

New Hope Presbyterian Church
2024 Annual Report

New Hope Presbyterian Church of South Buncombe, Inc.
3070 Sweeten Creek Road
Asheville, North Carolina 28803

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ANNUAL CONGREGATIONAL MEETING AND MEETING OF THE CORPORATION

New Hope Presbyterian Church of South Buncombe, Inc.

Asheville, North Carolina

January 28, 2024

ANNUAL CONGREGATIONAL MEETING

Rev. Kimberleigh Wells, Moderator, convened the Annual Congregational Meeting and Meeting of the Corporation in the church sanctuary following the worship service. She opened the meeting with prayer and acknowledged the Clerk as Secretary to record the proceedings as required by the Book of Order. The Secretary declared there was a quorum (20 or more active members).

Minutes of the 2023 Congregational Meeting:

The Moderator announced that the minutes of the 2023 Annual Congregational Meeting are included in the Annual Report to the Congregation. These minutes were approved by the Session and are provided for information.

State of the Church Report:

1. Reports Available Online

- The 2023 Annual Report to the Congregation will be provided through the e-news. Hard copies will be made available to members who want one. The Report includes the minutes of the 2023 Congregational Meeting and the Meeting of the Corporation, annual reports from the Clerk and the committees of the Session: Building and Grounds, Congregational Life, Faith Formation, Finance & Administration, Justice and Reconciliation, Outreach, Personnel, and Worship.

2. In-Person Reports:

- Finance and Administration
 - Elder Terri Carpenter, Chair, reported that the church has had a great year financially. She stated that at the beginning of 2023, the budget included a deficit which did not materialize; in fact, there was a \$37,000 surplus, which the Session has dedicated to the Capital Fund.
 - She further stated that there were three reasons for the surplus: 1) the generosity of the members, some who met and exceeded their pledges; 2) Sessional committees work showed careful spending resulting expenses being less than the revenue; and 3) the growth in the congregation.
 - She reported that \$32,000 was spent on local and international mission.

- The 2024 budget totals \$215,000, an 11% increase in which the committee budgets are fully funded.
- She thanked the Finance and Administration Committee members: Robin Avant, George Bauernfeind, and Jay Maveety.
- Personnel
 - Terms of Call for the Pastor. The Pastor excused herself for this portion of the meeting and Rev. Ken Meeks moderated the meeting. Barbara McLean, Chair of the Personnel Committee, presented the Terms of Call for the Pastor. The total compensation reflects a 2% increase for the pastor and reimbursable expenses of \$1,500. The Board of Pensions contribution increased 7%. The total cost to the church is \$101,564, a 3% increase.
 - The motion from the Committee does not require a second and there were no questions or discussion. The motion was approved unanimously.
 - When the Pastor returned to the meeting, she expressed her deep appreciation and gratitude for the congregation and that she feels blessed by the dedication of the members.
 - The Pastor complimented Rob's music leadership, recognizing the importance of their team work.
 - Raises for the Music Director and the Church Administrator are reflected in the 2024 budget.

Moderator's Report

- The moderator again expressed her joy and gratitude for New Hope.

Adjournment of the Congregational meeting.

- There was no other business and the meeting was adjourned by agreement.

Nancy Spann, Clerk

Kim Wells, Pastor

ANNUAL MEETING OF THE CORPORATION

The President stated that there was no business conducted by the Corporation during 2023. Corporation business usually consists of legal decisions regarding major issues with the church.

Elders are the trustees of the Corporation and the officers are elected by the Session.

The officers of the Corporation for 2024 are

Terri Carpenter, President

Susan Maveety, Vice-President

Nancy Spann, Secretary

Bauernfeind, Treasurer

There was no other business and the meeting was adjourned.

Nancy Spann, Secretary

Kim Wells, Pastor

CLERK'S REPORT

The Annual Meeting of the Congregation and the Corporation was held January .

