Greenwich Presbyterian Church
Congregational Meeting
November 15, 2026

1. **Call to Order**
   a. Determine Quorum (10% of 477 active members = 48)
   b. Purpose of the meeting and opening prayer

2. **Approval of Changes to Pastors' Terms of Call**
   a. Presentation of recommended changes (see page 3)
   b. Motion: *To approve recommended changes to the Terms of Call for Pastor Don Meeks and Associate Pastor Eric Beckman*
   c. Discussion and Vote

3. **Approval of motions related to incorporation of the church**
   a. Motion 1: *To Authorize the Transfer of Church Assets* (see page 5)
   b. Motion 2: *To Approve Amendments to the Congregational By-Laws* (see pages 5-6)

4. **Current year financial updates**

   a. 2026, budget year-to-date comparison to 2021-2025 through the month of **September**

	2021	2022	2023	2024	2025	2026
Income	$806,228	$825,237	$890,619	$1,045,656	$911,804	**$918,195**
Expense	$809,389	$893,588	$975,830	$1,027,349	$1,028,209	**$1,013,639**
Net	($3,161)	($68,351)	($85,212)	$18,307	($116,405)	**($95,444)**

   b. Operating and Reserve Fund balances as of:

	9/30/2025	**9/30/2026**
Operating Fund = (undesignated general fund)	$33,615	$54,556
Designated Reserve Fund = (includes Preschool and G2G)	$543,068	$853,035

   c. Generation to Generation (G2G) campaign (through November 9, 2026)

G2G Campaign Goal = $ 1,200,000	
Total G2G Gifts Received (94.5% of Goal)	**$1,134,392**
Undesignated – Gifts given with no restrictions	$ 298,929
Mortgage - Gifts designated as principal payments	$ 473,896
Campus - Gifts designated for basement renovation	$ 172,855
Mission - Gifts designated for future mission projects	$ 188,712

d. Summary of 2027 budget approved by Session at their November 3, 2026 meeting

2027 GPC Budget Summary (SESSION APPROVED 11.03.26)

	2022 Budget	2023 Budget	2024 Budget	2025 Budget	2026 Budget	**2027 Budget**	**Increase (Decrease)**
Ministry							
Mission	127,000	141,000	119,000	153,500	127,500	**141,500**	**14,000**
Music	18,900	24,750	18,900	19,600	21,600	**22,300**	**700**
Family Ministries	14,800	18,700	16,500	21,100	24,600	**23,000**	**(1,600)**
Discipleship	17,200	19,400	11,000	14,500	14,500	**16,500**	**2,000**
Per Capita	0	0	24,572	21,916	23,127	**26,314**	**3,186**
Subtotal	177,900	203,850	189,972	230,616	211,327	**229,614**	**18,286**
% of Total	13.5%	14.4%	13.4%	14.5%	14.2%	**14.5%**	
Personnel							
Salaries	572,615	620,003	617,651	662,778	677,406	**719,728**	**42,322**
Benefits	226,353	223,569	220,421	222,811	230,390	**231,861**	**1,471**
Subtotal	798,968	843,572	838,072	885,589	907,796	**951,589**	**43,793**
% of Total	60.6%	59.4%	59.3%	55.8%	61.1%	**60.2%**	
Administration							
Campus	42,750	65,000	145,553	151,400	161,820	**183,886**	**22,066**
Transitions Reserve	0	0	0	0	100,000	**100,000**	**0**
Operations	127,911	135,073	68,925	146,865	105,361	**116,049**	**10,688**
Subtotal	342,466	371,878	386,283	470,070	367,181	**399,935**	**32,754**
% of Total	26.0%	26.2%	27.3%	29.6%	24.7%	**25.3%**	
Budget Total	1,319,334	1,419,300	1,414,327	1,586,275	1,486,305	**1,581,138**	**94,833**
% Change prior year	5.9%	7.6%	-0.4%	12.2%	-6.3%	**6.4%**	

5. **Open conversation on the life of the church**
   a. PSA from your Greenwich SAFE Team
   b. Cultivating Flourishing Congregations update (see pages 7-10)
   c. Denominational re-alignment update and invitation to pray
   d. Questions / open conversations

