provision.

14. Severability. If any provision of this Agreement is held to be invalid or unenforceable, all other provisions shall nevertheless continue in full force and effect.

COORDINATING MINISTRY ATTACHMENT 1

15. Governing Law. This Agreement shall be governed and interpreted under the laws of the State of North Carolina.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be duly executed under seal, the day and year first above written.

ADMINISTRATIVE COMMISSION FOR UNION
PRESBYTERIAN CHURCH, INC. OF GASTONIA, N.C.
(U.S.A)

By: _____
RICHARD N. BOYCE, Chair

UNION PRESBYTERIAN CHURCH, INC. OF GASTONIA, N.C. (U.S.A.)

By: _____
REVEREND JAMES HOLEMAN, Moderator of Session

Attested By: _____
SALLY MCGINNIS, Clerk of Session

COORDINATING MINISTRY

ATTACHMENT 1

STATE OF NORTH CAROLINA, COUNTY OF _____

I, _____, a Notary Public of the County and State aforesaid, do hereby certify that RICHARD N. BOYCE, who is personally known to me or proved to me on the basis of satisfactory evidence to be the person described, personally came before me this day and acknowledged that he is the Chair of the Administrative Commission for United Presbyterian Church, Inc. of Gastonia, N.C. (U.S.A.) and that by authority duly given and as the act of such entity, he voluntarily signed the foregoing instrument in its name on its behalf as its act and deed. Witness my hand and Notarial stamp or seal, this the _____ day of _____, 2025.

(NOTARY SEAL)

_____, Notary Public
My Commission Expires: _____

STATE OF NORTH CAROLINA, COUNTY OF _____

I, _____, a Notary Public of the County and State aforesaid, do hereby certify that JAMES HOLEMAN, Moderator of Session, who is personally known to me or proved to me on the basis of satisfactory evidence to be the person described, personally came before me this day and acknowledged that he is the Moderator of United Presbyterian Church, Inc. of Gastonia, N.C. (U.S.A.) and that by authority duly given and as the act of such entity, he voluntarily signed the foregoing instrument in its name on its behalf as its act and deed. Witness my hand and Notarial stamp or seal, this the _____ day of _____, 2025.

(NOTARY SEAL)

_____, Notary Public
My Commission Expires: _____

**THE PRESBYTERY OF WESTERN NORTH CAROLINA
COMMISSION ON MINISTRY**

(formerly Committee on Ministry)

REV. MICHAEL POULOS, CHAIR

July 26, 2025

FIRST SECTION

- I. RECOMMEND to Presbytery a first reading of the new Dissolution and Terms Policy for Teaching Elders with anticipated debate and action at the October 2025 presbytery meeting. (COM Attachment 1)**
- II. RECOMMEND to Presbytery a first reading of the new Anti-Harassment Policy with anticipated debate and action at the October 2025 presbytery meeting. (COM attachment 2)**

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 FOR TRANSFER OF MEMBERSHIP:

A. Allison Wehrung

From: Presbytery of Saint Andrew

As: Active, Director of Programs at Montreat Conference Center

Effective: May 6, 2025

(See COM Attachment 3 for Bio and Statement of Faith)

B. Mike McCracken

From: Trinity Presbytery

As: Active, Pastor at Banner Elk Presbyterian

Effective: July 7, 2025

(See COM Attachment 4 for Bio and Statement of Faith)

C. Rob Evans

From: Salem Presbytery

As: Retired

Effective: June 3, 2025

(See COM Attachment 5 for Bio and Statement of Faith)

II. APPROVED TEMPORARY PASTORAL RELATIONSHIPS - TRANSITIONAL PASTOR:

- A. Paul Smith and Arbor Dale Presbyterian Church
Effective: May 7, 2025 through May 7, 2026
- B. Jody Welker and First Presbyterian Church (Newton)
Contract Extension From: July 20, 2025 until August 31, 2025
- C. Julie Hester and First Presbyterian Church (Lenoir)
Effective: June 15, 2025 – June 14, 2026

III. APPROVED COMMISSIONED PASTOR AGREEMENTS:

- A. Peggy Koone and Union Mills Presbyterian
From: May 1, 2025 through April 20, 2026
- B. Jimmy Koone and Union Mills Presbyterian
From: May 1, 2025 through April 20, 2026
- C. Marla Patchel and Green Street Presbyterian
From: May 1, 2025 through April 30, 2026
- D. Leslie Peterson and Walnut Presbyterian
From: May 1, 2025 through May 1, 2026
- E. Will Upchurch and Lowell Presbyterian
From: June 1, 2025 to May 31, 2026
- F. Debbie Lesenger and Cherryville First Presbyterian
From: June 1, 2025 through June 1, 2026
- G. John Pea and Robinson Memorial Presbyterian
From: August 1, 2025 through July 31, 2026
- H. Margaret Burgess and Dallas Presbyterian
From: May 18, 2025 through May 18, 2026

IV. APPROVED CHANGE OF MEMBERSHIP STATUS

- A. Mark Stanley from Active to Retired
Effective: September 30, 2024 (retroactive)

V. APPROVED VALIDATION OR REVALIDATION OF MINISTRIES THRU JULY 2026

- A. David Smith as Post-Doctoral Researcher and University Lecturer at the Department of Protestant Theology of Goethe University in Frankfurt, Germany and as Parish Associate with responsibility for international services at the Schlosskirche of the University of Bonn, Germany. Furthermore, David Smith was approved to administer communion up to four times per semester in the Schlosskirche in Bonn, and up to twice per semester in the context of his role at Frankfurt. This would include serving communion in the Haus der Stille and during faculty excursions, which occur once per semester.
- B. Tommy Brown as Executive Director of William Black Lodge in Montreat.
- C. John Campbell as a pastoral counselor with Eastatoo Trail Counseling & Consultation Center, LLC, Brevard.
- D. Dennis Hysom as Executive Director for Federal Presbyterian Chaplaincies.
- E. Allen Proctor as President of the Haden Institute.

VI. APPROVED PASTORAL RELATIONSHIP AND TERMS OF CALL**A. Mike McCracken and Banner Elk Presbyterian Church**

Effective Salary		\$100,00.00
Base	\$58,000.00	
Housing Allowance	\$42,000.00	
Social Security Equivalent		\$ 7,650.00
Professional Accounts		
Professional Expenses		\$ 6,000.00
Professional Development		\$3,000.00
Other		\$4,500.00
Board of Pensions		\$26,000.00

VII. CHANGE IN VOTING SCHEDULE

The second reading and action on the revisions to the Policy for Transitional to Installed Pastor, presented to Presbytery for a first reading in April 2025, will happen at the October 2025 meeting.

VIII. APPROVED A NEW POLICY AND GUIDANCE REGARDING FAMILY AND MEDICAL LEAVE

This policy is included in the packet for the use by local sessions as they implement the new Book of Order requirement. (See COM Attachment 6)

IX. RECEIVED AND APPROVED THE ATTACHED REPORT OF TERMS OF CALL.
(See COM Attachment 7).

**Dissolution of Terms Policy for Teaching Elders
Presbytery of Western Carolina
Approved by the presbytery:**

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.¹

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.
 - o The position can no longer be financially sustained at the present level of service, or the church is closing.
 - o Conflict and disagreement between the pastor and members of the church make it prudent for the pastoral relationship to end.
 - o 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).

¹ A Pastor is eligible to be reimbursed for expenses after their final date of employment, assuming those expenses were incurred and submitted on or before their final date of active service.

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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.
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.

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- 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.

WESTERN NC PRESBYTERY POLICY ON ANTI-HARASSMENT

Approved by COM, May 2025

BIBLICAL BACKGROUND

God calls God's people to be a blessing to all humanity; to be reconciled and reconcilers. Believing that we have been created in God's Image, we commit to the reconciling work necessary until all peoples find themselves integrated into the whole of society and treated with dignity and righteous justice. The texts below are two that undergird this policy:

Micah 6

He has told you, O mortal, what is good,
and what does the Lord require of you
but to do justice and to love kindness
and to walk humbly with your God?

Galatians 3:26-28 – So in Christ Jesus you are all children of God through faith, for all of you who were baptized into Christ have clothed yourselves with Christ. There is neither Jew nor Gentile, neither slave nor free, nor is there male and female, for you are all one in Christ Jesus.

OUR COMMITMENT TO ANTI-HARASSMENT IN THE CHURCH

The Presbytery of Western North Carolina of the Presbyterian Church (USA) seeks to form disciples whose lives and behaviors conform to the teachings of Jesus Christ. Jesus sets a high bar for personal conduct and may be summarized in Jesus' command "to love God and to love your neighbor as yourself."

The Presbytery of Western North Carolina is committed to maintaining an environment free from harassment or discrimination against any individual regardless of race, sex, age, mental or physical health status, national origin or ancestry, veteran status, sexual orientation, gender identity, or genetic information.

The Presbytery of Western North Carolina expects its employees, Ministers of Word and Sacrament, Certified Christian Educators, Commissioned Ruling Elders, Inquirers and Candidates under care of the presbytery to conduct themselves in a Christ-like manner that supports and maintains a workplace free of harassment and discrimination for our employees, members, and those with whom we minister.