1. The Session had eleven Stated Meetings, one Congregational Meeting, one called meeting, and one email meeting/decision. Minutes of all meetings are on file.
2. Nine ruling elders comprised the 2024 Session. Following are the ministries of the Session and the chairs of those ministries:
 - Clerk: Nancy Spann
 - Building and Grounds: Bunk Spann (non-active elder)
 - Congregational Life: Woody Ferrell and Nan Riley
 - Faith Formation: Russ Moxley (non-Session member)
 - Finance and Administration: Terri Carpenter
 - Justice and Reconciliation: Jean Moxley
 - Outreach: Susan Maveety and Virginia Hebert
 - Personnel: Barbara McLean
 - Worship: Andy Morse
3. Nine ruling elders will comprise the 2025 Session. Ministries and chairs for 2025 are:
 - Clerk: Nancy Spann
 - Building and Grounds: Bunk Spann (non-active elder)
 - Congregational Life: Woody Farrell and Nan Riley
 - Faith Formation: Russ Moxley, (non-Session member)
 - Finance and Administration: Terri Carpenter and George Bauernfeind
 - Justice and Reconciliation: Carolyn Ledford
 - Outreach: Elsie Reid
 - Personnel: Barbara McLean
 - Worship: Andy Morse
4. Virginia Hebert, Jean Moxley, and Susan Maveety rotated off the Session. George Bauernfeind, Carolyn Ledford, and Elsie Reid were elected to three-year terms for the Class of 2027.
5. Two Sessional committees with specific topics continued. The Nominating Committee chaired by Margaret Marsh and the Earth Care Committee chaired by Janet Black were active.
6. George Bauernfeind was elected Treasurer for 2024 and 2025.

7. Officers of the Corporation for 2023 were: Bonnie Runkle, President; Susan Maveety, Vice-Chair; Nancy Spann, Secretary; and George Bauernfeind, Treasurer.
8. Officers of the Corporation for 2025 are: Terri Carpenter, President; Barbara McLean, Vice-Chair; Nancy Spann, Secretary; and George Bauernfeind, Treasurer.
9. The Session welcomed 12 new members during the year:
 - John Bickerstaff, retired United Methodist Pastor, as an Associate Member
 - Mary Bickerstaff, Letter of Transfer from Long Chapel Methodist Church in Waynesville, NC
 - Janet Edwards, as an Affiliate Member
 - Betsy Finger, as an Affiliate Member
 - Rich Vanderveen, Letter of Transfer from Skyland Methodist Church, Asheville
 - Jean Harley, Letter of Transfer from St. John's Lutheran Church, Abingdon, VA
 - Patricia Haynes, Reaffirmation of Faith
 - David Nash, retired PC(USA) pastor, as an Associate Member
 - Mary Lou Nash, Letter of Transfer from Grace Covenant Presbyterian Church, Asheville
 - Linda Pressley, Letter of Transfer from Western Boulevard Presbyterian Church, Raleigh, NC
 - Carlyn Rich, Reaffirmation of Faith
 - Mary Williamson, Letter of Transfer from Grace Covenant Presbyterian Church, Asheville
10. Retired Clergy Associates added:
 - John Bickerstaff, retired Methodist pastor
 - David Nash, retired Presbyterian pastor
11. The following person was removed from the membership by order of the Session:
 - Marge Livesey
12. Three members passed away during the year:
 - Mary Bickerstaff – August 30, 2024
 - Elaine de Werff – September 9, 2024
 - Johnnie Zorn – May 11, 2024
13. Deacons served during 2024: Bill Carpenter, Janet Ferrell, Tom Fife, Ann Moorefield, Cal Reid, and Karen Ward. Bill Carpenter and Ann Moorefield agreed to a second term on the Diaconate.
14. The Session is grateful for the outstanding leadership of Pastor Kim for our church.

Submitted by Elder Nancy Spann, Clerk

BOARD OF DEACONS

Chairperson: None (Pastor Kim Wells moderates our meetings and invites us each month to reflect on our faith and service.)

Members: Bill Carpenter, Janet Price Ferrell, Tom Fife, Ann Moorefield, Cal Reid, Karen Ward

Number of meetings: 8

Goals for Reporting Year:

- Share compassion, witness, and service with members of the congregation.

Accomplishments:

- The most important work that can be done by the Deacons this year, and every year, is in meeting the confidential needs of individual members of the congregation.
- As the church roll grew in 2024, each Deacon added additional members to their care group.
- With the help of New Hope's own Fibers of Hope knitting group, the Deacons restored the prayer shawl ministry.