6. **Adjourn with the Lord's Prayer**

Recommended changes to Terms of Call for Pastor Don Meeks

	2026	2027
Salary *		
Cash Salary	$52,041	$53,541
Housing	$60,000	$60,000
403(b)	$25,000	$25,000
Total Effective Salary	$137,041	$138,541
Benefits		
Board of Pensions	$46,343	$50,153
Professional Expenses	$2,500	$3,000
Study Expenses	$1,000	$1,000
Total Benefits	$49,843	$54,153
Total Compensation	$186,884	$192,694

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Recommended changes to Terms of Call for Associate Pastor Eric Beckman

	2026	2027
Salary *		
Cash Salary	$36,223	$37,723
Housing	$60,000	$60,000
403(b)	$8,400	$8,400
Total Effective Salary	$104,623	$106,123
Benefits		
Board of Pensions	$50,727	$52,928
FICA Reimbursement	$8,004	$8,118
Professional Expenses	$2,500	$2,500
Study Expenses	$1,000	$1000
Total Benefits	$62,231	$64,546
Total Compensation	$166,854	$170,669

Notes:

1. *Pastors request overall breakdown of Salary and Housing amounts
2. Mileage for all employees reimbursed at current IRS rate
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Commonwealth of Virginia

STATE CORPORATION COMMISSION

Richmond, September 22, 2026

This is to certify that the certificate of incorporation of

Greenwich Presbyterian Church

was this day issued and admitted to record in this office and that the said corporation is authorized to transact its business subject to all Virginia laws applicable to the corporation and its business.

Effective date: September 22, 2026

STATE CORPORATION COMMISSION
Attest:

Clerk of the Commission

GREENWICH PRESBYTERIAN CHURCH

Congregational Meeting — November 15, 2026

Motions for Congregational Action

Motion 1 — To Authorize the Transfer of Church Assets

To authorize the transfer of all real and personal property and other assets currently held by or on behalf of the congregation of Greenwich Presbyterian Church to Greenwich Presbyterian Church, the newly formed Virginia nonstock corporation, and to authorize the Trustees, corporate officers, and appropriate staff to execute the documents necessary to complete these transfers, subject to applicable legal and denominational requirements.

Motion 2 — To Approve Amendments to the Congregational By-Laws

To approve the proposed amendments to the Congregational By-Laws dated October 2, 2026, as presented, including the removal of Trustees from the list of elected positions in Article IV and the replacement of Article XI, "The Trustees," with Article XI, "The Corporation," to reflect the church's incorporation and the Session's role as the corporate Board of Directors. The existing Trustee structure shall conclude after the transfer of the church's real and personal property and other assets to the corporation has been completed.

Greenwich Presbyterian Church

Proposed Amendments to the Congregational By-Laws I November 15, 2026

ARTICLE IV — Meetings of the Congregation

CURRENT BYLAWS	PROPOSED BYLAWS
The annual meeting of the congregation is ordinarily held on the second Sunday in February. Additional meetings are ordinarily held in May and October. At these meetings, the following business may be transacted: 1. Annual Reports 2. Election of Church Nominating Committee **3. Election of Ruling Elders, Deacons, and Trustees** 4. Review of Compensation for Installed Pastors 5. Presentation of the church's annual budget Special meetings of the Congregation may be called by the Session, Presbytery, or by ¼ of the membership requesting a meeting in writing to the Clerk of Session.	The annual meeting of the congregation is ordinarily held on the second Sunday in February. Additional meetings are ordinarily held in May and October. At these meetings, the following business may be transacted: 1. Annual Reports 2. Election of Church Nominating Committee **3. Election of Ruling Elders and Deacons** 4. Review of Compensation for Installed Pastors 5. Presentation of the church's annual budget Special meetings of the Congregation may be called by the Session, Presbytery, or by ¼ of the membership requesting a meeting in writing to the Clerk of Session.

