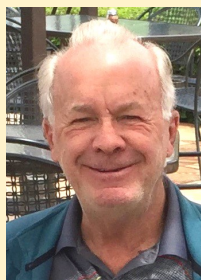


2019 ANNUAL REPORT

Our Year Of Change



Rev. John Moody, Pastor
Gail Moody, Dir. Of Education
RETIRED, DECEMBER 2018



Rev. Ken Smith
1st Bridge Pastor



Rev. David Mote
2nd Bridge Pastor



Rev. Lorne Bostwick
Interim/Transitional Pastor

COMING IN 2020



Carolyn Lawrence & Lucy Foster
Interim Children's Ministry Chairs
February—September, 2019



Welcome - Krisha Horn
Director, Adult & Family Ministries



Welcome - Katy Tillotson
Education Admin. Assistant



Linda McCreery,
Director of Music
RETIRED 2019



Welcome,
Dr. Jeffrey Larkin
Director of Music



Mike Behnke, Building & Grounds Manager
RETIRED 2019



Building & Grounds Team
Maintaining Westminster

“All that you touch
You Change.

All that you Change
Changes you.

The only lasting truth
is Change.

God
is Change.”

- *Olivia E. Butler*



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ANNUAL MEETING AGENDA

Westminster Presbyterian Church

Salem, Oregon

12:30 p.m., January 26, 2020

Moderator: Rev. Lorne Bostwick

Clerk: David Turner

CALL TO ORDER

Opening Prayer

Verification of Call and Quorum

Agenda Approval

REPORTS

Clerk's Report

Necrology Report

Deacons Report

Committee Reports

Financial Reports

NEW BUSINESS

Presentation of 2020 Budget

Presentation of By-Laws (Revised)

Presentation of Restated Articles of Incorporation

INTERIM PASTOR REPORT

OTHER BUSINESS

Nomination of the Pastor Nominating Committee

ADJOURNMENT

Clerk's 2019 Annual Report

<u>Member Losses and Gains</u>	<u>Totals</u>	<u>Male</u>	<u>Female</u>
Membership as of 12/31/2018	463	159	304
Losses (11):			
Deaths	11	8	3
Transfers out	0	0	0
Moved to Inactive	0	0	0
Total Losses	11	8	3
Gains (0):			
New Members	2	0	0
Transfers	0	0	0
Reaffirmation of faith	0	0	0
Confession of Faith	0	0	0
Baptism	0	0	0
From Inactive	0	0	0
Total Gains	0	0	0
Membership as of 12/31/2019	<u>454</u>	151	<u>301</u>

New Members in 2019

None

David Turner
Clerk of Session

ADULT EDUCATION 2019 ANNUAL REPORT

Committee Members: Barbara Wolfe, chair (June-December); Kathy Curlee; Nancy Hammitt; Lorna Motte; Gary Olsen-Hasek; Ken Smith; Diane Stegmeir; and Krisha Horn, staff advisor.

Sunday Evening Program Planning Team Members: Myra Brand-Kersh; Marlene Buker; Jean Christian; Kathy Curlee; Carol Huber; Bert Kersh; Bev Mayhew; Ginny Peterson; Susan Ray; Nancy Ritter; Sharon White; Barbara Wolfe; and Krisha Horn, staff advisor.

Women's Retreat Planning Team Members: Judy Austin; Nancy Battaile; Marlene Buker; Terri Crall; Virginia Dunn; Betty Fennell; Nikki Fennell; Barb Friday; Rachelle Hughes; Rosamund Irwin; Barbara Wolfe; and Krisha Horn, staff advisor.

The committee underwent a few changes this year as Krisha Horn resigned her position on session effective January 2019 in order to accept a position on staff as Director of Adult Education and Family Ministry, replacing Gail Moody as previous staff advisor to the committee. Barbara Wolfe agreed to return as committee chair and elder beginning in June 2019, but unfortunately needed to resign again in December 2019 due to personal reasons.

The Adult Education committee continued to offer Sunday Opportunities for Adult Renewal (SOAR), providing periodic programs on Sunday mornings at 9:30 and 11:00. A variety of topics was explored during the SOAR programs for 2019. In February, Professor Warren Binford of Willamette University gave a firsthand account of the crisis at our southern border. The Mission/Peace/Eco-Justice committee from Westminster followed up on that topic in March. Also in March, Rev. Brian Heron from Presbytery of the Cascades in conjunction with the Appreciative Inquiry Design & Deliver Team led a workshop on how the church can reach out to the wider community. In September, Rabbi Gary Ellison gave us an overview of the Jewish High Holy Days, and Mission/Peace/Eco-Justice presented on the work of the Peace & Global Witness Offering. Finally, in November, our Stephen Ministers led a workshop on how to be present with those who are suffering.

Sunday evening programs were offered twice this year for three weeks each with a delicious dinner each week (thanks to Bill Foster and Barbara Friday and helpers). This year for Lenten Explosion participants could choose between *The Forgotten Creed: Christianity's Original Struggle Against Bigotry, Slavery, & Sexism* led by Stephen Patterson from Willamette University; *Moses: In the Footsteps of the Reluctant Prophet*, a video series by Adam Hamilton; or *The Wellbeing of your Young Person*, a class on mental health among children and teens led by Rena McGrath and Ty Dripps from Salem Pastoral Counseling. In the fall we hosted Dr. Brian Doak from George Fox University for a series on *Ancient Israel's Neighbors*, offered two 21-day challenge options, *The Jesus Challenge* facilitated by Gary Olsen-Hasek, and *The Tech-Wise Family Challenge*. Rev. Lorne Bostwick provided our fourth option with an Inquirer's Class for new members and others.

In January 2019 the committee coordinated our fourth annual Saturday half-day experience titled *Celtic Christian Spirituality*, led by Gary Olsen-Hasek. The half-day experience allows

participants to learn new spiritual practices in a hands-on way. Following the event, a five-week book study offered the option for further in-depth learning on the topic.

In May, a group of women from Westminster made our way to the coast for the weekend for our annual women's retreat. We were blessed by Rev. Dawn Taloyo, who led us through the topic of *Fostering Friendship*, as well as in Sunday morning worship.

In September, the Westminster Travelers enjoyed a trip to Italy and came home with broadened horizons and deepened friendships. They have plans to visit Oberammergau for the Passion Play in 2020. The adult education committee is in the process of writing a new policy regarding the Travelers to present to session in 2020.

In addition, the committee continues to act as a resource for the several independently led weekly Bible studies. Books and DVD resources held by the church were organized with the help of Lynnea Lyman, and a cart was purchased to hold them and make them available to congregation members.

Goals for 2020 include maintaining current programs and adding additional opportunities for adult education to take place in meaningful and accessible ways for everyone. The committee and planning teams continue to welcome new ideas, new facilitators, and new members from the congregation.

Respectfully submitted by Krisha Horn

CHILDREN'S MINISTRY COMMITTEE

2019 ANNUAL REPORT

Children's Ministry experienced multiple changes throughout 2019. After the retirement of long-time director Gail Moody, we embarked on a nine-month period of trial and search for a permanent staff person to fill her shoes. In September, we welcomed **Krishna Horn**, who expanded her hours as Director of Adult and Family Ministries to include the oversight of Children's Ministry. Krishna immediately proved to be a wonderful asset and we are so pleased to have access to her expertise, knowledge, and leadership! In December we embraced **Katy Tillotson** as part-time assistant to Krishna. With these two professionals in place, we are exploring ideas to enrich our program while building on components that have been in place for many years.