Financial Activity:

- Deacon expenditures totaled \$12.80 on a budget of \$200 in 2024.

Thank Yous:

- The Fibers of Hope group: Bonnie Runkle, Elaine Morse, Robin Avant, and Leslie Hillman for making and contributing the prayer shawls that are being shared with members of the congregation.

Suggested goals for next year:

- Share the love of Christ, in abundance and without reservation, with members of the New Hope family.

Submitted by: Bill Carpenter

BUILDING & GROUNDS

Chairperson/s: Bunk Spann

Committee Members: Bill Epps, Bill Carpenter, Myron Lepro, Brad Russell

Number of Meetings: 5 with numerous email exchanges in the interim

Goals for Reporting Year:

- Continue maintenance and clean up as needed
- Carry out special projects as approved by the Session

Major Accomplishments:

- Installed upper sidewalk with metal railing
- Replaced large intrusive bush by front door with three low growing flowering bushes
- Worked with professional to install choir ceiling microphones
- Disassembled and removed large 8x8 podium platforms
- Employed Target Location to plot and flag underground electric wiring in the context of installing upper sidewalk railing
- Installed venetian blinds in copy room and Rob's office
- Obtained profession advice and confirmation that is permissible to use current septic field for overflow parking
- Contracted with WNC Audio to analyze problems with aging soundboard; reconfigured the current sound board and installed an external amplifier
- Employed contractor to replace burned out elevator motor
- Employed contractor to replace shorted parking lot lights and light sensor affected in time for voting day
- Successfully completed the Spring and Fall cleanup days within the building and grounds

Financial Activities:

- Modified the 2024 budget request to better reflect actual expenses and expected increases

Thank yous:

- To Bill Carpenter for providing the labor and often the leadership to complete several projects, including leadership for the fall and spring campus clean up
- To Bill Eppes for keeping the power equipment in good shape and ready to use
- To Myron Lepro for keeping the vendors on their toes regarding upgrades and repairs
- To Session for their continued support of B&G activities and budget

Goals for the Coming Year:

- Recruit committee members(s) to replace at least one who is planning to retire from the committee
- Obtain cost estimates for replacing the Fellowship Hall carpet

Submitted by Bunk Spann, Chair

CONGREGATIONAL LIFE

Chairpersons: Nan Riley and Woody Ferrell

Committee Members: Nan Riley and Woody Ferrell

Committee Helpers: Elizabeth Costlow, Belvin Freeman, Janet Ferrell, Jim McLean, Herschel Lewis, Linda Lewis, John Riley, and Jean Harley.

Number of Meetings: 4 in-person meetings and meetings after each function

Goals for Reporting Year

- Develop programs and events that support the entire congregation (inclusion) within the New Hope Church congregation and the community that we live in.
- Support Christian Life and beyond, embracing all.

Major Accomplishments

Meals: Palm Sunday, Pentecost, Church Picnic at West Asheville Park, Friendsgiving Feast and Christmas Breakfast

Summer Spirit 2024:

- Crafts with Nan and Jan
- Asheville Tourist Baseball game
- Soul Food Luncheon with Copland Rudolph (assisted)
- Southern Appalachian Repertory Theater trip
- Evening at Montreat
- Burgers & Bingo night
- An evening of music at the Arboretum

Financial Activity:

- Purchased new oven for the NHPC kitchen fellowship hall
- Purchased (4) new tables for NHPC fellowship hall

Thank Yous:

Lynne Petty, our church administrator, for taking care of all of our requests and the sign-up sheets for the events that Congregational Life holds throughout the calendar year, and for keeping us informed of special requests and head counts.

Goals for Next Year's Committee:

Set up more face-to-face meetings for the 2025 year – have them scheduled prior to the end of January 2025