ARTICLE XI — The Trustees / The Corporation

CURRENT BYLAWS	PROPOSED BYLAWS
XI. The Trustees (G-4.0101) The Trustees shall be organized as a Board and are ordinarily composed of 3 Trustees elected by the Congregation for life, without term. The Trustees shall have the following powers: to receive, hold, encumber, manage, and transfer property, real or personal, for the congregation, provided that in buying, selling, and mortgaging real property, the Trustees shall act only after the approval of the congregation, granted in a duly constituted meeting; to accept and execute deeds of title to such property; to hold and defend title to such property; to manage any permanent special funds for the furtherance of the purposes of the congregation. Upon the recusal or incapacitation of a trustee, two trustees may act on behalf of the congregation.	**XI. The Corporation** Greenwich Presbyterian Church is organized as a Virginia nonstock corporation. The corporation shall serve as the legal entity through which the congregation receives, holds, manages, encumbers, and transfers its real and personal property and other assets. The members of the Session shall serve as the Board of Directors of the corporation in accordance with the Articles of Incorporation and Corporate Bylaws. The corporation replaces the former Board of Trustees as the civil entity responsible for holding and managing church property. The existing Trustee structure shall conclude after the transfer of the church's real and personal property and other assets to the corporation has been completed.

Transition: Under the proposed Article XI, the existing Trustee structure remains in place until the transfer of church property and assets to the corporation is completed.

Source: Current Congregational By-Laws (May 19, 2013) and proposed amendments (October 2, 2026). All other provisions are unchanged.

CULTIVATING FLOURISHING CONGREGATIONS

Greenwich Presbyterian Congregational Snapshot

Observations and invitations for leadership discernment

A PICTURE IN ONE SENTENCE

Greenwich appears to be a biblically grounded, multigenerational, and generously resourced congregation with strong worship, care, and mission instincts, whose next season may depend less on adding programs and more on discerning a compelling picture of what God is calling the church to become, defining the mature disciples it seeks to form, and redesigning pastoral and lay leadership for the opportunities and demands of a congregation approaching 400 in weekly worship.

How to receive this snapshot

This document offers a third-party picture of Greenwich based on materials provided for the Cultivating Flourishing Congregations process, including congregational input, the 2024 statistical report, the 2026 budget, January 2026 financial statements, personnel and financial policies, and the SAFE Ministry overview. It is not a final verdict or a predetermined plan. It names patterns and questions for leaders to test through prayer, conversation, and deeper listening to God and one another.

1. Signs of faithfulness and strength

- **A clear biblical and Christ-centered identity.** Congregational input repeatedly describes Greenwich as faithful to Scripture, grounded in the gospel, and committed to sharing faith, hope, and love in Jesus Christ through caring witness and service.
- **Strong worship and music.** Preaching, choir, hymns, special music, prayer, and varied musical expression are defining strengths that help unite generations and reinforce the congregation's theological identity.
- **A warm relational culture.** Members describe Greenwich as welcoming, caring, supportive, and large enough to offer substantial ministry while still allowing people to be known.
- **Broad formation across generations.** Bible studies; classes, small groups, prayer, children, youth, young-adult, and family ministries provide meaningful opportunities for growth across life stages.
- **Mission generosity and community relationships.** Greenwich supports local and global partners, provides many avenues for service, and has relationships with schools, nonprofits, neighboring churches, recovery groups, musicians, and community users of the campus.
- **Substantial financial and physical resources.** The mortgage was fully paid in August 2025; the operating fund, designated reserves, campaign progress, flexible buildings, technology, and outdoor spaces give leaders genuine options for the future.
- **Established governance and safety practices.** Detailed personnel and financial policies, Session oversight, external accounting, annual review expectations, child-protection training, and an organized SAFE Ministry provide a meaningful foundation for responsible ministry.

2. What Greenwich's story and data suggest

Indicator	What the materials show
A substantial congregation near a common plateau	The 2024 report records 451 active members, up 14 for the year, with 47 gains and 33 losses. Average weekly worship attendance was 384, and 142 additional people were identified as friends of the congregation. Approaching 400 in worship is a significant achievement and also a common organizational threshold that often requires a different leadership and ministry model.
A multigenerational reach with an older membership core	The report lists 243 children and youth connected to the congregation, while 295 of 451 active members are age 56 or older. Greenwich has both real younger-generation reach and an urgent opportunity for intentional intergenerational transfer.
Strong ministry breadth without a defined destination	The congregation offers worship, education, prayer, groups, mission, care, children, youth, and family ministry. There is abundant activity, but the materials do not yet reveal a clear, shared description of a mature disciple or show how ministries intentionally form people toward that destination.