Employees, Ministers of Word and Sacrament, Certified Christian Educators, Commissioned Ruling Elders, Inquirers, and Candidates under care of the presbytery are required by the Book of Order (G-2) to receive boundary training authorized by the presbytery once every 36 months. The boundary training shall include the topics of sexual misconduct, child sexual abuse prevention, anti-harassment and anti-discrimination.

DEFINITION AND EXAMPLES OF ANTI-HARASSMENT

Harassment is unwelcome conduct that is based on race, ethnicity, religion, sex (including sexual orientation, gender identity, or pregnancy), national origin, age, disability, or genetic information (including family medical history). Harassment becomes unlawful where 1) enduring the offensive conduct becomes a condition of continued employment, or 2) the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive. Anti-discrimination laws also prohibit harassment against individuals in retaliation for filing a discrimination charge, testifying, or participating in any way in an investigation, proceeding, or lawsuit under these laws, or opposing employment practices that they reasonably believe discriminate against individuals.

Offensive conduct may include, but is not limited to, offensive jokes, slurs, epithets or name-calling, physical assaults or threats, intimidation, ridicule or mockery, insults or put-downs, offensive objects or pictures, and interference with work performance. Harassment can occur in a variety of circumstances, including, but not limited to, the following:

- The harasser can be the victim's supervisor, a supervisor in another area, an agent of the employer, a co-worker, or a non-employee.
- The victim does not have to be the person harassed, but can be anyone affected by the offensive conduct.
- Harassment may occur with or without economic harm

Per the PWNC's current Sexual Misconduct Policy, sexual harassment is defined by Title VII of the Civil Rights Act of 1964 as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when submission to or rejection of this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance, or creates an intimidating, hostile or offensive work environment.

PROCEDURE AND COMPLAINT

An employee may be subject to disciplinary action, 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. The harassment of an employee or other person participating in any ministry of the Presbytery of Western North Carolina or its constituent congregations based on race, color or national origin or other protected classes as named above is also prohibited.

Complaint Procedure: Any presbytery professional or presbytery volunteer who believes an incident of harassment has occurred shall make a complaint in writing to the Stated Clerk in a timely manner.

Retaliation: Anyone filing a harassment 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

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-Harassment 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

Rev. Allison Wehrung

Biography & Faith Journey

Hailing from a long line of Ohioans, I grew up in Davidson, North Carolina. My formative years at Davidson College Presbyterian Church — vacation Bible schools, youth group, handbell choirs and more — laid a foundation that I continue to be encouraged by today. Regular church attendance might've taken a back seat in college, but a couple of summers in I found myself working at Camp Grier in Old Fort. Although I didn't recognize it at the time, practicing my faith in a context beyond Sunday mornings (and learning to lead others as they did the same) would have a profound impact on my own faith and my call to ministry. Those summers were also the beginning of a love for outdoor ministry that would lead me to four other camps and conference centers on my way to Montreat.

After college, I spent two years as a Young Adult Volunteer, first in Tennessee doing campus ministry with UKirk Nashville, and then working in a hospital chaplains department in New Orleans. Again, I found myself witnessing faith in settings beyond the one I grew up in, and those experiences broadened my sense of what ministry could be. Although I didn't feel called to traditional parish ministry, I recognized a desire to nurture welcoming and creative communities of faith — spaces where people, especially young adults, can authentically ask questions about who they are, what their place is in the world, and what God has to do with it.

Looking back on my spiritual life so far, I can see so clearly why our faith is enriched when we get to do it in a supportive community. Along the way I've been encouraged by youth directors who kept the office candy jar full, friends who were far less surprised than I was when I admitted my call to seminary, and professors and colleagues who have made space for me to embrace the creative communities and practices that excite me the most. It's my hope to be able to offer that same support to others.

Following a year-long church internship after seminary, I landed in Oxford, MS where I spent eight years serving as the Campus Minister at UKirk Ole Miss, along with offering various pastoral and programmatic support at Camp Hopewell and staffing several presbytery committees. It was a gift that the wide scope of that work allowed be to be part of so many facets of the Church — worshiping with small rural congregations, offering space for young adults questioning institutions, the chaotic joy of a camp dance, and plenty of things in between. The Holy Spirit was moving through all of it, and I look forward to seeing how the Spirit will continue to move here in Western North Carolina.

Rev. Allison Wehrung

Statement of Faith

I believe in God, whose boundless presence is made known in part by the immeasurable diversity of creation. (11.3) God is still creating, like a potter shaping and re- shaping, not shying away from a mess. I believe God created us out of love so that we may love, and that God grieves over the pervasive violences that are signs of our failure to live into that love.

I believe that God's love for humans is so deep that God came to earth as a walking, breathing, sleeping, eating savior named Jesus, and that Jesus leads the way in how we as Christians should strive to live in the world. Jesus ate with outcasts and healed with mud and spit, and we are called by these actions to a bold hospitality that welcomes all as children of God. Inspired by Christ, this welcoming is a response to the grace that we freely receive from God. (6.055) We are called to stand in the mess, trusting that we are not there alone. Jesus washed the feet of his disciples, calling his followers to a life of service. Although Jesus own calling cost him his life, in his resurrection we are reminded that violence and division do not have the last word.

The Holy Spirit moves through our lives in unexpected and creative ways, illuminating the depth of our connections to God and to each other. The Spirit renews and sustains us as we seek to bring God's kingdom to life here and now. (11.4)

I believe that Christians are called into community. Like any family, growing pains are inevitable, but the core of this community is the love that God has shared with us since the beginning. That love, and a person's place in the community of faith, should not be limited by any part of a person's identity. Christian communities are guided by Scripture, exploring together the ways it guides us in working for a more just and reconciled world. (10.5) I believe in the priesthood of all believers, and in celebrating the varied gifts of the community as we seek to serve God together. (6.054)

Part of the way Christians can live out our call to community is through celebrating the sacraments of baptism and Communion. These holy moments recognize that we are claimed and forgiven by God, and that our relationships with God and each other are sealed by the Spirit. (5.169) In baptism we are reminded of the covenant God has made with God's people, and by celebrating Communion we remember the depth of God's love for us. While this love is still bigger than we could ever comprehend, the sacraments serve as visible signs of it.

Just as Jesus washed his disciples' feet and calls each of us into service, Christian communities are called to service together. We are led by Jesus' example to live into hope and work for a world we all people can thrive.

Faith Journey of Rev. Frank M. McCracken (Mike)

On Palm Sunday of 1971 I was born into a family of Presbyterians and Tar Heels. The Session of White Memorial Presbyterian Church (Raleigh, NC) met that evening and my father, an active Ruling Elder, was excused from the meeting as he was at the hospital awaiting my birth. Our family believes the minutes of that meeting were the first time my name was ever written down.

Throughout my childhood the church often felt like an extension of my home. The faith examples set by my mother and father were constant and comforting to me. During middle or high school there was always a retreat or mission trip or an expedition to Montreat to attend. These years were formative spiritually for me and cultivated my relationship with God and my love for the church.

Following high school I attended Birmingham-Southern College, leading me away from the security of home to a completely new community. Following college, I accepted a job with the Boy Scouts of America in Tuscaloosa, Alabama. Success in fundraising for the BSA led to opportunities in nonprofit and financial management positions over the course of the next 16 years. In 2009 I began sensing a call to ministry and began the Inquirer process under the care of the Presbytery of Sheppards and Lapsley in Alabama. Our family moved to Decatur, Georgia, in 2010 where I began work at Columbia Theological Seminary and completed my Master of Divinity in 2013. In 2019 I completed my Doctor of Ministry degree from McCormick Theological Seminary through the A.C.T.S. DMin in Preaching Program.

I am married to Jennifer, who is accomplished, beautiful, and judging by the last 26 years, very patient. We are parents to Lane Frances (19), who is a sophomore at Wofford College, Hayes (16), who is an amazing photographer and Ren (11), who loves acting and seems to be working on some form of mostly benevolent global domination. As a parent, I have become much more aware and understanding of the love and disposition of God. I now know where love and patience must intersect - and how joy can always be just around the corner.

I was ordained following seminary at Wynne Presbyterian Church in Wynne, AR. After five years, I was called to the First Presbyterian Church of Laurens, SC, where I have been since 2018. Both calls have been fruitful and wonder-filled experiences as I continue to learn to share in the joys and tears that come with shepherding a congregation. As a second career pastor, I try to bring my work and life experience to my ministry and have found my years spent in the pew - as a Ruling Elder, committee member and beneficiary of the care and love of a congregation - to be of great assistance to my work. I often tell people that "I can still see the pew where I used to sit from the pulpit," and this perspective informs how I preach every Sunday.

As one who has come to ministry later in life, I continue to marvel at what it means to be called to this particular work as a Minister of Word and Sacrament. Some days are hard and some days are pure joy, but I am constantly humbled that God has called me to this work and amazed at the sacred places - such as pulpits, hospital rooms and gravesides - where I am able to serve. I am thankful each day for God's providence and care that have called and sustained me along the way.