Special thanks to **Carolyn Lawrence** (past Children's Ministry Elder and continued committee member) and **Lucy Foster** for graciously volunteering to serve as co-directors of Children's Ministry for much of 2019. Their dedication and selfless donation of time and energy kept our program running smoothly. In addition to the regular workload of serving as directors, they cleaned and organized the supply room, worked with the personnel team to restructure the CM Director position description, organized and oversaw the Child Protection/Compliance Training for adult volunteers and coordinated VBS including recruiting all the volunteers! The dynamic Children's Ministry Committee (**Carole Brewer, Teri Mohnney, Terri Crall, and Shelley Whitaker**) all stepped up with determination, dedication, insight, and time to support them.

Below is a chronological timeline of Children's Ministry activities in 2019:

Early in February the Children's Ministry and Family Ministry committees co-hosted a **Parents/Grandparents meeting** that provided an opportunity for participants to share ideas to enhance both programs. The meeting was well attended with many thoughts and dreams expressed including:

- Adding supplemental take-home materials for Sunday School children to share with their families. This idea was realized in the fall with the introduction of the new Sunday School curriculum, "Growing in Grace and Gratitude." Parents/Grandparents were given on-line links to the supplemental material which has also been available in printed form on Sunday mornings when children are dropped off or picked up from class.

- Adding more opportunities for family events. This year a summer hike and the Halloween-themed "Trunk or Treat" events were introduced – both with great success.

We are continuing to work on providing better advertising around existing events to broaden our outreach to the community.

Daffodil Sharing at Hidden Lakes (April 7) – Children created cards and delivered daffodils to the residents of Hidden Lakes, who greatly enjoy this annual event.

Palm Sunday – One Great Hour of Sharing (April 14) – Children decorated and filled their "fish banks" with coins and dollars to help provide relief to people in crisis.

Volunteer Recognition Sunday (June 9) – Sunday School teachers and helpers were recognized in the bulletin and honored at a reception between services along with other

church volunteers.

Vacation Bible School (June 24-29) – Children participated in a week-long learning experience filled with fun, Bible stories, crafts, games, and music. The sanctuary was transformed into an exciting and magical setting for the African-themed “ROAR.” (Special thanks to the talented **Sue Morris** for her creativity and imagination on the set design.) VBS could not happen without the help of so many volunteers who make it possible. We are so blessed to have a congregation who responds generously each year to support this wonderful, educational opportunity for our children.

Summer Worship – As is our normal practice, Sunday School was suspended from Memorial Day through Labor Day which provided an ideal time for children to worship in church with their families and friends. This year **Teri Mohny** spent many volunteer hours supplementing the children’s ‘Worship Bags’ with a variety of activities and crafts to help keep children engaged while experiencing worship. Pastor Lorne provided a Children’s Message during the 9:45 am service throughout the summer, inviting children to join him for a short, interactive session related to the scripture lesson.

Facelift for Gail Moody Classroom – Incoming 3rd – 5th graders brainstormed over the summer on ideas for updating their classroom. They voted on paint colors for the room and wooden ‘words’ (Friendship, Faith, and Explore) that were placed on the wall in coordinating colors. Old furniture and carpets were removed. A large, flatscreen TV was mounted on the wall and storage units on wheels were added to divide the space. The group felt ‘pride of ownership’ on the result! Special thanks to **Carolyn Lawrence** for her oversight and many volunteer hours spent on this project! Also to **Jo Kerr** for meeting with the children and then designing and masking off areas around the windows that were painted in contrasting colors in lieu of window treatments.

New Sunday School Curriculum for 2019-20 – The committee adopted a new curriculum for the 2019-20 Sunday School year. After months of research and discussion (thank you **Carole Brewer**) the committee purchased ‘Growing in Grace and Gratitude’ which is a Presbyterian Sunday School curriculum. The format allows for the same lesson to be presented to each grade level at the same time with activities suited to age and ability group. A different lesson from the Bible is presented each Sunday unlike previous years where we focused on one lesson from different vantage points over a period of several weeks. The feedback from Sunday School staff and parents has been positive. Prior to adopting it, Carole presented informational workshops with sample lessons for interested congregants to attend and provide input.

Advent Craft Event

Traditionally held on the Sunday afternoon before Thanksgiving, this cherished event is supported by many in the congregation who donate time, talent, and materials. This year, families, friends and neighbors came together to make a variety of ornaments, crafts, and graham cracker houses in Boulder Hall on November 24 to celebrate and prepare for the coming of Christmas. Special shout out to **Pamela Schmidling**, who works hard on this event every year, coming up with ideas for festive ornaments and managing the ever-popular graham cracker houses ... including buying the supplies, making the frosting, and overseeing volunteers who put the houses together for participants to decorate and take home.

Christmas Pageant

The children tell the story of the birth of Jesus Christ at our annual Christmas Pageant, which was held this year on Sunday afternoon, December 22. Children dress in full costume as adorable little sheep, shepherds, wise men, angels, Mary and Joseph. Highlights include Mary riding in on a life-sized paper mâché donkey and a real baby playing the infant Jesus! Thanks again to **LeAnn Goodenberger** for sharing her wonderful dancing expertise in training and leading our little angel dancers! **Teri Mohny** and **Terri Cral** served as co-directors of the play and music, respectively. This was their second year as directors and they again did an outstanding job bringing out the talent and charm in our little actors and musicians!

Our committee counts on the support of the congregation to bring about these many activities and meaningful events for our children and we are so thankful for the enthusiastic dependability of so many! Looking ahead we anticipate another joyful and productive year with the youngest members of our church family.

Respectfully submitted,

Shelley Whitaker
Children's Ministry Elder

FAMILY MINISTRY

2019 ANNUAL REPORT

MISSION STATEMENT - Growing intergenerational bonds and strengthening and supporting community through fun, fellowship and service.

Parents' Night Out - This event is offered as a service to the families in the congregation and local community. PNO was offered twice during the year, in spring and fall. The children enjoyed a meal followed by games, movies and crafts. The parents of our congregation and community enjoyed some time on their own. We averaged 12-15 children.

Notes of Encouragement - Notes were written by members of the congregation and sent to recent high school graduates/young adults in the church in early spring. A poster with photos was placed in the church entry so that members of the congregation could put a face with the names. This will be coordinated with the youth in spring 2020 and will be expanded to include care packages.

Rites of Passage - We recognized milestones in the lives of members of the congregation. Recent retirees were recognized in January. Newly licensed teen drivers were recognized in June. In September, locker mirrors were presented to 6th graders and Bibles to 3rd graders.

Easter Egg Hunt - Held the Saturday before Easter, this highly anticipated event was attended by 28 children. Refreshments and activities as well as hunting for hundreds of Easter eggs in three age groups were enjoyed by children and family. Hiding assistance by mid-highs was much appreciated!

Summer Family BBQ - The annual summer family bbq was held in August on the Boulder Hall patio, a very successful change from the Winola House backyard. The committee provided burgers, hot dogs (plus fixings) and s'mores makings. Families brought sides. Lawn games, bubbles and a sing-a-long led by Jeffrey and Ariana were enjoyed by all - children, youth, families of ALL ages. Attendance of approximately 50 braved the exceptionally hot weather.