Indicator	What the materials show
An operating model highly dependent on personnel	The 2026 budget totals $1.486 million. Personnel represents $907,796, or 61.1 percent, while ministry represents 14.2 percent and administration 24.7 percent. This heightens the importance of staff focus, lay equipping, and role clarity.
A stronger financial position after mortgage payoff	The mortgage was paid in August 2025, removing $171,805 from the annual budget. The 2026 plan is 6.3 percent below 2025 and includes a $100,000 transition reserve, creating flexibility for future decisions.
Healthy reserves with meaningful restrictions	At January 31, 2026, cash assets were about $752,637. The operating fund stood near $147,770 and designated funds near $607,300. These resources are significant, but much of the total is restricted to designated purposes.
A well-supported capital campaign	Generation to Generation giving had reached $894,439, or 74.5 percent of its $1.2 million goal, with $241,789 remaining in campaign fund balances at January 31, 2026.
Facilities as both asset and constraint	Greenwich has multiple buildings, two worship spaces, a children's wing, outdoor spaces, and flexible rooms. Members also report crowding, accessibility, navigation, storage, maintenance, parking, and first-impression concerns.
Volunteer willingness without a durable pipeline	Members identify gifted people and many opportunities to serve, yet describe episodic commitments, limited recruiting and training systems, too few ministry leaders, and heavy reliance on staff.
A community presence ready for greater coherence	Greenwich has local partners, service commitments, a preschool, community users, and a strong reputation for welcome. A coordinated local mission strategy could turn these relationships into clearer, more visible neighborhood impact.

3. Possible invitations for the next season

Discern and articulate a compelling future vision
Greenwich has a faithful mission, many worthy ministries, and substantial strengths, but the materials do not yet reveal a clear, shared picture of what God is calling the church to become in its next season. Leaders can guide a prayerful process that names this future, identifies the few outcomes that matter most, and allows that vision to direct staffing, facilities, communication, budgeting, and the ministry calendar.

Define the mature disciple before designing the pathway
Greenwich has abundant activity, but that activity does not yet appear to be organized around a clear description of the mature disciples the church intends to form. Define the observable qualities, practices, relationships, and missional commitments of a flourishing disciple, then align newcomer follow-up, worship, groups, learning, prayer, mentoring, service, and leadership around a visible pathway toward that destination.

Turn gifted people into equipped ministry owners
Build a repeatable system to discover gifts, recruit people personally, offer short on-ramps, train and apprentice leaders, clarify authority, provide coaching, and celebrate multiplication rather than relying on a small core or staff.

Prepare deliberately for generational and pastoral transition
Greenwich's age profile, long-tenured leadership, denominational questions, and the new transition reserve all point toward proactive succession work. The church can distinguish enduring identity from inherited methods and transfer trust, knowledge, and responsibility before urgency forces decisions.

Coordinate local mission around a few community needs
Move from a collection of valued partners and projects toward a shared local mission strategy. Choose a few needs where Greenwich can contribute relationships, volunteers, facilities, and sustained presence, then define the change it hopes to see.

Use the campus as a ministry platform
Assess facilities not only as buildings to maintain, but as tools for worship, formation, welcome, care, preschool, community partnership, and mission. Sequence accessibility, navigation, storage, maintenance, and capacity investments according to ministry outcomes.

Redesign the senior pastor role for the next stage
Don deserves significant credit for leading Greenwich to nearly 400 in average worship while retaining a genuine shepherd's heart. Moving beyond this common plateau will likely require the next senior pastor to devote more attention to vision, strategy, staff and lay-leader development, organizational alignment, and equipping the congregation for ministry. Some may find it difficult when the senior pastor provides less direct pastoral care, so leaders will need to explain the shift clearly and build a strong, trusted congregational care system.