Rev. Dr. Frank M. McCracken (Mike)
Faith Statement

I believe in the one triune God¹, who made and is sovereign over all things in creation and has called them good². I believe that in every breath and action of life and in dying we belong to God and therefore do not live solely unto ourselves.³

I believe in Jesus Christ, the Word incarnate, who lived a fully human life and died at the hands of all humanity.⁴ He was resurrected from the dead and is the sole mediator for my salvation and the salvation of humanity.⁵ His grace redeems us from sin and sets us at liberty to live a life in grateful response to this gift of love and sacrifice.⁶

I believe in the Holy Spirit who sustains me and works through all creation to reveal the Kingdom of God. The Spirit is present in the fullness of every positive impulse⁷, giving strength and energy to all who will receive it and uniting believers in every time and place.

I believe that in my baptism I was claimed by God⁸ and am reminded of this claim on my life⁹ each time we celebrate the baptism of another with the community of believers. In communion our hearts are lifted up into fellowship with God and we are reminded of Christ's fellowship with and sacrifice for all humanity¹⁰.

In everything we do, we are called to follow the model and ministry of Jesus Christ so that we may ensure that our beliefs are not simply words on a paper or syllables uttered in unison. We are called to live in accordance with the Holy Scriptures, the inspired word of God, and to be led to deeper and new understandings of its meaning through prayer, thoughtful study, and corporate worship and in all these actions by the power of the Holy Spirit.¹¹ As a community of faith, we acknowledge Christ as the only Head of the Church,¹² and seek to be constantly formed and reformed for the purposes of God's work in the world.

We are further called to claim the abundant life promised by Jesus Christ¹³, cherishing our fellowship with saints in all places and times and looking forward to the day when we may all sing doxology in a single, unified voice.¹⁴

¹ BOC 11.1 Lines 1-5

² BOC 7.125

³ BOC 4.001

⁴ BOC 11.2 Lines 19-22

⁵ BOC 7.148-152

⁶ BOC 4.001

⁷ BOC 3.13

⁸ BOC 5.186

⁹ BOC 8.14-15

¹⁰ BOC 5.205

¹¹ BOC 9.27-30

¹² BOC 5.131

¹³ BOC 7.001

¹⁴ BOC 11.5-6 Lines 77-80

Call to Ministry & Bio The Rev. Dr. Robert C. Evans, III

Call: I was born into a Christian family and never knew a time when I was not in church. Raised Lutheran, I was highly influenced by faithful Lutheran pastors who nurtured me along the way. As a young boy, I remember my mother asking me: What do you think you will do when you grow up?" My answer: "Mom, I think I'll be a pastor." My mother smiled, and I think she "knew" all along this is what I would do. It took a few years, but ultimately that summons I had "heard" as a boy culminated in a call to serve God's people as a pastor.

After college and working as a high school teacher and coach, I began worshiping at First Presbyterian Church in Raleigh, NC where under the leadership of Dr. Albert Edwards, my faith deepened, and I began to feel the tug of the Holy Spirit calling me to pastoral ministry. At age 26, I left teaching and coaching and a brief stint in a family business, and with my wife of only one year, we left for seminary. (After 52 years of marriage, to this day she maintains, "I didn't marry a preacher; I acquired one!").

The rest is history - I was blessed to serve various churches in North Carolina and Virginia over a 35+ year career. I'm thankful to God for the experiences I have had and for the privilege of serving as a pastor and a "shepherd of the sheep." I would not say ministry was ever easy, in fact it has always been and still is, filled with many challenges. Yet, for me, I would do it again, and hopefully, more faithfully. But above all, I feel richly blessed! Thanks be to God!

As for my current call, I'm enjoying being a part of First Presbyterian Church, Hickory - attending, supporting and volunteering. I believe I should hold membership in the bounds of the Presbytery where I live. In time, perhaps I can serve as an occasional supply preacher or in other small ways. I look forward to being a member of the Presbytery of Western NC.

Education:

NC State University, BS in Math Education, 1970
Union Theological Seminary in Virginia (now UPS), D.Min. 1977
Certificate in Christian Spirituality, Columbia Theological Seminary, 2002
Interim Certification, PCUSA, Levels 1 & 2, 2004-2006

Ordination, Minister of Word and Sacrament: Fayetteville Presbytery, PCUS, 1977

Honorably Retired: Salem Presbytery, 2012

Churches Served:

Sunnyside Presbyterian Church, Fayetteville, NC - Pastor (1977-82)
North Wilkesboro Presbyterian Church, N. Wilkesboro, NC – Sr. Pastor (1982-1993)
Oak Ridge Presbyterian Church, Oak Ridge, NC – Organizing Pastor/Pastor (1993-2004)
Hilton Presbyterian Church, Newport News, VA – Interim Pastor (2004-2006)
First Presbyterian Church, Virginia Beach, VA – Interim Pastor, Head of Staff (2006-2007)
Shallowford Presbyterian Church, Lewisville, NC – Pastor (2007-2012)
*First Presbyterian Church, Mt. Airy, NC – Interim Pastor, Head of Staff (2013-2015)
(*In retirement)

Statement of Faith
The Rev. Dr. Robert C. Evans, III

I am a Christian, a believer in the one true God who is revealed in the wonder and mystery of the Holy Trinity - as Father (Creator), Son (Redeemer) and Holy Spirit (Indweller). I fully affirm the Apostles & Nicene Creeds which I memorized as a child growing up in the Lutheran Church. As a long-time Presbyterian, I also have a deep appreciation for our Book of Confessions and how they inform our faith. However, for me, at this stage of my life and faith, I believe that seeking to follow the Way of Jesus, is as much (or more) important as believing the “right” things about Jesus. I seek to follow Jesus who beckons me, disturbs me, comforts me, and who has yet many things to teach me. Sometimes I follow joyfully, sometimes I follow half-heartedly, and yes, sometimes I just want to “stay put.” But it is only in the following that I can know Jesus more fully; it is only in the following that leads me to fullness of life, so at his gracious invitation, even as an old man, I seek to obey his call to “come and follow me.” *1 *2

I am also a Christian in the making; I am never fully Christian but am always becoming Christian. As the Apostle John wrote, “it does not yet appear what we shall be.” So, for me, being in Christ means to live as one who is broken and incomplete. Yes, I am a sinner, but because of God’s unfailing love for me in Christ, I rejoice that by grace through faith, I am a redeemed sinner and can live in the glorious freedom as a child of God. Living into this freedom is a source of great comfort and joy which is solely the work of grace alone. *3

I am a Christian in the Presbyterian and Reformed tradition, a tradition rooted and grounded in Scripture and guided by our Confessions. We Presbyterians certainly do not have all of the truth, . . . “thank God!” . . . But we do have some of it, . . . “thank God!” Particularly important to me is our emphasis on the absolute sovereignty of God who reigns and rules and even laughs at humankind’s constant attempts to place ourselves on God’s throne. In our time, I believe Presbyterians especially are called to name the idols that threaten to undo us and bear witness to the truth that “God is God and we are not!” *4, *5, *6

As a retired pastor, I believe the church of the 21st century is in a new and emerging paradigm, radically different from the church I grew up in; and quite different too from the church I knew in much of my ministry. However, I believe this is the work of the Holy Spirit, and from it will emerge a church with an even stronger witness to the Gospel of Jesus Christ, whose kingdom knows no end! *7

1. *Book of Confessions – 1.1-3, 2.1-3
2. *A Brief Statement of Faith – 10.2
3. *Westminster Shorter Catechism – 7.035
4. *The Theological Declaration of Barmen – 8.04, 8.15, 8.18
5. *A Brief Statement of Faith – 10.1, 10.4 (65-71)
6. *Book of Order – F-2.05
7. *Book of Order – F-2.02

THE PRESBYTERY OF WESTERN NORTH CAROLINA (PWNC)

Approved by COM on July 1, 2025

POLICY AND GUIDANCE REGARDING FAMILY AND MEDICAL LEAVE

The purposes of this document are threefold: (1) to establish a Family Medical Leave Policy for employees of PWNC; (2) to require that terms of call for all installed pastors include paid family leave; and (3) to provide guidance to its constituent congregations for drafting similar policies for their employees.

1. **Background.** As the Church, we should seek to provide adequate, even generous, leave for our employees for the birth, adoption, or guardianship of a child so that the employees can return to the work of the Church with appreciation for the time off, having had sufficient bonding time with their newest family member as well as the required time of healing after a birth. Employing organizations of the Church have the responsibility to pay their staff fairly and to provide for their welfare as they work among us; to stand by them in trouble and share their joy. W-4.0404i. The PCUSA has recognized those obligations and has mandated that terms of call for installed ministers include a minimum of twelve weeks of paid family medical leave. G-2.0804.