Submitted by: Elder Woody Ferrell and Nan Riley Committee Chairs 2024

FAITH FORMATION

Convenors/Planners: Russ Moxley and Kim Wells

Ten classes offered—some on Sunday mornings at 9:30 and some during the week

Title: “God Will Call Us” January 14 and 21

Teacher: Jim Chatham

Attendance: 17 and 28

Title: “Wholehearted Faith” January 18 and February 15

Teacher: Virginia Hebert

Attendance: 8 and 8

Title: “Rooted in the Reformed Tradition” February 18, 25 and March 3, 10, 17

Teachers: Kim Wells and Janice Kominski

Attendance: 18, 18, 22, 24, 24

Title: “Care for the Caregivers” February 15- March 21

Teacher: Janice Kominski

Attendance: 8

Title: “Voices of Conflict, Voices of Hope: a Poetry and Faith Series

Teacher: Virginia Hebert

April 15, 22, 29 and May 6

Attendance: average of 8

Title: “God’s Saving Possibilities” May 12 and 19

Teacher: Russ Moxley

Attendance: 18 and 17

Title: “Medieval Women Mystics” June 30 and July 7

Teacher: Rev. Keith Grogg

Attendance: average of 20

Title: “God’s Covenant with Us” September 1 and 8

Teacher: Jim Chatham

Attendance: 22 and 21

Title: “ Genesis 1 and 2” November 3 and 10

Teacher: Jim Chatham

Attendance: 18 and 16

Title: “Advent in the Psalms” December 8 and 15

Teachers: Paul Galbreath and Kim Wells

Attendance: 20 and 21

FINANCE AND ADMINISTRATION

Chairperson: Terri Carpenter

Committee Members: Jay Maveety, George Bauernfeld, Robin Avant (Consulting), Kim Wells, Terri Carpenter. Lynne Petty (Consulting)

Number of Meetings: 8

Goals for Reporting Year:

- Complete audit of 2023
- Continue development of procedures aimed at improving transparency and security

Accomplishments:

- Mastered new Flockbase software release
- Completed year-end closing
- Completed 2023 audit
- Will complete 2024 with surplus
- Successful 2025 Stewardship campaign, congregation pledging 106% of goal
- Will go into 2025 with a surplus budget

Financial Activity:

- Completed 2023 with \$37,000 surplus (moved to Capital Fund)
- 2024 Budget contains a surplus as did 2023
- 2025 Finance and Administration budget includes 39% increase for Online Giving Expense
- Office Supplies; while a large percentage increase, this represents less than \$1000 for the committee

Thank Yous:

- Robin Avant for her work in completing 2023 audit
- George, Robin, and Jay for faithfully wrestling with Flockbase
- Kim and Stan Presley for their wonderful Stewardship luncheon
- Jay Maveety for his service as Financial Secretary; George for his as Treasurer
- Lynne Petty for her participation and great help with the many financial tasks
- Our faithful Sunday counters: Belvin Freeman, Bonnie Runkle, Nancy Spann, Terri Carpenter, and Susan Maveety

Suggested Goals for Next Year's Committee:

- Complete audit of 2024

- Keep watch on investments to ensure that they remain well invested

Submitted by: Elder Terri Carpenter, Committee Chair

JUSTICE AND RECONCILIATION

Chairperson: Jean Moxley

Committee Members: Jean Moxley, Chair; Betsy Finger, Jean Harley, Don Johnson, Marlene Johnson, Bette Meyer, Janat Parker, Rich Vanderveen, Kim Wells, Ex Officio Member

Goals for Reporting Year:

- Reparations
 - i) Educate ourselves and the congregation about reparations as it affects the Asheville area in general and specifically as it has to do with education and the Reparations Commission.

- Immigration
 - i) Collaborate with Faith Formation to study a book about immigration.
 - ii) Decide on care of and production of banners.
 - iii) Continue support of El Refugio, the organization that provides support to families visiting those being held at the Stewart Detention Center in Lumpkin, GA.

Accomplishments/Financial Activities:

- Arranged and sponsored with Givens Estates a highly successful showing of “Black in Asheville”, a documentary about the history of Black people living in this area. Over 100 attended. Arranged transportation from several locations.
- Some members attended an Asheville City School Foundation ACSF (which we support financially) event where Jason Reynolds was a featured speaker. Students from REAP—Racial Equity Ambassadors Program—helped host the evening.
- Got a card for the congregation to sign, celebrating the first Black woman in the Buncombe County to get her GED.
- Designed a new banner to go up before voting at the precinct at our church. The banner says “VOTE to love your neighbor”.
- \$500 was sent to El Refugio for their Grace Abounds Spring Campaign.
- Sponsored the Soul Food Luncheon with food prepared by a local, Black-owned start-up company, Purple Pig Table. A presentation was made by Copland Rudolph, Executive Director of ACSF, talking about their work to support all students in the Asheville City Schools with an emphasis on students of color. Attended by 64 people.
- Contributed \$1480 to ACSF.
- Gave \$200 to El Refugio to allow detainees to be able to call families.
- A total of \$1942 was given to the Asheville YWCA to support the work with women of color and their families.
- \$685 sent to El Refugio from the sale of Alternative Giving Cards.