Joint Meeting - In June, Children's Ministry, Family Ministries and Youth Committee met together to discuss shared vision and how we can work collaboratively going forward.

The Committee - Family Ministries Committee usually meets the second Wednesday of each month at 7pm in Russell Hall. More members are always welcome as are volunteers to help with individual events and activities. Members include: Kirsten Adams (Elder Jan - June 2019), Rachelle Hughes (Elder beginning June 2019), Mike Goodenberger, Katie Nelson, Nancy Crawford and Krisha Horn (staff). We thank the congregation for their support and look forward to a 2020 full of fun, fellowship and service.

Rachelle Hughes

**LIBRARY
2019 ANNUAL REPORT**

Staff: Susan Ray, Sally Schriver, and Bonnie Shaughnessy-Smith

The Library Staff meets every Monday to maintain the library as a resource center for all church members and adherents.

The Library continues to be a member of the Pacific Northwest Association of Church Libraries, and a member of the Church and Synagogue Library Association.

The Library has subscriptions to the following magazines, and they are available for circulation: Biblical Archeology Review, Christian Century, Christianity Today, Presbyterian Outlook, and Sojourners.

During 2019, since the format is no longer being supported by technology, the library eliminated our VHS tape collection, offering them to those in the congregation who wanted them. Many of our VHS tapes found new homes.

An additional 269 print items were added to our collection during 2019, many through generous donations from our church members.

The Library has two locations: the main location in Russell Hall, and a mobile Library Annex in Boulder Hall. Both locations are well-used.

In 2019, 403 items were checked out (a 25% increase over 2018), including:
179 Adult Fiction, 73 Adult Non-Fiction, 16 Children's Fiction,
5 Children's Non-Fiction, 8 Youth Fiction, 4 Audio books, and 118 DVDs.

Financial Report:

Income (budgeted)	\$600.00
Magazine Subscriptions.....	\$182.95
Purchased Books.....	\$207.28
Purchased DVD	\$ 19.99
Association Dues.....	\$ 25.00
Library Supplies.....	<u>\$117.61</u>
Balance remaining.....	\$ 47.17
Nobuko Fund -Income carried over from 2017	\$237.97
Expenditures.....	<u>\$ 0.00</u>
Balance in Nobuko Fund.....	\$237.97

Submitted by Susan Ray

FELLOWSHIP COMMITTEE

2019 ANNUAL REPORT

With three services the Fellowship committee provides opportunities for people within the congregation to enjoy getting together at different social gatherings throughout the year.

Dinners for Eight (or 9 depending on the count) offers dinners and fellowship in private homes. In 2019 we met in two homes in January and May. There was good food and lots of good conversation. The evenings were enjoyed by all. It is a wonderful way to get to know church members better. Singles are certainly welcome.

In July the **9th annual All-Church Picnic** was held in our park setting at Westminster. About 90 people took advantage of the good weather to come out for the picnic. Some were seated outside and some in Boulder Hall. The Fellowship Committee supplied hamburgers, veggie burgers, hotdogs, along with all the condiments, buns and punch. Attendees brought salads and desserts. Games for the children were provided by the Children's and Family Ministries Committees.

In August, Peggy and Bob Hershey organized an **All Church Volcanoes Night** at Volcanoes Stadium. As usual, it was well attended and great fun.

The Fellowship Committee assisted the Deacons with the **Care Group Brunch** following the Unity Service. The Deacons provided muffins, breads and pastries, while the Fellowship Committee provided fruit, cheese and coffee in Boulder Hall to over 100 people.

The Fellowship Committee assisted with refreshments for participants, families and guests at the **Children's Christmas Pageant**.

Submitted by Jean Christian

STEPHEN MINISTRY 2019 ANNUAL REPORT

The primary goal and purpose of our Stephen Ministry Program is to provide 1-on-1 weekly confidential Christian caring for those in distress and who need listening, support and comfort.

Another aspect of our ministry includes Stephen Ministry Sunday (the last Sunday of each month). Beginning in February of 2020, Stephen Ministry Sunday will be the 4th Sunday of each month. During this Sunday we provide greeters, Minute for Mission, and a Stephen Team member available to talk with anyone interested in being listened to, prayed with, or wants more information. We staff the Stephen Ministry table where materials about Stephen Ministry can be found as well as other information about various life topics such as grief, divorce, etc.

We also provide a series of 4 grief booklets called, collectively, Journeying Through Grief, to family members of deceased members of the congregation. This ministry involves calling family members to see whether they would like to receive the booklets, and give them a choice between having the booklets hand delivered or sent through the mail. We began this ministry in 2013, and since that time **57 households** have received the booklets. If the booklets are hand delivered, that involves 4 visits to a household, as the books are meant to be received about every three months during the year following bereavement.

In the past the Stephen Ministry Team presented training to the Deacons on what Stephen Ministers do, the kinds of situations in which Stephen Ministers can offer support, and the process for referring a person who might benefit from having a Stephen Minister.

During one of the Senior Lunches, we presented a program on grief and what you can do to take care of yourself during the grief process.

In November of this year, the Stephen Ministry Team presented a SOAR on listening as a way to provide care.

There are several ways we have been involved in community outreach. One is that we have contacted some of the assisted living residences near Westminster to offer the services of our Stephen Ministers, either formally or informally. At this point none of them have taken us up on our offer. Another involved providing a table giving information about the Stephen Ministry Program, both in general and at Westminster, at the Salem Pastoral Counseling Center's Community Fair. Third we have shared training of Stephen Ministers with two different congregations, First Presbyterian Church and Queen of Peace Catholic church, both in Salem. At times we have also provided our Stephen Ministers to provide care to members of other congregations, and have had some of our congregational members assigned to Stephen Ministers from other congregations.

Westminster was first enrolled in the Stephen Ministry Program for a few years at least 30 years ago. Westminster was reenrolled in the program in 2010. Since that time a total of 21 people have been trained as Stephen Ministers and Stephen Leaders.

Staffing: Currently there are **7** active Stephen Ministry Team members, **6** of which are Stephen Leaders. The other active team member is a past Stephen Leader who has chosen to

retire from a leadership role. Stephen Leader responsibilities include coordinating the following areas: Referrals, Continuing Education, Awareness Building, Planning Administration and Supervision. Currently, **5** of the Stephen Ministry Team have caring assignments. **Four** of the Stephen Leaders have a caring assignment along with their responsibilities in coordinating the program. Some of the team are also involved in caring for others in an 'unofficial' capacity.

Since 2010 the Westminster Stephen Ministry Program has provided care for **25 care receivers**. **Eight** were served during 2019. **Eight** people have been officially contacted who indicated they were not interested in having a Stephen Minister at that time.

Overall hours per month:

Members of the Stephen Ministry Team who have a caring assignment usually meet with their care receiver on a weekly basis, for about an hour a week, (an average of **4** hours per Stephen Minister).

All Stephen Ministry Team members attend an Affirmations meeting of about two hours twice a month (an average of **4** hours per Stephen Minister).

Stephen Leaders each spend an additional **2 to 3** hours a month in planning and coordinating the Stephen Ministry Program.

Overall total monthly hours:

Providing direct care for congregational members – **24** hours

Affirmation meetings – **21** hours

Stephen Leader planning and coordination – **12 to 18** hours

Respectfully submitted,
Wendy Crane

THE FINE ARTS COMMITTEE

2019 ANNUAL REPORT

The Fine Arts Committee plans, prepares and produces the Fall Westminster Festival of Fine Art. The mission of the Festival is to honor the Creativity of our Lord by ministering through varied art media, exhibiting the work of emerging and established artists and promoting the brotherhood of our congregation and the community.