2. Family Medical Leave Policy for Employees of PWNC.

a. Family Leave Defined. PWNC shall provide up to 12 weeks of paid Family Medical Leave annually to all eligible employees for the following qualifying conditions:

- i. An employee's medical conditions related to pregnancy and/or childbirth;
- ii. An employee's need to provide assistance to a spouse when the spouse's medical conditions related to pregnancy or childbirth require assistance;
and
- iii. The birth or adoption of a child. will provide sufficient leave for the needs of foster care placements on a case-by-case basis in consultation with the personnel committee and General Presbyter.
- iv. An eligible employee's serious health condition;
- v. An eligible employee's need to provide assistance to a close family member with a serious health condition. Close family member is defined as spouse, child or parent.

b. Eligible Employees. All employees of PWNC, whether part time or full time, shall be eligible for Family Medical Leave from the date of hire.

c. Limitations on Family Medical Leave.

i. If both parents are employed by the Presbytery, they jointly shall be eligible for a total of eighteen weeks of annual Family Medical Leave for the birth, adoption or placement of a child to be split between them at the discretion of the employees, but neither parent shall be entitled to take more than twelve weeks. Each parent shall be entitled to a maximum of twelve weeks of Family Medical leave for reasons listed in Paragraph 2.a.iv. and 2.a.v.

ii. Family Medical Leave must be taken within six months of the birth, adoption or placement of a child joining the family.

d. Substitution of Paid Leave, Paid Vacation, Paid Time Off. Employees taking Family Medical Leave shall not be required to use any annual paid leave of any sort during the Family Medical Leave period.

e. Procedure.

i. Eligible employees should notify their supervisor of the need for leave as early as possible, but at least thirty (30) days ahead of the projected commencement of leave to arrange for proper coverage of work responsibilities. A delay in

requesting leave due to unexpected circumstances shall not be the basis for denying leave, although a delayed notice might require some delay in the commencement of Family Medical Leave. All parties will cooperate to resolve any issues under these circumstances.

ii. Employees on Family Medical Leave should keep their supervisor informed of their projected return date.

iii. PWNC will provide a copy of this policy to each employee at the time of implementation and subsequently to each newly hired employee.

f. Temporary Disability Insurance. The employee will be responsible for filing any claims for temporary disability insurance to which he/she might be entitled. The Presbytery will cooperate in providing any documentation requested.

g. Health Insurance Premiums. During any period of Family Medical Leave, the employee shall remain responsible for making any insurance premium payments he/she would ordinarily be required to make if not on leave. Insurance premium payroll deductions normally made shall remain in place during Family Medical Leave. Any failure of the employee to pay his/her required premium could result in loss of coverage in accordance with policy terms.

3. Family Medical Leave Policy for All Installed Pastors. In accordance with the provisions of G-2.0804 of the Book of Order, the terms of call for all installed pastors serving within PWNC must include an entitlement to at least twelve weeks of paid family medical leave. The Commission on Ministry is responsible for ensuring that terms of call include this benefit.

GUIDANCE FOR SESSIONS CREATING FAMILY AND MEDICAL LEAVE POLICIES FOR CONGREGATIONS

Recognizing that individual churches within the presbytery face significantly different financial challenges and recognizing the need to support the families who serve our churches, PWNC provides the following guidance to its constituent sessions.

- a. **Book of Order Mandate.** The provisions of G-2.0804 regarding family medical leave apply only to installed pastoral positions. Sessions should consider what benefits they can provide to all non-installed employees.
- b. **Federal and State Requirements.** The federal Family Medical Leave Act applies only to employers with at least fifty employees. Churches with that many employees should consult with an attorney about their obligations. North Carolina does not require set maternity leave; however, six weeks of protected leave is a normal standard. Sessions should consider how they can comply with that law by providing some leave for their employees.
- c. **Timing.** A session should consider adopting a family leave policy that fits its financial circumstances and provides for its employees before being faced with a request for family medical leave by an employee.
- d. **One Size Seldomly Fits All.** Recognizing that the congregations in our presbytery vary widely in size and financial resources, the presbytery will not mandate the extent of benefits which individual congregations must provide. The presbytery encourages congregations to provide as generous care for their employees as is feasible under their particular circumstances. 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.
- e. **Minimum Standards for a Policy.** Once a session decides to provide some type of family medical leave, it should address the following issues in its policy:

I. Amount of family medical leave – How much can an employee take?

II. Employee eligibility – Are employees eligible from the date of hire, or must they have worked a minimum amount of time?

III. Eligible conditions – Define which conditions allow an employee to take leave. Is it limited to maternity/paternity leave or does it include other health conditions?

IV. Define family members – If leave is available to care for a family member, define the relationships that are covered.

V. Paid or Unpaid Leave – Is the leave paid or unpaid? Will the employee have to use paid time off?

COM ATTACHMENT 7

TERMS OF CALL 2025

Church/Org		Mbrshp	Base	Def Comp	Utilities	Housing	Manse	SS	Prof. Exp	Prof Dev	Other	Total	2024 Total
Bacon, Patricia	Calvary	63	26,520		1,200	6,600		2,665	3,146	1,097		41,228	41,228
Bennett, Joe	Burnsville, First	39	50,000					3,825	4,830			58,655	0
Bonnema, David	Unity	639	65,000	2,000		43,000		8,408	2,000	2,000	1,000	123,408	113,726
Campbell, Kathy	Crossnore	95	49,328			31,621		6,193	3,580	1,250		91,972	86,296
Christenbury, Dwight	Trinity	296	58,653			12,500		5,443				76,596	72,264
Commerford, Daniel	Gastonia, First	841	48,048			55,176		7,896	3,525	2,000	1,275	117,920	115,741
Connelly, Kelley	Highlands, First	145	39,140	2,176		27,810		5,288	3,580	1,250		79,244	77,064
Davis, Heather Wood	Hickory, First	685	36,007			25,074		5,030		1,400		67,511	64,663
Davis, Holly	Waynesville, First	149	34,696			39,000		5,943	3,993	1,394		85,026	70,756
DeWater, Janet	Mount Holly, First	101	29,238	1,200		27,000		4,302	3,580	1,250		66,570	66,571
Epps, Leah	Greenway	63	20,400			19,668		3,060	1,392	3,972		48,492	46,420
Florence, David C.	Black Mountain	647	31,000			36,252		5,145	2,500	1,500		76,397	74,134
Floyd, Richard	Hickory, First	685	78,453			42,244		9,940		1,650	1,000	133,287	127,662
Germer, David	Asheville, First	600	41,154			32,000		5,596	1,900	3,000	2,300	85,950	79,491
Grogg, Keith	Montreat	145	52,500			40,000		3,600	5,400			101,500	101,000
Gurney, Rebecca	Reems Creek-Beech	85	6			59,994		4,590	4,000	1,250		69,840	62,843
Hagmann, John	Morganton, First	306	43,601			46,000		6,854	4,000			100,455	97,646
Haislip, Lyndsay	Morganton, First	306	46,015			8,060		4,137	3,000			61,212	59,516
Harkema, Luke	Grace Covenant	731	40,340			26,000		5,075	3,000	2,000		76,415	71,743
Holeman, James	Union	97	37,065			15,000		3,983	4,680	1,250		61,978	61,978
Isola, Jill	Northminster	132	34,000	1		20,000		4,420	400	4,500		63,321	68,174
Jarrett, Esta	Canton	51	29,613		2,050	8,134		3,044	3,580	1,475		47,896	47,896
Johnson, Patrick	Asheville, First	600	100,234			45,000		11,110	4,000	5,150	2,300	167,794	157,696
Jordan, Shannon	Asheville, First	600	44,154			29,000		5,596	3,900	3,000	2,300	87,950	79,491
Mangione, Drew	Shelby	415	49,535			35,700		6,520	3,600	2,900		98,255	95,580
Matthews, Matt	Waldensian	320	27,500			20,000		3,634	2,500			53,634	58,634
Matthews, Rachel	Waldensian	320	27,500			20,000		3,634	2,500			53,634	58,634
McCracken, Mike	Banner Elk	183	58,000			42,000		7,650	6,000	3,000	4,500	121,150	0
McKee, Michael	Newland	116	42,000			46,000		6,732	3,500	1,500	2,000	101,732	96,565
McMillan, Megan	Mills River	100	33,034	2,281		28,000		4,844	4,480	1,250		73,889	71,419
Mueller, Toby	New Hope, Gastonia	112	39,300			23,200			3,580	1,250		67,330	72,471
Newman, Beth	Bryson City	109	11,000			20,000		2,372	1,750			35,122	35,122
Oedy, Dan	Southminster	396	67,643			40,000		8,236	3,580	1,250	1,800	122,508	117,995
Poulos, Michael	Spruce Pine	83	36,723	1,000		18,000		4,186	1,800		1,000	62,709	62,709
Purtill, Allan	Tryon	256	57,956	3,000	5,500	19,937		6,609	2,500	2,000	2,500	100,002	100,002
Ragan, Daria	Belmont, First	1009	24,767			45,000		5,337	309	1,916		77,329	77,669
Robinson, Mary K.	Black Mountain	647	60,838			38,000		7,561	5,000	1,500		112,899	110,813
Scofield, Donald	Rutherfordton	347	74,967			35,000		8,412	3,000	1,200	5,200	127,779	124,544
Seiler, Dana V.	Unity	639	30,500	2,000		43,000		6,047	2,000	2,000	1,000	86,547	80,355
Shoop, Marcia M.	Grace Covenant	731	110,766			36,000		11,228	3,600	4,200		165,793	155,457