- \$2000 from the John Laney Fund was used to help an immigrant family.
- \$1000 given to Faith4Justice.
- \$1000 given to Racial Justice Coalition.

Thank Yous:

- To Copland Rudolph for her presentation to the congregation about ACSF.

Suggested Goals for Next Year's Committee:

- Continue to support our Columbian family
- Explore immigration issues
- Develop relationships with other organizations working with immigrants
- Explore further relationship with YWCA
- Explore a book study

Submitted by: Elder Jean Moxley, Justice and Reconciliation Committee Chair

OUTREACH

Co-Chairs: Susan Maveety and Virginia Hebert

Committee Members: Terri Carpenter, Susan Lang, Marlies Owen, Margaret Marsh, Linda Pressley, John Bickerstaff, and Elsie Reid

Number of Meetings: 8

Goals for Reporting Year:

- Promote Daily Change (previously 5 cents a meal) throughout the year
- Provide additional Outreach activities that will engage greater participation among members
- Promote the covenant relationship with El Divino Salvador
- Conduct donation drives as needed for community

Accomplishments:

- Provided Fair Trade products for sale: coffee, tea, chocolate
- Participated in the Souper Bowl of Caring for the 26th year and hosted a soup sale which raised \$1,900 for MANNA Food bank
- Maintained communication with sister church, El Divino Salvador, through What's App. Virtual worship has allowed our Guatemalan community to participate in worship on a limited basis
- Continued covenant relationship with El Divino Salvador, which included a visit in November for 3 members
- Facilitated our monthly volunteer group at MANNA
- Publicized quarterly Hard to Recycle events
- Continued the Epiphany canned food drive to benefit MANNA Foodbank
- Worked toward meeting our community's need after Hurricane Helene significantly impacted our area

Financial Activity:

- Alternative Giving during Advent to benefit BeLoved Asheville – Hurricane relief (\$1,550)
- \$1,000 gift given to Session of El Divino Salvador when visiting in Guatemala donated by members for medical relief
- \$1,000 gift given to Session of El Divino Salvador through PWNC to help defray costs of the Sur Occidente Presbytery meeting scheduled for January 2025 from Cable/Dixon Fund

- The budgeted Outreach discretionary account of \$1,000 was used for Guatemala children's scholarships (\$786) and Guatemala trip expenses (\$214).
- Total Guatemala Children Scholarships in 2024: \$3,886
- Special Offerings: Joy: \$394; One Great Hour of Sharing: \$735; Pentecost: \$180; Peace & Global Witness: \$500
- Daily Change collected: \$1,283.47

Thank Yous:

- Carole Burnette and Kim Presley for preparing the soup for Souper Bowl Sunday
- Linda and Herschel Lewis for coordinating the monthly MANNA Foodbank volunteer group
- Generosity of New Hope members and friends to Hurricane Helene relief funds and efforts.

Suggested Goals for Next Year's Committee:

- Continue to promote Daily Change throughout the year
- Continue volunteering at MANNA Foodbank monthly as a group
- Provide opportunities to promote Hurricane Helene disaster assistance throughout our community
- Conduct donation drives as needed for community
- Promote the covenant relationship with our Guatemalan sister church, El Divino Salvador

Submitted by: Elders Susan Maveety and Virginia Hebert, Outreach Committee Co-Chairs

Personnel

Chairperson: Barbara McLean

Committee Members: Jean Moxley, Ed Hillman

Number of Meetings: 5 (additional email consultations)

Goals for Reporting Year:

- Reinstatement of the Annual Review for New Hope Church staff (this had not been done since before the pandemic in 2020).
- Revise position descriptions.