The 2019 Festival received artwork from 76 artists which included a variety of media: watercolor, acrylic, oil, mixed media, photography, pottery, woodworking, jewelry, fabric art and more. Several of the artists are members of our Church. Twenty two of these artists were new to the Festival this year; several coming from the Portland area and one from Washington. Our Festival is recognized by artists as a Show they look forward to participating in.

The Festival work began on Sunday and Monday evenings with a group of youth and adult volunteers who moved the Festival supplies from the storage area and began set up of the display panels, tables and chairs, etc. transforming many areas of the church into a gallery setting. This year the Art Committee made a decision to utilize the Solarium in addition to Boulder Hall, the Narthex, and Russell Hall. We also added three new black kiosks which were used in Boulder Hall. Some of the revenue from the 2017 Festival was used to purchase the materials. Kenn Battaile built the frames and Sue Morris painted them. These kiosks will be used for future Festivals.

Tuesday afternoon, the artists delivered their artwork and many volunteers assisted in checking in the artwork. Wednesday and Thursday morning were spent displaying the artwork and preparing for the Thursday evening reception. The reception was well attended by the artists and visitors to the Show. Music was provided by Gail Gage Jazz and hors d'oeuvres donated by the church congregation were served. The Scout Troop provided traffic control in the parking lots. Nancy Eng was our Featured Artist and provided a display of her contemporary landscapes and oil and wax paintings.

The Festival continued Friday, Saturday and Sunday with the gallery open to the public. Several of the participating artists provided demonstrations of their techniques during the Festival.. The Festival was well attended by the Salem community and outlying areas. With the continued addition of out of town artists, we should attract more visitors from outside of the Salem area.

The Saturday morning Breakfast with the Arts was well attended with over 90 guests enjoying a presentation on Salem Art Association's methods of promoting art in the community by Kathy Dinges. Nancy Hammitt once again coordinated the breakfast and utilized youth to assist with the serving. In exchange, they receive money for summer camp and Mission trips.

Festival sales grossed approximately \$24,000 with 70% being returned to the artists. This was an increase of \$5,000 over the 2018 sales. The Festival portion (30%) goes into our Festival account to benefit WPC youth missions, scholarships to graduating seniors to assist in furthering their education, the building fund, donations, etc. Remaining funds are held in reserve to finance the 2020 Festival.

Sheila Powell, Chair

MISSION PEACE ECO/JUSTICE COMMITTEE

2019 ANNUAL REPORT

Our committee is a wonderful group of people committed to the tenets of our mission statement:

Mission, Peace, Eco-Justice strives to serve, support,
advocate, and inspire our local church to take action to
provide God's peace and justice and protect God's creation.

Our members include: Rebecca Dusek, Lucy Foster, Karen Freed, Recording Scribe, Jackie Hilfiker, Treasurer, Marge Kmetz, Judi Liechty, Helen Schafer, Ann Montague, Gary Olsen-Hasek, LeAnn Goodenberger, Katie Nelson, and Susan Tanabe and Christine Speak, Chair. We meet most months on the Thursday following the Session meeting. Some of our members are at-large members. They work on and coordinate their projects from home. Together we are a great team of people! Please contact any of us if you want to attend a meeting to see if you'd like to join us. Visitors, and prospective members, are most welcome.

The following non-profit programs and service activities were selected by the committee and approved by session to receive monetary and service donations from Westminster Presbyterian Church.

Westminster Presbyterian Church approved and MPEJ sent **\$12,695** to the **Presbyterian Partnership Giving Fund**. A portion of this money stays in our local presbytery, and some goes on to the denomination for the support of the Mission Agency. We gave **\$1000** as direct support to Scott and Elmarie Parker (mission coworkers in Iran, Iraq, Syria and Lebanon).

MPEJ organized the advertising and communication for the **Peace and Global Witness offering**, which was held Sept 2-October 7. Church members and attendees donated **\$2618**. 50% (\$1309) of the money collected goes to General Assembly, 25% (\$654.50) is shared between Synod and our Presbytery. The final 25% (\$654.50) is discretionary and, in 2019, was donated to Salem for Refugees. Rebecca Dusek organizes our Peace and Global Witness offering.

Westminster Presbyterian Church approved and spent **\$9590** to support the following non-profits and service organizations. Organizations receiving service or goods, in addition to money, are listed first.

Marion Polk Food Share, Table of Plenty - \$1700. In addition to money, we collected **2896.3 pounds** of food in the barrels in the church lobby. Donations are made throughout the year and MPEJ hosts competitive food drives: a Beavers vs Ducks food drive in the Fall and a Soup-er Bowl drive in January/February, to increase awareness and build the Table of Plenty food stores. Jackie Hilfiker coordinates our efforts. Several church members and attendees also volunteer at Table of Plenty in various jobs: Stocking shelves, sorting food, transporting food from various outlets, and shopping with the clients.

In 2019 we also supported the cub scouts during Scouting for Food in December. We hosted the Cub Scouts' presence during the services on the first and second Sundays in December. Jackie Hilfiker coordinates our giving to Marion Polk Food Share and satellites.

Refugee Supper Club - Vicki Brown and Lucy Foster organize three meals which we host for the refugee families and their mentors. The themed meals are held at Riverfront Park or Boulder Hall. The June supper, focused on summer activities for refugee families and children. In August, the theme was back-to school, and in November, Supper Club returned to Boulder Hall for a Thanksgiving meal. These meals serve as social gatherings and community education events for our newly arrived refugee families.

In addition, the church kitchen hosts preparation of newcomer meals. These are meals created by refugee families for a newly-arrived refugee family.

Family Promise (IHN) - We provide **\$1000** to Family Promise and host Family Promise families three weeks each year. Marge Kmetz and Arlene Pate coordinate approximately 70 volunteers, food, and supplies each week we host the families. Four plus families, comprised of 12-16 people, are housed each time Westminster hosts IHN. In addition, pizza money is collected and recorded in account #619011. These specially collected funds, currently \$105, buy the Thursday pizza dinners served while Family Promise families are housed at Westminster Presbyterian.

Meals on Wheels - Westminster Presbyterian Church donated **\$1075** (\$700 plus \$375 from LifePax) to Meals on Wheels. In addition, several church members and attendees deliver food for Meals on Wheels.

Marion Polk Food Share, Youth Farm activities - **\$400** donation

NW Human Services - **\$1650** donation

Salem Pastoral Counseling - **\$820** donation

Liberty House - **\$605** donation

Family Building Blocks - **\$605** donation

Presbyterians for Earth Care - PEC is a member-based, grassroots, 501(c)(3) non-profit organization operating alongside the Presbyterian Church (USA) **\$ 130.00** donation.

In addition, **\$130** was given to Interfaith Power and Light.

Peace Lecture at Willamette University. **\$50** donation to PeaceWorks to support the Peace Lecture.

\$300 to Salem For Refugees to support childcare for English language tutoring class held at St Paul's Episcopal Church.

\$375 to HOAP from LifePax monies

\$375 to HOST from LifePax monies

\$375 to Union Gospel Mission from LifePax monies

MPEJ also organized the following opportunities for Westminster Presbyterian Church members and attendees to donate time and/or goods.