TERMS OF CALL 2025

	Church/Org	Mbrshp	Base	Def Comp	Utilities	Housing	Manse	SS	Prof. Exp	Prof Dev	Other	Total	2024 Total
Simpson, Brad	Gastonia, First	841	37,080			28,200		4,994	3,525	2,000	1,275	77,074	75,696
Smith, Allen	Kenilworth	62	21,754			20,005		3,329	3,300	1,000	2,865	52,253	53,087
Smith, Lance	Forest City, First	23	42,000			8,000		3,825	4,830	1,250	3,580	63,485	63,485
Stowe, Betsy	Franklin, First	84	39,650			11,895		3,943	3,580	1,250		60,318	58,709
Thompson, Keith	Brevard-Davidson River	306	54,390			34,092		6,769	5,000			100,251	99,080
Upchurch, Will	Long Creek	63	15,135	1,300		4,390		1,593	1,790	625		24,833	23,990
Wade, Byron	PWNC		38,222	12,125		38,222		6,775	6,000	3,500		104,843	100,913
Warner, Samuel	Belmont, First	1009	74,047			45,000		9,107	7,000	1,800		136,954	137,944
Warren, Rob	Marion, First	150	34,424	2,000	5,000		12,427	4,120		6,000		63,971	62,118
Wells, Kimberleigh	New Hope, Asheville	112	40,538			30,000		6,018				76,556	75,112
Wilmarth, Emily	Highlands, First	145	82,400	3,682		30,900		8,949	3,580	1,627		131,138	127,066

Malawi Mission Trip Report 2025

We want to thank all who helped the 2025 Presbytery of Western NC mission team travel to Nkhoma, Malawi and extend your love and support to the church there. We had several goals for our trip, all of which were well accomplished.

We **met Nkhoma Synod and Hospital leadership**, strengthened relationships including with a new Principal at Ebenezer Primary School, saw two girls' dorms under construction and visited a new school for the deaf also under construction. We were honored guests at a ceremony for graduating pastors at Josophat Mwale Seminary where bicycles, dresses, study Bibles and clerical shirts donated by our presbytery were given to the students. We attended worship and shared time and meals with many friends and supporters in the church there.



Rev. Kevin Frederick was able to lead 46 pastors and 28 pastors' wives in **Men in the Mirror or Couples in the Mirror training**, met two members of the Malawi National Police Force who had great interest in the curriculum, and preached to church services, one with 750 in the congregation. Several Muslim leaders have been exposed to the curriculum as they have said there is nothing like it in their faith tradition. Men in the Mirror is galloping forward in Malawi and the results in congregational leadership, families, and village culture are amazing! We are so thankful for these open doors and the Presbyterian Church in Malawi championing this wonderful program.

We were able to visit **two rural health centers** serving more than 100,000 people, to target repairs needed over the next year, and to see the results of work done last year to restore potable water to Malingunde Health Center through our presbytery's support. Potable water is a rarity in Malawi and prior to this work impure water was being hand carried into the center for staff and patient use. This year we have given funding from the Building Hope Campaign to make extensive renovations to the prenatal building and termite prevention throughout the complex of health buildings and ten staff houses. Over the next several years we hope to continue renovations, significantly improving health services and maternal care. We thank God for the faithful staff that have stayed in this remote location for many years serving needs there. It is wonderful to think that because of the generosity of our presbytery they will have safe and well-maintained places to work and live, and many women will be able to safely deliver their babies there.

We visited one of the **Nkhoma outreach clinics** funded by our presbytery in the mobile health unit that our presbytery provided in 2015, which is still in service. Bump, wham, bump...even with the most careful driving these vehicles suffer! Children were weighed, measured, vaccinated, healthy talks given, mothers were able to receive prenatal care and birth control medicines, HIV tests, cervical cancer screening, Bible lessons, while others received palliative care visits. It would have taken one of these mothers six hours walking round trip to the hospital for these services if outreach clinics had not been available. We are rejoicing that the number of clinics has actually expanded, and services have also expanded. We established that members of the mission team do not have the same tolerance for crying children as pediatricians; Barbara, our previous PCUSA mission co-worker tried to cajole mission team members into helping with patient care! Bonus—on the way home we were able to stop for homemade chips (French fries) cooked in a repurposed road sign along the road!



Barbara Nagy brought new resuscitation equipment for newborns and was able to update staff on lifesaving newborn resuscitation, in which they were wonderfully proficient.



We traveled to **three primary and secondary schools** around the Nkhoma community **including Ebenezer School, to distribute girls' hygiene kits**, along with healthy talks about menstruation and encouragement to girls to stay in school. One school we visited had 285 students in Grade 1 but only 30 students in Grade 8. We would love to be a part of changing that, and the girls were overjoyed to receive the kits and the encouragement that went with them. Special thanks to all in PWNC that helped make these kits over the past year. 400 more kits arriving on a container for Nkhoma Hospital will be distributed in the next few weeks. We'll start making them again in September for 2026.

Several educators in our group were able to spend extensive time at **Ebenezer School, Nkhoma University, JMTI Seminary and other educational endeavors**, with good discussions with new staff about needs and priorities for the future. Nancy Ruppert, an educator who stayed beyond our official trip, was able to help the university with curriculum planning. We attended Ebenezer graduation, which was charming and energetic, with plays and presentations by all grades. 'Ignorance is the path of destruction' we were told by some very enthusiastic students!



We were thrilled to share a **Game Park experience and a trip to Lake Malawi with some of our Malawian colleagues** who had never seen some of the animals in their country. It was a fantastic way to build and enhance friendships and working relationships. Returning home we hope to be able to share with many of you personally, and are already planning for next year's journey. Please join us!



ENGAGING IN MISSION MINISTRY

July 2025

Guatemala Partnership

Important upcoming events relating to the Guatemala Partnership include:

- A group will be traveling to Guatemala October 1-8 for the purposes of renewing our Presbytery-to-Presbytery Covenant, planning our work together for the next year, and visiting with partner churches.
- A 30th Anniversary Celebration of our Partnership will take place on Sunday, November 8, 2025. Details will follow.

If you or your church have any questions or would like to engage more deeply in the ministry of our Guatemala Partnership, opportunities abound! Please contact one of us.

Sarah Robinson (pwncguatemala@gmail.com), Coordinator or

Linda Abel (namalkga@gmail.com) or Doug Michael (douglaswmichael@gmail.com), Partnership Committee co-chairs

Malawi Mission Team

A report from the recent Malawi Mission Trip is attached. (See Report P1-P3)

Further information will be provided on the growing crisis of the sudden withdrawal of US Government funding of USAID and other programs. The impact is evident particularly on the lives of young children and of women served by Nkhoma Hospital and its associated outreach at village clinics and a mobile health unit. This dynamic situation will be updated in the next few weeks following mission gatherings, including the Malawi Mission Network where the Ambassador from Malawi to the US, a PCUSA Elder and former nursing instructor at Nkhoma Hospital will speak.

Hunger Team

The Hunger Team approved the following Daily Change grant requests:

Regional Requests	
Agency	Approved Amount
North Buncombe Snack Sacks	\$3,000
Burke United Christian Ministries	\$5,000
Saluda Pop Up Pantry (Tryon PC)	\$10,000
Harrell House Food Ministry	\$10,000
International Requests	
Agency	Approved Amount
Grace Church (Ukraine)	\$5,000
Nkhoma Hospital (Waldensian PC)	\$20,000
Total Funds Granted	
\$53,000	

Grants from this program are distributed twice annually with the next allotments to be made in October.

Housing Team

Steve Aschmann has created a mission statement for this team as it reorganizes from the former Missions Committee: “The Housing Team, in support of the presbytery’s Matthew 25 commitment to work to eradicate poverty, will advocate for neighbors who lack adequate shelter and promote ministries which seek to provide safe, affordable housing solutions. The Team will equip, assist, and strengthen the housing ministries of congregations, presbytery neighborhoods, and partner nonprofits with resources, education, grants, and information sharing.”

Steve is following up with congregations currently engaged in affordable housing initiatives and programs. Housing grants from PWNC are not currently available.

Response to Disaster in Mission Presbytery, Texas

The recent flooding disaster in Texas has brought vivid memories of our Hurricane Helene disaster. Some in PWNC have connections with Mission Presbytery, individuals, and congregations in that area. Esta Jarrett reports that a baby she baptized 10 years ago was safely rescued from camp. Esta reports through her cousin, a PCUSA pastor in that presbytery, that donations to Presbyterian Disaster Assistance, already working there, will be helpful should local congregations and individuals choose to reach out.

Disaster Recovery Update July 26, 2025 Anne Waple, Disaster Recovery Coordinator

Volunteers and Rebuilding:

All three volunteer host sites have been hopping this summer, and we are more or less ‘full’ for the rest of the season. By the end of July, 18 mission teams will have been through our sites and will have worked in at least five counties.

In total, over 35 teams are scheduled this year (including two trips from our own PWNC!), hundreds of volunteers will have worked here, dozens of homes will have received their energy, time, skills, heart, and prayers, and homeowners will be back in safe and secure housing, feeling the love of our denomination and that of our partners.