Renew governance and policy for the next chapter
Financial and personnel handbooks demonstrate mature instincts but date to 2008 and 2018. Review them alongside current denominational alignment, employment practice, designated-fund structure, safeguarding, risk, digital communication, and succession needs.

Measure spiritual and missional fruit
In addition to attendance, membership, giving, and program participation, track movement through the discipleship pathway, leaders developed, volunteer depth, pastoral-care coverage, faith commitments, community relationships, and changed lives.

4. A view through the CFC framework

Element	Observations from the materials
Seed / DNA	Biblical teaching, worship, welcome, care, service, and multigenerational life form a strong core identity. The opportunity is to name which elements are essential and how they will be transmitted through transition.
Roots / Vision	The mission is faithful and broad, but the materials do not yet reveal a compelling shared picture of what God is calling Greenwich to become. A clearer future vision and definition of a mature disciple should guide the church's priorities and ministry pathway.
Soil / Systems	Financial, personnel, safety, and ministry practices provide structure. Communication, volunteer systems, decision clarity, policy renewal, and change management need further development.
Trunk / Leadership	Don's shepherding and the work of staff, elders, and gifted members have brought Greenwich to a significant threshold. The next stage will require a senior pastor role weighted more toward vision, strategy, equipping, and leader development, supported by a stronger lay care and ministry system.
Branches / Practices	Greenwich offers substantial ministries across life stages. Clearer alignment, ownership, participation, and pruning can keep breadth from becoming diffusion.
Leaves / Abiding	Prayer, worship, music, fellowship, care, and biblical learning contribute visible spiritual vitality. Intentional intergenerational relationships can help sustain this culture.
Fruit / Measures	Membership growth, attendance, generosity, mission support, and young-person reach show fruit. More direct measures of formation, service, leadership, and community impact would sharpen discernment.

5. Leadership discernment questions

1. Where is God already bringing new life at Greenwich, and what conditions are helping that life grow?
2. What is God calling Greenwich to become in its next season, beyond continuing its current ministries?
3. What does a mature disciple formed through Greenwich look like in everyday life, and which qualities should be observable?
4. Can a newcomer clearly see the next step from first visit to belonging, formation, service, and leadership?
5. Where do people currently stall or disengage along that journey?
6. Which ministries most clearly produce discipleship, belonging, witness, care, and new leaders?
7. What worthy activities may need to be simplified, combined, deferred, or released?
8. Which ministries could continue without staff ownership, and what equipping would make that possible?
9. How many new lay leaders are being identified, apprenticed, and released each year?
10. What parts of Greenwich's identity must endure through generational, pastoral, and denominational transition, and what methods may change?

11. If a key pastor or staff leader were unavailable for three months, what would continue, weaken, or stop?
12. Which two or three community needs is Greenwich especially equipped and called to address over time?
13. How can existing partners, the preschool, the campus, and members' expertise contribute to one coherent local mission?
14. What ministry outcomes should guide facility investment, and which improvements are most urgent for welcome, access, safety, and capacity?
15. What proportion of available reserves is truly flexible, and how should it be deployed to build long-term ministry capacity rather than simply absorb costs?
16. What must the next senior pastor prioritize, delegate, or stop doing so the role can provide the visionary and strategic leadership needed beyond the 400-attendance threshold?
17. How can Greenwich strengthen congregational care so people remain well shepherded when the senior pastor equips others rather than providing most care directly?
18. Which personnel, financial, safeguarding, and governance policies need renewal for current realities?
19. What five to seven measures would help leaders see spiritual formation, leadership multiplication, care, witness, and community impact?

A final word

THE INVITATION

Greenwich's materials portray a congregation with genuine spiritual life, trusted biblical leadership, strong worship and music, broad multigenerational reach, generous mission commitments, valuable facilities, and meaningful financial flexibility. Don's shepherding has helped bring the church to an important threshold. Its central invitation now is to discern what God is calling Greenwich to become, define the mature disciples it intends to form, and reshape pastoral and lay leadership for the next stage. This shift can preserve the church's caring heart while equipping more people to provide care, lead ministry, and carry a shared vision into the future.