Fifth Sundays - In March we collected rain boots, underwear, and socks for Family Building Blocks. On June 30, we coordinated efforts with Children's Ministries and VBS. We collected donations for St Francis Shelter. In September, we held a drive for Liberty House. In December, MPEJ held a drive for the Arches Warming Shelters. Katie Nelson and LeAnn Goodenberger organize this activity.

Mission Giving Trees - MPEJ places a Christmas tree, decorated with gift tags, in the lobby at the end of November. Church members select gift tags for Salem Heights School children and Oregon State Hospital residents, buy the suggested presents, and return these gifts, with tags attached, to the church lobby. Helen Schafer organizes this activity.

Helping Hands - A barrel for gently-used clothing is located in the church lobby. Bill and Donna Grupe delivered the collected clothing until mid-year when Annette Christensen accepted responsibility for delivering the clothing we collect.

MPEJ creates sells **Life Pax** which are single serving, ready to eat meals that are purchased by individuals for gifting to panhandlers. These are sold to church attendees on the 2nd Sunday of each month in the church lobby.

Life Pax represents a self-supporting line item in the Westminster Presbyterian Church budget, #808009. Judi Liechty and Marge Kmetz are in charge of this program. Life Pax are sold the second Sunday of each month at \$2 each. When monies collected exceed what is needed for Life Pax purchases, assembly, and storage, the committee decides what to do with the extra monies. In August 2019, donations of Life Pax monies were made to Union Gospel Mission, HOAP, HOST, and Meals on Wheels. All donations are restricted to these organizations food sharing efforts.

In 2019, 577 Life Pax were sold.

The MPEJ March **SOAR** topic was the US response to the asylum seekers on our southern border and "What is a Presbyterian To Do?" Attendees voted on actions we could take here in Salem, and the question was posed to the congregation via bulletin board voting. Per the congregation, fundraising for local actions, support for DACA/DREAMERS, and partner with other churches on the southern border, were the most popular ways to help. Christine Speak, Lucy Foster, and Judi Liechty led this SOAR.

September 22, **SOAR**, topic was: "What are Presbyterians doing to support peace-making efforts in Guatemala, Nicaragua, and Honduras?" Lucy Foster led this SOAR.

MPEJ, in coordination with the Worship committee, hosted the **Uhuru Children's choir** at the 9:45 service. The Uhuru Children's Choir is comprised of children from the Salem refugee families and organized by Salem for Refugees. MPEJ donated **\$50** to the Uhuru Children's Choir as a thank you. This money came from our contingency fund which is

held in #619001. In addition, MPEJ provided a Minute for Mission about how we serve our refugee community.

MPEJ educates the church community via the **Bulletin board** to the right of the office windows. Committee members publicize volunteer service opportunities and Presbytery mission, peace, and ecojustice topics.

Internally, MPEJ discusses current world topics and crises. These topics can result in action items which are taken to Session for review and approval. During 2019, MPEJ brought one topic to session, namely our decision making policy or how we decide which world events to focus on. Our decision making policy was reviewed and approved by Session.

The committee recognized two areas of weakness, namely our lack of a Recording Scribe and a EcoJustice Coordinator vacancy. Gary Olsen-Hasek has agreed to lead our Eco-Justice efforts and Karen Freed has stepped up to be our Recording Scribe.

Our committee leads many local social service programs and we have the satisfaction of knowing that we are involved in important work. We welcome new members to join us. You may attend to our monthly meetings, held on the Thursday following the Session meeting each month at 5:30 pm or offer to help out as a member-at-large, skipping the meeting part. Please feel free to give any one of us a call to ask questions or see how you might enjoy being part of this great endeavor. Contact us before attending our meeting, (Christine Speak at 503-569-4970 or christinelspeak0909gmail.com) as we sometimes conduct the month's business electronically.

Respectfully submitted by Christine Speak

WORSHIP COMMITTEE 2019 ANNUAL REPORT

COMMITTEE MEMBERS: Rosamund Irwin, Arlene Pate, Arlis Shellman, Ben Silveira, Bev Silveira, Kenn Battaile, Chairperson

STAFF: Rev. Lorne Bostwick, Interim/Transitional Pastor
Jeffrey Larkin, PhD, Director of Music
Ariana Recher, Director of Contemporary Music & Pianist

Westminster welcomes all people to its worship services. The 8:15 and 11:15 Sunday morning services are a traditional style, which include congregational singing, choirs, bell choirs, instrumentalists, and vocal soloists. The 9:45 AM service is informal and supported by an impressive praise band. As a Christian community we are strengthened by our sharing of joys and concerns in every worship service.

Special Services in 2019 included: Baptism of the Lord, Ash Wednesday, Maundy Thursday, Palm Sunday, Easter Sunrise, Pentecost, Unity Sunday, World Communion, Reformation Sunday, All Saints, Advent Sundays, Christmas Eve, and West Pres Fest Sundays (when there's a fifth Sunday in a month) where we worship in one combined service.

During 2019 we served communion on 14 separate days at 35 different services. Communion is a central ordinance of our worship program. We have an open table, where Interim Pastor Bostwick invites all present who have accepted Jesus as Lord and Savior to take part in communion, regardless of denomination or church membership.

Each of the three services are staffed with a significant number of members who volunteer as ushers and worship assistants. The Worship Committee is particularly indebted to: Bob Hershey, who coordinates the 8:15 ushers; Jim and Pat Randle and Matt Crall for the 9:45 ushers; Rosamund Irwin for the 11:00 ushers; and Mary Snethen who coordinates the worship assistants. Without these volunteers our church services would not flow as well as they do. In addition, Mike Friday, Alex Irwin, and Steve Tillotson provide our services with audio/video technical capabilities that make our vision and audio excel.

Our worship program depends on the continuing participation of volunteers, who are willing to complete the many activities that make the worship services successful. These volunteers include:

A multitude of ushers, greeters, worship assistants, communion servers, and deacons who set the communion tables were coordinated by:

- Linda Stephens, Inez Gollersrud, Mary Von Schimmelmänn, and Mary Snethen for worship assistants
- Bob and Peggy Hershey, Jeff Kovach, Jim Randle, and Rosamund Irwin for ushers
- Reg Tenney and Jim Keener for greeters
- Arlis Shellman for communion and pew supplies
- Rosamund Irwin for Advent
- Music directors Linda McCreery and Dr. Jeffery Larkin
- Pianist/Organist - Ariana Recher and Kathleen Knauss

Other key persons who make our worship services effective are:

Banner Hanger: John Mayhew

Antependia Hanger: Arlis Shellman

Pew Supplies: Sara Morgan and Arlis Shellman

Flower Coordinator for Easter Carol Richmond and Christmas Kenn Battaile, and Laurie Hain who cared for the Christmas poinsettias

Advent readers and candlelighters

Choirs and hand bell ringers

Audio visual assistants

The worship committee's principle responsibility is to schedule the events and details of worship at Westminster Presbyterian Church. We are always looking for suggestions to meet the worship needs and expectations of the congregation. Contact any of the following committee members with your suggestions - Kenn Battaile - chairperson, Rosamund Irwin, Arlene Pate, Arlis Shellman, and Ben and Bev Silveira; staff support is provided by Interim Pastor Lorne Bostwick, Music Director Dr. Jeffery Larkin, and Ariana Recher Pianist/Organist. We meet on the first Thursday of most months at 5:00 pm in the Eastminster Room. Please check the church calendar and join our meeting as a new member or a visitor.