The three host sites are amazing, and their hosting ministry enables all this to happen. Please thank Rev. Esta Jarrett (Canton PC), Rev. Kim Wells (New Hope PC Asheville), and Rev. Michael Poulos (First Pres Spruce Pine) and their teams for the incredible work of hosting volunteers from around the country. And if your church would like to help host a dinner for the teams, or help welcome them on a Sunday evening, or bring the teams cookies, or other support, please reach out to any of the host sites to offer that help.



The rebuilding is estimated to last at least 5-10 years and so a little later in the season, we will be reaching back out to teams to schedule next year's trips. We would also love to have some more opportunities for our own presbytery to get engaged in either week-long trips or weekend and day-work as well, so we can get youth, working people, and others involved in the efforts.

A PWNC Tool Trailer! Request for tools.

The response of volunteers has been amazing, and because we have so many teams, our work partners (the Western NC Conference of the United Methodist Church/United Methodist Committee on Relief) have requested that we fund more tools for the teams to use. SO, very shortly, we will have our very own PWNC tool trailer!

We will send out a google doc link in the newsletter and are **requesting that each church in our presbytery consider donating one or more tools on the list.** If any of your congregations have tools in good shape that they're no longer using, or you'd like to purchase new ones, or send a donation so that we can buy new tools, then please check the relevant box on the google doc we will send out. It would be so much appreciated, and we hope that everyone will know that they have a tangible part in the rebuilding.

Once we no longer have an active recovery in WNC (God willing!), we hope to be able to loan our trailer to other presbyteries in need.

If any church would also be willing to secure the trailer over the winter, please let us know. Thank you!

Helene Anniversary:

In late September, before the next Presbytery meeting, we will hit the one-year mark since Hurricane Helene devastated parts of our community.

It will be a fragile time for some of our congregations, our neighbors, and all of us too. We will be sharing liturgy from PDA, more mental health resources, and other communications, and if any of you would like to share prayers or other words or resources, we would love to share it widely.

We're also planning a retreat in Montreat for October. More details following in the newsletter. Please keep your eyes open for that.

PDA is also bringing a communications team to the mountains around that time, and we may ask several of you to meet with them to tell your stories, if you're willing.

There are also some grants from PDA to assist ministers and church leaders in taking a break, and if this is you, please, please let us know.

Funding and Grants:

We have received over \$70,000 from Presbyterian Disaster Assistance so far, and we expect to receive at least another \$140,000 this year to support case management and construction personnel.

From our own PWNC Helene fund, we have shared around \$126,000 with at least 14 churches. This has been for direct support of neighbors/construction, church rebuilding, or for community support. We expect to be able to fund more projects in August, and another round in November. You will see in the budget report, that we currently have around \$500,000 remaining, and because of the incredible generosity of our denomination, we are still receiving donations from around the country.

PLEASE, if you have not submitted a request to the PWNC fund for Helene-related expenses for your church, your neighbors, or your community, please reach out as soon as possible to Anne Waple (contact details at the bottom).

In the months to come, we will also focus more energy on assessing the possibility of external grants to help us look ahead to long-term recovery and resilience beyond the next couple of years.

Finally:

Earlier this year, while our teams were working on a house, it turned out that the homeowner was/is suffering from an addiction and was charged with a drug offense. We worked with the case manager to ensure that this homeowner was receiving additional help, and that our teams were all safe (they were/are), but it was an important reminder:

Disaster does not create vulnerability, it reveals it, layer by layer in all its systemic complexity.

Our job in disaster recovery is not only putting nails into boards – critical though that is. It is about lifting individuals, whole communities, and ourselves from despair into hope, from neglect into love, and from the sidelines into agency. We use faith to help us do that, and we understand that our work is really God's work, but regardless of what our neighbors in need believe, they rely on *our* compassionate presence, our deep understanding, and our partnership in their journey, no matter their - or our - circumstances.

Our recovery work in WNC will not end when the last house is repaired. Preparedness and resilience-building is our lifetime work, and we are being called towards it in new ways in WNC – together. Thank you for your tireless love and faith, and your care for all.

Anne Waple | awaple@presbyterywnc.org | 828-279-5017



Churches—Please Pass the Word!

Encourage your 9th-12th graders to plug in and make a difference.

Be part of the team

pwnc youth council

Why You'll Love It

- **Develop Leadership Skills**

Plan events, lead missions, and serve alongside peers.

- **Deepen Your Faith**

Engage in Bible studies, discipleship groups, and one-on-one mentoring.

- **Build Lifelong Friendships**

Connect with other Christ-centered teens from across the PWNC.

Who: 9th-12th Graders (Entering Fall 2025)

What: PWNC PYC Youth Council – where faith and leadership grow together!

When: 2025-2026 school year

"PYC is a wonderful experience to connect with other youth and strengthen your relationship with God. On the team, I have learned new leadership skills and developed lifelong friendships. The team provides a positive environment and I am always excited to spend time with the group and feel God's presence."

Lauren Monnat -Bryson City Presbyterian Church



For more information about PYC
scan the QR code.

Youth Council Description and Expectations Presbytery of Western North Carolina

Youth participants in PYC will spend the program year learning and growing as leaders in worship, recreation and music ministries with their peers in the Presbytery of Western North Carolina. This includes planning, leading and implementing several events throughout the year. Worship leadership includes planning the order of worship, writing prayers and other liturgy and leading/facilitating these parts of worship at various events. Recreation leadership includes planning both large and small group activities that enhance the events with group building, playful exploration of scripture and more. Both worship and recreation leadership includes being prepared, finding your voice in front of a large group, and working together as a team, all of which will be part of the Youth Participants training throughout the year. Additionally, youth participants are asked to lead small groups of Middle School and High School youth in Bible Study, Recreation and creative exploration of the Biblical theme for the year. Throughout their time on PYC, Youth will have an opportunity to learn, grow and practice these vital leadership skills at the same time as growing in their own faith and relationship with God.

Please carefully look over the calendar of dates/fees and the time commitment that is a part of being on PYC. It is important that all participants are present for MOST of the meetings and events, though we understand that young people have a lot of commitments. We ask that you commit to missing no more than THREE meetings or events for the year. If this is not a time commitment you think you are able to make at this time, we encourage you to join PYC when you are able to make a full commitment to the Covenant of Participation.

Youth Leaders

Save These Dates!

**PRESBYTERY
YOUTH JOIN US!**
for these events
coming up!!

TRIENNIUM
National Youth
Conference
July 28-31st
Louisville, KY
REGISTER NOW!

**YOUTH
COUNCIL**
High School Youth
are invited to join
the leadership
team! Email Beth
for more info

Sept 27
PATHWAYS
Youth Gathering for
Middle & High School
SAVE THE DATE
MONTREAT, NC

Nov 8-9
YOUTH RETREAT
Overnight Retreat
Middle & High School
CAMP GRIER

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

PATHWAYS

PWNC Youth Kick Off Event

Games, energizers,
recreation, music & more!

**SATURDAY,
SEPT 27TH**



- ✓ For: 6th-12th grade youth
- ✓ Place: The Barn @ Montreat, NC
- ✓ Time: 10am - 5pm
- ✓ Cost: \$10 per person *
(includes program & pizza dinner)

**Gather with other youth from across the presbytery
for a day exploring God's great out of doors! Join us!**

**Bring a picnic lunch to eat on the grounds. The afternoon will
be a time for participants to discover various pathways that
help us explore God's love & how we can spread that joy!**

***registration begins August 15th**



**Questions? Email Beth Gunn
at beth.gunn@gmail.com**

Finance Team
Feild Russell & Don Scofield – Co-Chairs
July 26, 2025

For information only the Finance Team presents:

- ◆ The ‘Operating Budget Summary’ of the Presbytery of Western North Carolina as of June 30, 2025, BB-2.
- ◆ The ‘Balance Sheet’ of the Presbytery of Western North Carolina as of June 30, 2025 compared to December 31, 2024, BB-3.
- ◆ The ‘Hurricane Helene Fund Financial Statement’ of the Presbytery of Western North Carolina as of June 30, 2025, BB-4.
- ◆ A portion of the 2024 audited financial statements, BB-5 thru BB-9.