Accomplishments:

- Policies, Procedures, and position descriptions were reviewed and edits made.
- After the Administrator resigned, an exit interview was held by Kim Wells and the committee. The position was posted and several interviews were held. Lynne Petty was chosen for the position.
- The salary for this position was raised to attract quality candidates. The salary for the Music Director was also raised at that time.
- Performance reviews were held for the Pastor and Music Director and goals were set for the year. Input was received from Session and Choir members prior to the reviews.
- A Paid Family and Medical Leave policy was approved by Session and put into place in August.
- In December, the pastor and Personnel chair met via Zoom with an Employment Attorney and ascertained that we can have part-time, non-exempt salaried employees. We must ensure that no matter the number of hours worked each week, the hourly wage does not fall lower than the minimum wage for North Carolina.

Financial Activity

- Raises were given to staff when the new Administrator was hired. This caused the Personnel Committee to be over budget for the year 2024.

Thank Yous

- The Personnel Committee is thanked for its availability and for its good work in implementing the changes noted above for this year.
- Terri Carpenter was very helpful in leading the chairperson through the financial changes that were made.

Suggested Goals for Next Year's Committee

- Ensure that performance reviews are held for our three employees.
- Encourage Rob Blackwell to attend the Worship and Music Conference in Montreat.
- Support Kim Wells in taking the time needed to rejuvenate and study – perhaps now is the time for her overdue sabbatical.

Submitted by: Elder Barbara McLean, Committee

WORSHIP

Chairperson: Andy Morse

Committee Members : Janet Price-Ferrell, Elaine Morse, Ruth Young, Rob Blackwell, Kim Wells

Number of Meetings:7 (including workdays)

Goals for 2024:

- Collaborate with the Pastor and Music Director to implement our congregation's vision for worship
- Support growth of in-person and online worshiper numbers (average combined worship attendance 95 for the year)
- Improve online audio for choir by adding new ceiling mics that are spread over the choir area
- Prepare worshipful backgrounds for both in-person worshipers and online, using resources such as a Sanctified Art and our own creativity
- Encourage and recruit new members to be involved in worship and the choir
- Continue to use online resources for visual and liturgical inspiration (bulletin covers, banners, slide show accompaniment etc.) where appropriate.

Accomplishments:

- Grew our average worship attendance (combined in-person and online) to 95
- Supported in-person and online worship services for the whole year, every week
- Worked to provide adornments for special services (Advent, Christmas Eve, Easter, and Pentecost)
- Worked with guest pastors filling in for Kim, including serving communion
- Kept streaming computer up to date with latest upgrades.
- Recruited Jean Moxley to add beautiful and inspiring harp music during celebration of communion
- Supported the choir's satisfying and inspirational programs for Easter and Advent, including talented guest artists.
- Grew the choir to 20 members, including 4 new regulars
- Continued to work on and present new pieces that challenge the choir and inspire the congregation
- Worked with B&G to repair the sound board in order to continue to feed speakers in the sanctuary.
- Added 4 choir mics which feed to the streaming Mac so that online worshipers can hear voices blend better.

- Contracted with new service provider for tuning the piano with more satisfactory results for less money than previous vendor.

Financial Activity :

- Increased worship budget to address inflation (worship supplies)
- Met 2024 budget goals

Thank Yous:

- The Building and Grounds Committee first and foremost. We work together every week on our worship services, both for everyone in the room and for our viewers. They do all the camera work, setting the cameras up every week, hearing the Pastor's instructions, making suggestions, and working the input to the streaming computer every week.
- Our live streaming operators: Terri Carpenter, Bonnie Runkle, Brad Russell, Andy Morse
- Our Communion preparers: Kim Presley and Warren Presley
- Our communion servers
- Our liturgists
- Our ushers
- Our choir members
- Everyone who helps us round up Communion cups after worship on communion Sundays!

Suggested Goals for Next Year's Committee:

- Work on lighting in the choir area. Current configuration was installed when choir was located against the south wall. Image is peculiar on camera when choir gets up to sing (some members are in shadow, others brightly lit). Need reconfiguration so that choir can see the music and Rob and online viewers can see all the choir members consistently
- Recruit even more people to help with tasks like serving communion and setup on workday seasonal events
- Update and consolidate worship guides for seasonal activity and streaming procedures

Submitted by: Elder Andy Morse, Chair