In spite of the challenges presented by the retirement of Pastor John Moody at the end of December 2018 and Music Director Linda McCreery in June 2019, the worship committee members look forward to serving the congregation in 2020.

The Worship Committee members stand on the shoulders of the many volunteers who support the worship program at Westminster Presbyterian Church; without these dedicated volunteers the worship program would not meet our needs.

Kenn Battaile, Chairperson

OUTREACH COMMITTEE

2019 ANNUAL REPORT

We connect and encourage members and friends to be actively involved in sharing the love of God in our church and community.

Committee members: Nancy Battaile, Marlene Buker, Jean Christian, Annette Christiansen, Carol Huber, Ginny Petersen, Nancy Ritter, Sharon White, Elder Lynnea Lyman

Committee Responsibilities

Welcome Table and Cookie Ministry ~ We recruit and schedule volunteers to staff the table. Working with greeters and a “floater,” members and volunteers identify guests and ask them to check in for a name badge. We welcome the guests, provide information about the church, and answer questions.

First time guests are asked to stop by the table after the service to receive a plate of cookies and informational pamphlets about the church.

Office Manager Jean Severson makes name badges for members and frequent guests.

New Members' Class ~ Three people attended the Inquirers' class during the Fall Frenzy. They plan to join the church in January, 2020.

Keeping Members and Guests Current ~ Committee Members updated a detailed list of committees and events sponsored or supported by Westminster. The document, ***Opportunities to Participate at Westminster Presbyterian Church***, is at the Welcome Table for all to use.

Backpacks ~ Nancy Battaile and Marlene Buker advertised, collected, and arranged to have 96 backpacks delivered to four elementary schools and one middle school. In addition, the congregation donated \$160 which was donated to the Assistance League for its backpack project.

Westminster Prayer Chain ~ This program was established by the committee several years ago. It is an email prayer group. Anyone may join the group, and anyone may request prayers. It is administered by Nancy Walker.

Westminster E-Blasts ~ This program was also established by the committee several years ago. It is one way to immediately reach congregants and frequent visitors with news about both church activities and other activities members may find interesting. Anyone may request being added to the recipients list, and anyone may resign from the group. It is administered by Craig Parker.

Program for Managing Membership Data ~ This program, designed and implemented by committee member Ginny Petersen, keeps track of former and current members and regular attendees. It is valuable to keep our church registry updated for the benefit of our church and the Presbytery.

The Outreach Committee is successful only when we have the volunteers to support our short list of programs. We meet at 9:30 am on the second Thursday most months. We welcome your participation. I am grateful for this committee, and for the invaluable assistance I have received from Jean Severson.

Respectfully submitted, Lynnea Lyman

BUILDING AND GROUNDS COMMITTEE 2019 ANNUAL REPORT

Committee Members include: Bruce Chinnock, Gary Ryan, Jack Dean, Jean Christian, Jeff Kovach, Chet Flick, and Richard Mather.

The Building & Grounds Committee is charged with equipment acquisition, maintenance, and replacement pertaining to all church buildings and property. It oversees the upkeep and maintenance of the church grounds and coordinates efforts of volunteers as well as professionals to assure both the maintenance and improvement of the church building and property.

Looking back on 2019: Accomplishments

Over the past year the following projects have been completed.

- Replaced the furnaces for the sanctuary

- Covered cleaning and setup for the church during Mike Behnke's leave for knee surgery

- Selected a janitorial service after the retirement of Mike Behnke

- Replaced a backflow prevention device

- Maintained church van

- Trimmed and removed trees as necessary

Looking forward to 2020

We will continue to deal with the rising costs of various utilities. We strive to minimize the effects these costs have on the operation of the church. We look for innovative ways to reduce costs.

Trees continue as an ongoing maintenance issue. We have many lovely trees on our grounds which must be trimmed to protect our buildings and parking lots from damage.

The Building & Grounds Committee continues to serve the Westminster church community in the maintenance of the facilities and property. To this end we are continually seeking more members to help. We have specific needs for assistance in mowing the lawn regularly for Winola House and in overseeing the regular maintenance of the church van. We also seek help every spring with our annual Spring Cleanup of the grounds.

Sincerely,
Bruce Chinnock

BUDGET AND FINANCE COMMITTEE

2019 ANNUAL REPORT

The Budget and Finance Committee oversees the financial matters of Westminster Presbyterian Church. The Committee arranges for a full and proper accounting of donations from our members and also other income. This is used to prepare the annual budget for Session approval. The Committee tracks income and expenses through the year, arranges for the annual financial review, and keeps Session advised regarding all financial activities. Our goal is to prepare an annual budget that fairly represents our membership giving, supports our program and ministry, and distributes these resources appropriately among our Church programs and mission projects.

The committee is comprised of members of the congregation who have the financial skill and background to accomplish our mission. They are long time members of the congregation and also the committee; they also volunteer at many of the other programs of the Church. They are Cindi Chinnock, Bill Foster, and T.C. Curlee. Both Cindi and Bill are prior Elders and have served as Committee Chair. During 2019, two of our long serving members retired from the Committee. They are Bob Ohmart and Bill Pippenger and they join prior retiree Walt Friday as *emeritus* members. Their many contributions will be missed by the Committee.

The year 2019 was an atypical year for the Church and the spirit of this report is to communicate financial impact in a narrative rather than reporting specific numbers. These numbers are available in the 2019 financials and the 2020 budget which are included in the Church Annual Report.

In 2019, the Director of Christian Education, Music Director, and Facility Manager all retired. They all suggested their positions did not require direct replacement and this resulted in significant savings. Reconfiguring the compensation expense of these positions occupied by recent retirees did reduce costs. During the transition, Lucy Foster and Carolyn Lawrence volunteered to support and direct the Children's Ministry program until a permanent director was retained which resulted a cost savings. Ken Smith donated pastoral service during the transition period which reduced this cost.

The 2019 Annual Financial Report is still a work in progress but the December report, with some interpretation, is a good indicator as to how the year ended. Pledges, which is the major source of our income, were right on budget. There was a significant positive variance of income compared to expense. This was a result of the aforementioned volunteers and the prudent management of their budgets by the committees. Approximately half of the positive variance was due to the incorporation of retained funds which were added to balance the budget. This is not income in the true sense of the word. Approximately one quarter of the positive variance will disappear from the financial statement when these funds are transferred to dedicated accounts to support future expenses; Buildings and Grounds is the largest contributor here. The remaining funds will incorporate into our cash position which remains healthy. Plans are in place to conduct the aforementioned financial review.

The 2020 Budget preparation began in August 2019 when staff and committees presented their estimated expenses for 2020. The excellent Stewardship Campaign resulted a 2020 pledge amount which was equal to the 2019 pledge amount and reversed the negative trend of the previous five years. This pledge amount was not sufficient to support the initial estimated expenses and the Committee modified the proposed budget. One goal of the

Committee was to balance the budget based on actual income and not incorporate our savings to do this. While it was not possible to accomplish this and still achieve the Church mission, the amount necessary to transfer was significantly less than prior year so we are making progress to a true balanced budget without deficit spending. This is "Transfer from Restricted Account" in the budget. The Committee presented a budget to the Session for approval and the Session made several adjustments to this budget. Several historical items were eliminated and reduced to zero including the "Youth Ministry Coordinator Continuing Education Fund" and a small amount to support Boy Scout Troop 108. The policy is that the budget cannot be modified after approval so the Session approved that any additional pledge revenue recognized after the approval be split between Presbytery Partnership Giving and *Per Capita* as an unbudgeted amount since these two proposals were significantly reduced. This resulted in slightly less than one thousand dollars being dedicated to each account. After budget approval, a reclassification of certain expenses resulted in a balance of \$6,400 which will be applied to Presbytery Partnership Giving as an unbudgeted amount and result in a significant increase from prior year. Shortly after the budget approval, a Minister was hired to lead the Sunday 9:45 AM service. Since there was no budget for this position, it was agreed to expense this in the Guest Preacher Account which will result in this account being approximately \$5,000 over budget at year end to support the \$100 per Sunday cost. If this results in a negative variance at year end, funds will be withdrawn from savings to balance the budget.