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

**PRESBYTERY OF WESTERN NORTH CAROLINA
OPERATING BUDGET SUMMARY
AS OF JUNE 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	\$ 337,097	\$ 305,959	45.4%	\$ 333,329
Other Income	22,000	11,000	11,646	52.9%	12,130
Anticipated Grants/Income	6,500	3,250	6,500	100.0%	6,000
Transfer From Existing Funds-NWC	35,000	17,500	17,500	50.0%	18,750
Transfer From Existing Funds-Disaster Recovery	100,000	50,000	31,200	31.2%	-
Transfer From Existing Funds-Legal Work	10,000	5,000	1,411	14.1%	11,369
Income From Investment	237,318	-	-	0.0%	-
TOTAL INCOME	<u>\$ 1,085,013</u>	\$ 423,847	\$ 374,216	34.5%	\$ 381,578
EXPENSES:					
General Assembly Per Capita/Unified Giving	\$ 165,000	\$ 82,500	\$ 74,879	45.4%	\$ 79,811
Synod Per Capita	14,562	7,281	6,609	45.4%	7,074
Institutions & Agencies	4,000	2,000	1,815	45.4%	1,935
Strengthening Congregations Ministry					
Church Vibrancy Team	20,196	10,098	5,973	29.6%	9,223
Youth Ministry Team / Council	21,450	10,725	5,527	25.8%	3,002
Faith Formation Team	4,700	2,350	-	0.0%	-
Campus Ministry Team	9,500	4,750	4,500	47.4%	4,500
Equipping Disciples Ministry					
New Worship Community Team	35,000	17,500	17,500	50.0%	18,750
Digital Church Team	-	-	-	0.0%	-
Community Outreach Team	-	-	-	0.0%	-
Peace and Justice Team	2,500	1,250	126	5.1%	1,500
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	51,500	30,920	30.0%	(598)
Housing Team	1,000	500	-	0.0%	1,000
Guatemala Leadership Team	27,000	13,500	1,699	6.3%	3,264
Malawi Leadership Team	4,000	2,000	-	0.0%	-
Leadership Ministry					
Commission on Ministry	2,750	1,375	561	20.4%	849
Examinations Team	-	-	-	0.0%	-
Validated Ministry Team	-	-	-	0.0%	-
Preparation for Ministry Team	5,400	2,700	63	1.2%	648
Commissioned Pastors Team	-	-	-	0.0%	-
Church Leadership School Team	50	25	(635)	-1269.1%	(801)
Coordinating Ministry					
Coordinating Ministry	21,857	10,929	1,500	6.9%	1,500
Permanent Judicial Commission	500	250	-	0.0%	-
Nominating / Representation Team	-	-	-	0.0%	-
Personnel Team	536,947	268,474	248,677	46.3%	237,313
Finance Team	79,600	39,800	32,241	40.5%	41,759
Stated Clerk Expenses					
Stated Clerk	26,000	13,000	8,977	34.5%	16,391
TOTAL EXPENSES	<u>\$ 1,085,013</u>	\$ 542,506	\$ 440,934	40.6%	\$ 427,118
NET INCOME/(LOSS)		<u>(118,659)</u>	<u>(66,718)</u>		<u>(45,541)</u>

**Presbytery of Western North Carolina
Balance Sheet
As of June 30, 2025**

	June-25	Dec-24
ASSETS		
Cash (checking and on hand)	\$ 723,272	\$ 1,030,031
Money Market	\$ 257,152	\$ 257,088
Certificates of Deposit	\$ 212,055	\$ 212,055
Investments (Prebyterian Foundation) ¹		
Presbytery of WNC	\$ 5,086,245	\$ 4,737,166
Building HOPE ³	\$ 1,611,056	\$ 1,478,285
Malawi-GAP Ebenezer School Scholarships ³	\$ 185,601	\$ 177,284
Receivables (Sales tax refunds due)	\$ 224	\$ 402
Notes Receivables - Property ²	\$ 1,477,461	\$ 1,519,266
TOTAL FINANCIAL ASSETS	\$ 9,553,067	\$ 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	\$ 2,889,568	\$ 2,727,207
Sale of Church Property	\$ 1,236,991	\$ 1,349,622
Subtotal	\$ 4,126,559	\$ 4,076,829
Designated by General Council		
Sale of Church Property (Notes Receivable) ²	\$ 1,477,461	\$ 1,519,266
New Church Development	\$ 205,513	\$ 207,013
Physical Plant Needs	\$ 53,652	\$ 53,652
Community Outreach Grant Fund	\$ 78,700	\$ -
Korean Church Mission Gift	\$ 100,000	\$ 100,000
Subtotal	\$ 1,915,326	\$ 1,879,931
Donor Restricted		
General Assembly/Synod/ Mission Co-Workers/Crisis Relief/Special Offerings	\$ 92,680	\$ 86,846
Building HOPE ³	\$ 1,638,887	\$ 1,582,965
Hurricane Helene Relief Fund	\$ 495,631	\$ 452,494
Daily Change	\$ 57,877	\$ 77,187
Men in the Mirror	\$ 24,268	\$ 25,849
Malawi-Nkhoma Hospital	\$ 120,061	\$ 107,849
Malawi-Ebenezer School	\$ 111,309	\$ 105,076
Malawi-GAP Ebenezer School Scholarships ³	\$ 185,601	\$ 177,284
Malawi-Mission Trips	\$ 18,369	\$ 15,970
Guatemala Scholarship/Partnership Needs/Projects	\$ 79,539	\$ 72,811
Guatemala Health/Nutrition	\$ 31,717	\$ 36,817
Guatemala Microloans	\$ 13,504	\$ 10,692
Guatemala Mission Trips	\$ 15,530	\$ 20,500
Disaster Relief Coordinator Fund	\$ 163,527	\$ 194,727
Passthru Funds and Other Activities	\$ 462,682	\$ 486,778
Subtotal	\$ 3,511,181	\$ 3,453,846
TOTAL NET ASSETS	\$ 9,553,067	\$ 9,410,607
TOTAL LIABILITES AND NET ASSETS	\$ 9,553,067	\$ 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

Hurricane Helene Fund Financial Statement

As of 6/30/25

Donations

Oct-24	94,413.78
Nov-24	68,314.00
Dec-24	316,266.65
Jan-25	21,858.00
Feb-25	74,514.47
Mar-25	17,016.00
Apr-25	2,826.00
May-25	22,389.00
Jun-25	1,708.00

Passthru Funds (not included in Donations)

PC(USA)PDA Host Site Grant

New Hope Presbyterian Church, Asheville

\$5,000 received by PWNC Apr 2025/remitted to NHPC-May 2025

Total Donations \$ 619,305.90

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

Total Expensed \$ (123,675.30)

Current Balance \$ 495,630.60

Hurricane Helene Relief Grants Application Deadline Dates

March 1, 2025 (closed)

August 1, 2025

November 1, 2025

Lowdermilk Church & Co., L.L.P.
Certified Public Accountants

121 North Sterling Street
 Morganton, North Carolina 28655
 Phone: (828) 433-1226
 Fax: (828) 433-1230

Independent Auditors' Report

To The Presbytery of Western North Carolina
 Morganton, North Carolina

Opinion

We have audited the accompanying financial statements of The Presbytery of Western North Carolina (a nonprofit organization), which comprise the statement of financial position as of December 31, 2024 and 2023, and the related statements of activities, functional expenses and cash flows for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of The Presbytery of Western North Carolina as of December 31, 2024 and 2023 and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of The Presbytery of Western North Carolina and to meet our other ethical responsibilities in accordance with the relevant ethical requirements to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management for the Audit of the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about The Presbytery of Western North Carolina's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not absolute assurance, and, therefore, is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of control. Misstatements, including omission, are material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgement made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of The Presbytery of Western North Carolina's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of the accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about The Presbytery of Western North Carolina's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Supplementary Information

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplementary information, on pages 15-30, are presented for purposes of additional analysis and is not a required part of the financial statements. Such information is the responsibility of management and was derived from, and relates directly to, the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements, and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements, or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated, in all material respects, in relation to the financial statements as a whole.

Lowdermilk Church & Co., L.L.P.

Morganton, North Carolina
June 5, 2025

THE PRESBYTERY OF WESTERN NORTH CAROLINA

Schedule of Financial Position

December 31, 2024

	Without Donor Restrictions					With Donor Restrictions	Total
	General Fund	Restricted Fund	Loan & Grant Fund	Plant Fund	Total	Conley And Reid	
Assets:							
Cash	\$ 366,309	\$ 683,311	\$ 237,500	\$ -	\$ 1,287,120	\$ 5,225	\$ 1,292,345
Receivables	402	-	-	-	402	-	402
Loans receivable	-	1,519,266	-	-	1,519,266	-	1,519,266
Investments	105,344	6,494,221	-	-	6,599,565	-	6,599,565
Property, plant and equipment at cost-net	-	-	-	364,473	364,473	-	364,473
Total assets	<u>\$ 472,055</u>	<u>\$ 8,696,798</u>	<u>\$ 237,500</u>	<u>\$ 364,473</u>	<u>\$ 9,770,826</u>	<u>\$ 5,225</u>	<u>\$ 9,776,051</u>
Liabilities and Net Assets:							
Benevolences payable	\$ -	\$ 5,763,095	\$ -	\$ -	\$ 5,763,095	\$ -	\$ 5,763,095
Accounts payable and payroll withholdings	972	-	-	-	972	-	972
Total liabilities	<u>972</u>	<u>5,763,095</u>	<u>-</u>	<u>-</u>	<u>5,764,067</u>	<u>-</u>	<u>5,764,067</u>
Net assets							
Without donor restrictions:							
Undesignated	459,283	2,890,728	-	364,473	3,714,484	-	3,714,484
Board designated	11,800	42,975	237,500	-	292,275	-	292,275
With donor restrictions	-	-	-	-	-	5,225	5,225
Total net assets	<u>471,083</u>	<u>2,933,703</u>	<u>237,500</u>	<u>364,473</u>	<u>4,006,759</u>	<u>5,225</u>	<u>4,011,984</u>
Total liabilities and net assets	<u>\$ 472,055</u>	<u>\$ 8,696,798</u>	<u>\$ 237,500</u>	<u>\$ 364,473</u>	<u>\$ 9,770,826</u>	<u>\$ 5,225</u>	<u>\$ 9,776,051</u>