The present financial condition of our Church is positive and a one word description would be "healthy". The recent pledge drive resulted in sufficient funds dedicated to paying the mortgage. During 2020, the Committee will work to fine tune expenses to achieve the most efficient use of our assets.

The Budget and Finance Committee is always available to answer any questions and receive any suggestions. We recognize and appreciate the faithful financial and volunteer support provided by our congregation and appreciate the staff assistance. In closing, I express my appreciation to the staff and committees which efficiently manage the funds allocated to them and special thanks to the dedicated Committee members who make my task so much easier.

Gary Slangan
Budget and Finance Committee Chair
January 18, 2020.

PERSONNEL COMMITTEE

2019 ANNUAL REPORT

Mission:

The Personnel Committee oversees and carries out all Human Resource aspects that are required of the committee.

Statement of Purpose:

The Personnel Committee is responsible to the Session for all matters relating to personnel. The committee conducts performance evaluations, develops and updates job descriptions, participates in carrying out the hiring process for all positions, and addresses compensation and other issues as required. The committee ensures employment practices are followed according to state/federal laws and the Church's Employee Manual. Personnel consults with the head of staff concerning staff issues, hiring and terminating staff (exception of the pastor). The committee ensures fair and competitive rates of compensation for staff within the constraints of the yearly budget.

The Committee members are dedicated to the work they do for the Church. The Committee meets on the second Wednesday of each month. The committee is always seeking to recognize the excellent staff we are blessed to have .

Personnel actions for this past year:

- . In consultation with the representative from Commission on Ministry (COM), developed guidelines and agreements for the two Bridge Pastors, Rev. Ken Smith and Rev. David Mote.
- . Granted continuing education for the Youth Director and Director of Children/Family Ministry.
- . Reviewed and revised the church Employee Manual.
- . Retirement announcements - personnel accepted Mike Behnke, Facilities Manager letter of retirement May 31st, 2019 and Linda McCreery, Music Director letter of retirement June 15th, 2019.
- . Committee welcomed Rev. Lorne Bostwick, Interim/Transitional Pastor and Head-of-Staff at the Personnel Committee meeting in May, 2019.
- . New positions hired - Dr Jeffrey Larkin, Music Director August 15th, 2019 and Katy Tillotson, Assistant to the Director of Children/Family Ministry December, 3rd, 2019.
- . Change in title for Krisha Horn to Director of Children/Family Ministry consultant to Adult Ministry and working hours changed from 20 hours to 24 hours a week.
- . Job descriptions developed and/or revised; Nursery Care Attendant, Assistant to Director of Children/Family Ministry, Audio/Visual Technicians and Contemporary Worship Musicians
- . Prepared the 2020 personnel budget for review by the Budget/Finance Committee and Session.

. Performance reviews done for Staff.

. Payroll program was changed from Paychex Company to the accounting firm the church currently uses, Porth & Unrein, PC. This change takes effect January 1st, 2020.

. Assured that all labor laws were enacted and being followed by the church

Committee Members;

Rev. Lorne Bostwick, Interim/Transitional Pastor and Head-of-Staff

Marlene Buker, Committee recorder

John Gratchner

John Adams

Jim Keehner

Connie Sims

Greg Barrick

Burt Huber

Matt Hale

Ginny Petersen, Chair/Session Representative

Submitted by Ginny Petersen, Committee Chairman, 2019

STEWARDSHIP COMMITTEE 2019 ANNUAL REPORT

COMMITTEE MEMBERS:

Lorne Bostwick (ex officio), Dwane Brenneman, Reg Tenney, Steve Tillotson, Kirsten Adams, Ted Burney, Marlene Buker, Bill Foster, Nancy MacMorris-Adix, and Paul Negstad (Chair).

2020 GENERAL FUND and BOULDER HALL CAPITAL CAMPAIGNS:

Based on Ezekiel 17:8, the theme chosen for the 2020 Fall Stewardship Pledge Drive was “Branching Out” to symbolize the Mission and Ministry of our church which has been and continues to be to serve an expending church family, our local community and people in need throughout the world.

“It was planted in a good soil by great waters, that it might bring forth branches, and that it might bear fruit, that it might be a goodly vine”

With the current four-year Boulder Hall Building Campaign ending in 2019, the decision was made to combine our General Fund Pledge Drive with another four-year Boulder Hall Capital Campaign. We asked you to “Step-Up” by generously pledging to contribute to both our Mission and Ministry and towards the loan payments on Boulder Hall which is such an integral part of our church’s programs and activities. Thank you for your commitment to the work of our church as reflected in the following year end pledge totals:

General Fund – 189 pledges totaling \$484,894 which is an increase of \$6,500 over last year. While this fell short of our overall goal, both the increase versus last year and the increase in dollars per pledge (+\$200) reflects a strong commitment to Westminster during this transition period.

Boulder Hall Capital Campaign – 125 pledges totaling \$254,760 over four years. These pledges will allow us to not only meet our capital loan expenses (\$60,000 per year) but also reduce the remaining debt even more by the end of this capital campaign. I’ll end this pledge drive summary by simply reminding anyone still considering a pledge commitment that it is not too late to turn in a pledge card.

I have many people to thank for their help with this pledge campaign. The expanded Stewardship Committee that helped plan the pledge drive and that served the Swedish Pancake and sausage breakfast that kicked off the campaign. Thank you to the following members who did the Westminster Pledge Express deliveries: Bert Kersh, Gary Ryan, Jean Christian, Lucy Foster, Bonnie Finley, Mike Goodenberger, Steve Tillotson, Bill MacMorris-Adix, Lynnea Lyman, Sally Schriver, Ted Burney, Chris & Dianne Johnson, Ken Archibald, Jean Severson, Richard Ray, Jeff Kovach, Nancy Battaile, Matt Crall, Jim Keehner, Jay Morris, Lori Dalen, Reg Tenney, Nancy Ritter, Arlis Shellman, Bev Silviera, Nancy Crwaford, Richard & Pauline Mather, Darrell Tallman, Jo Jablo, Kirsten Adams, Fred & Susan Wiggins, Lorna Motte and Jean Marshall. I want to thank John and Kirsten Adams, Arlene Pate and Marjorie Kmetz, Kenn Battaile, and Matt and Terri Crall for sharing their thoughts on Stewardship during Sunday services. And finally, thanks to Jean Severson for her help with all the campaign communications, Lynnea Lyman and Craig Parker for E-blasts and our financial secretary Dianna Calvert.