THE PRESBYTERY OF WESTERN NORTH CAROLINA

Schedule of Revenue and Expenses Compared to Budget - General Fund
For the Year Ended December 31, 2024
(With Comparative Totals for the Year Ended December 31, 2023)

	2024		Over	2023
	<u>Budget</u>	<u>Actual</u>	<u>(Under)</u>	<u>Total</u>
<u>Revenue</u>				
Presbytery support:				
Unified giving	\$ 505,494	\$ 513,118	\$ 7,624	\$ 484,682
Total (page 16)	505,494	513,118	7,624	484,682
Program receipts and other income:				
Receipts to support legal fund	10,000	21,890	11,890	790
Synod support for HAE	6,000	6,000	-	5,000
Designated proceeds	50,260	51,600	1,340	58,460
Designated proceeds-disaster	-	5,273	5,273	-
Church receipts PWNC only	250	250	-	2,750
PWNC only individuals	10,000	10,000	-	9,500
Interest	-	2,969	2,969	2,473
Transfer from other funds	194,120	142,044	(52,076)	107,883
Total	270,630	240,026	(30,604)	186,856
Total revenue	\$ 776,124	753,144	(22,980)	671,538
<u>Expenses</u>				
Congregational development division	\$ 60,329	55,946	\$ 4,383	63,967
Outreach division	48,410	51,350	(2,940)	41,599
Leadership development division	4,800	2,523	2,277	2,932
Youth ministries	14,950	12,433	2,517	11,062
Administration division	559,360	549,236	10,124	495,496
Special division	-	170	(170)	16,000

Schedule of Revenue and Expenses Compared to Budget-
General Fund (continued)

	<u>2024</u>		<u>Over</u>	<u>2023</u>
	<u>Budget</u>	<u>Actual</u>	<u>(Under)</u>	<u>Total</u>
Book of order division	\$ 21,500	\$ 14,690	\$ 6,810	\$ 3,004
Nominating/representation division	475	-	475	21
Ministry division	8,200	3,826	4,374	3,743
Office support division	<u>58,100</u>	<u>62,970</u>	<u>(4,870)</u>	<u>33,714</u>
Total expenses (page 24)	<u>\$ 776,124</u>	<u>753,144</u>	<u>22,980</u>	<u>671,538</u>
Excess revenue over (under)				
expenses per budget		<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>

Building H.O.P.E. Financial Statement

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

As of 6/30/25

Campaign Totals		Ministry details			
		Malawi	Camp Grier	Vital Churches	Guatemala
Collected	\$1,980,278.09	\$903,862.96	\$374,101.13	\$384,183.58	\$318,130.42
Gain/Loss (subject to market fluctuations)	\$761,001.37	\$369,649.02	\$77.47	\$193,477.76	\$197,797.12
Campaign Expenses	\$107,280.02	\$48,966.08	\$20,266.63	\$20,812.85	\$17,234.46
Utilized	\$935,112.97	\$362,809.32	\$352,011.84	\$74,570.81	\$145,721.00
Available for Requests	\$1,698,886.47	\$861,736.58	\$1,900.13	\$482,277.68	\$352,972.08

Malawi (Health Care & Education)	
Projects	Utilized
Rural Health Clinics*	\$64,587.54
Rural Health Clinic Housing*	\$99,019.78
Research Accountability	\$6,600.00
Mobile Health Unit	\$61,786.00
Medicines Fund	\$114,200.00
Ebenezer Institute Endowment Fund	\$16,616.00
* 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	\$0.00

Guatemala (Education)	
Projects	Utilized
Higher Education Endowment	\$59,200.00
Fund for Theological Education of Pastors	\$60,500.00
Libraries/Teacher/Parent Formation Programs	\$21,071.00
Dream Goals	\$4,950.00

Building HOPE Campaign website:

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

REPORT OF THE GENERAL PRESBYTER JULY 3, 2025

"Slow and steady wins the race."

- Robert Lloyd

Dear PWNC,

Wow! The summer weather has really come upon us quickly!! I hope you all are experiencing the blessing of the summer season – and that you are staying cool.

For many people, summer is a time when (for the most part) life slows down a little. Families and individuals take vacation time, traditional schools have recessed, and church programming decelerates or stops all together. We look forward to rest and relaxation. It's the slow days of summer. However, ministry and mission hardly stop. It just moves at a slower albeit steady pace.

One ministry that has not stopped is the ongoing recovery from Hurricane Helene. Our Disaster Recovery Coordinator, Anne Waple, and the core volunteer team continue their work. With the assistance of Presbyterian Disaster Assistance (PDA), our three worksites (Spruce Pine, New Hope Asheville, and Canton) continue to have a steady stream of volunteer workgroups from around the nation on a weekly basis to assist in cleanup and recovery. I was at Spruce Pine Presbyterian recently to preach and lead worship. While there I had the opportunity to meet volunteers from the national disaster team of the Church of the Brethren. It was wonderful to meet them and others who come from other parts of the country to offer their assistance. All three of our worksites are full for the summer! Anne is also working with an expanded group of people from other Long Term Recovery Groups in Western North Carolina as well. We are moving forward!

The Presbytery continues to grow our international partnerships with both Guatemala and Malawi. Our delegation to Malawi recently returned home and is sharing their experiences of visiting the Nkhoma hospital, Ebenezer school, Josophat Mwale Theological Institute (JMTI), and other sites. Kevin Frederick completed a training session on Couples in the Mirror, an expansion of the Men in the Mirror curriculum. I want to give a special thanks to Rev. Vasco Kachipapa, General Secretary of the CCAP Nkhoma Synod. His term expires later this summer and the Synod will elect a new General Secretary. I appreciated his leadership, friendship and hospitality. I wish Godspeed to him and his family. Relating to Guatemala, Sarah Robinson, our Guatemala Partnership Coordinator, has scheduled a delegation trip to visit our partners the first week of October. I do hope you will have the opportunity to go! Further information and the application can be found in our weekly Friday eNews updates and on our website (www.presbyterywnc.org).

One of the most satisfying joys of this position is visiting our congregations. Since our April Presbytery meeting, I have visited and/or preached at New Hope (Asheville), FPC Spruce Pine, Green Street,

Bryson City, Columbus, and by the time you read this FPC Waynesville. This congregation will celebrate their 150th anniversary. Praise be to God! I look forward to my upcoming visits to other congregations as well.

I want to remind all pastors of the forthcoming Preaching Studio for Renewal workshop which will be held at FPC Asheville on November 13 – 14. Rev. Drs. Anna Carter Florence and Jake Myers from Columbia Theological Seminary in Atlanta, GA will lead us in examining Advent and Christmas Revised Common Lectionary texts. Registration information will be forthcoming and a flyer is attached. Please save the date! (GP Attachment 1)

I want to give kudos to our Presbytery staff. Each of them – administrative and program – give more of themselves to serve you every time I look around. They are without a doubt fulfilling their call and commitment to work in God's vineyard here in Western North Carolina. Please thank them when you see them!

One of my ministry colleagues, Paul Vasile, sings often the song "Trust the Slow Work of God." Life may slow down in the summer season. However, we are still working. May God continue to bless our hands, feet, and minds.

Peace,

A handwritten signature in cursive script, appearing to read "Byron".

Byron Wade
General Presbyter

SAVE THE DATE**November 13-14, 2025****First Presbyterian, Asheville**

FALL

Preaching for Renewal

An Advent and Christmas Season Workshop for Preachers

Join Anna Carter Florence and Jake Myers from Columbia Seminary for Advent and Christmas worship planning!

Together we will:

- Explore the upcoming lectionary texts
- Discover some new strategies for reading Scripture
- Move from text to sermon, as we consider what the familiar stories might have to say to us this year
- Talk about some images of the preacher
- Share roundtable conversation

Sponsored by the CTS Preachers' Studio for Renewal, this 2-day event will be a lively and energizing deep dive into Scripture and your own preaching ministry. Stay tuned! More details to come.



Anna Carter Florence is the Peter Marshall Professor of Preaching, and Jake Myers is the Wade P. Huie, Jr. Associate Professor of Homiletics, at Columbia Theological Seminary in Decatur, GA.

The Columbia Preachers Studio for Renewal at Columbia Seminary is funded by a Lilly Endowment Compelling Preaching Grant.

143rd Stated Meeting of PWNC

July 26, 2025

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Don't Miss the
DEADLINE!

OCTOBER 2025						
sun	mon	tue	wed	thu	fri	sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

OCTOBER PRESBYTERY PACKET DEADLINE:
OCTOBER 2nd

Please Note: Reports not submitted by the team or ministry chair/moderator by the stated deadline will *not* be included in the Presbytery meeting packet. All reports must be written and submitted by the designated chair or moderator. **No deadline extensions will be granted.**