PER CAPITA:

Each year all Presbyterian congregations are asked to contribute a Per Capita assessment that is based on their number of members. In the past we have asked our members and

friends to contribute towards this per member assessment (each adult or confirmed member in a household) by pledging to contribute during the fall campaign. This year, in order to better explain what Per Capita is and why it is important, we chose to do a separate 2020 Per Capita appeal in January (our church is asked to pay our Per Capita Assessment by the end of January). Information was mailed to all members and friends and Paul Belz-Templeman (the stated clerk of our Presbytery) preached and shared information about per capita on January 12th. This report was written before any results from this appeal were available.

ONE GREAT HOUR OF SHARING:

This year, the One Great Hour of Sharing special offering was taken on April 14th. Funds from this offering are divided among three Presbyterian Mission Agency Programs: Presbyterian Disaster Assistance, Self-Development of People, and the Presbyterian Hunger Program. In 2019 you contributed over \$4,600 towards these programs.

CHRISTMAS JOY OFFERING:

Our Christmas Joy offering was taken on December 22nd. Contributions are split between providing critical financial support to church leaders who encounter financial hardships and support for future church leaders at Presbyterian racial ethnic schools. While the amount contributed this year was not available for this report, I can report that over \$3,800 was contributed in 2018. Thanks to Steve Tillotson for once again organizing our Christmas Joy offering.

Committee for Endowments, Investments and Planned Giving

Committee Members: Dwane Brenneman (chair), Bill Foster, Jim Pate, Herb Simms, Katie Tillotson and Lorne Bostwick (Ex officio).

Over the coming months, look for more information about our planned giving and endowments initiatives and how you can participate in this program that will provide us with an opportunity to support our Ministry in the long term, from one generation to the next.

May God continue to bless our church family and our Mission and Ministry.

Respectfully submitted,

Paul Negstad

NOMINATING COMMITTEE

2019 ANNUAL REPORT

The Nominating Committee recruits members to serve as deacons and elders for those positions in which the term of service is expiring and for positions vacated due to relocation, illness, or death. Approximately one third of current deacons and elders complete their term of service each year. Elders and deacons who have served a full term of three years are not eligible for re-election until a year has elapsed following their last term of service.

Nominating Committee members are elected by the congregation annually, except for the elder serving as chair, the deacon representative, and the pastor, who serves *ex officio*.

From January 1 through June 30, the elected committee members were Nancy Battaile, John Dalen, Bob Ohmart, Mary Von Schimmelmänn (deacon representative), and Elder/Chair Ken Archibald. Interim Pastor Lorne Bostwick served *ex officio*, once he arrived at Westminster in May.

From July 1 through December 31, the elected committee members were Ken Archibald, John Brody, Roger Budke, Dolores Byrnes, Jim Pate, Mary Von Schimmelmänn (deacon representative), and Elder/Chair Carol Richmond. Pastor Lorne Bostwick served *ex officio*.

Retiring Elders (June 2016-2019): Kirsten Adams (Family Ministry), Ken Archibald (Nominating), Krisha Horn (Adult Education), and Carolyn Lawrence (Children's Ministry).

Newly elected Elders (June 2019-2022): Rachelle Hughes (Family Ministry), Carol Richmond (Nominating), David Turner (Clerk), Shelly Whitaker (Children's Ministries), and Barbara Wolfe (Adult Education).

Retiring Deacons (June 2016-2019): Donna Armstrong, Janet Budke, Annette Christiansen (completing Louise Hays' term), Richard Ray, Bev Silveira, and Mary Von Schimmelmänn (completing Bill Edmiston's term).

Newly elected Deacons (June 2019-2022): Jane Kay, Bill MacMorris-Adix, Hailey Okeif, Sonya Olsen-Hasek, Marcia Poehler, and Sharon White.

Also elected Deacon in October 2019: Sara Morgan, following Pam Hubble's resignation due to health. This deacon term ends June 2021. We are deeply grateful for Sara's devotion to service.

Retiring Clerk of Session: Jay Morris. **Newly appointed Clerk of Session:** David Turner. Session appoints its clerk annually at its June meeting. Clerks must be elders and they often serve for several years. We thank Jay for his five years of service as Clerk.

The committee secured nominees for all of the June 2020 deacon and elder positions by mid-October of this year and they were approved by Session in November. These candidates will be presented to the congregation for election at the congregational meeting in March 2020.

All of the committee members deserve heartfelt thanks for their thoughtful and prayerful discernment of prospective candidates, as well as follow-up calls. Ken Archibald deserves special thanks for his tireless and enthusiastic service on Nominating, both as general member and as Chair.

Submitted by Carol Richmond, Elder and Chair (2019-2022)

MISSION STUDY AND APPRECIATIVE INQUIRY 2019 ANNUAL REPORT

The Appreciative Inquiry (AI) Design and Deliver Committee met monthly, struggling with how to consider bold initiatives that were suggested by the AI work during a time between pastors. In late June, Rev. Bostwick asked the group if it would be willing to use the AI work as a basis for writing the Mission Study Report needed as the first step of the pastor search process. The group was unanimous in its interest in moving forward on this new effort. We used the report written for the church's 60th anniversary, the AI document, the annual report and current budget, and Mission Incite demographic data for our community, to address the specific areas required in the Mission Study report. As we had worked with many of these documents over the past year, we were able to move forward quickly, drafting a report. Amazingly, we used group edit to polish the document and add pieces we thought were missing.

In early November, we held 3 small group settings to gather input on the report - mostly trying to determine if church members thought the document accurately represented our church. We offered members who couldn't attend an opportunity to send written comments. Approximately 80 people participated in this process. After the final small group finished, the group again utilized group edit to finalize the report.

On Wednesday, November 20th, we presented the edited version to the Session and it was unanimously accepted. The following day, the report was reviewed by the Presbytery Committee on Ministry, where it was accepted. Hearing this news, the Mission Study was officially done and the Mission Study team was released.

Members of the original AI team were:

Dwane Brenneman
Matt Crall
Lucy Foster
Michael Fujii
Mike Goodenberger
Ginny Peterson
Diane Stegmeir
Shelley Whittaker

The Mission Study was written by the folks above, except Matt Crall and Michael Fujii. We also had guidance from our interim pastor, Lorne Bostwick. This team worked amazingly well together, moving the process forward with diligence, grace for one another and lots of hard work. As I have said publicly before, I have never worked with such a high functioning team! Clearly the Holy Spirit was in our midst as we accomplished quite a lot in a short time.

Respectfully submitted,
Nancy MacMorris-Adix, Chair

BOARD OF DEACONS

2019 ANNUAL REPORT

Eighteen members of the Board of Deacons meet with the pastor on the fourth Wednesday evening of each month. Our mission is to “Show God’s love to all people by ministering to anyone in need within and without the congregation.”

Westminster’s congregation is divided into 18 Care Groups, each the responsibility of a Deacon. Throughout 2019, Deacons have mailed cards and notes, emailed messages, phoned, visited in homes, hospitals, and at church with members of their Care Group. At each board meeting Deacons shared and prayed for the joys and concerns of their group.

In addition to shepherding our Care Groups, Deacons also support the life of Westminster:

- * Deacons set up the elements for the monthly Sunday Communion as well as Ash Wednesday, Maundy Thursday and Christmas Eve.
- * Deacons visited with and provided Communion to shut-ins at home, in nursing facilities and retirement communities.
- * Deacons organized and served at 11 memorial service receptions for Care Group members, friends or relatives who passed away in 2019.
- * Deacons coordinate the Ride-To-Church program by arranging transportation for those unable to travel on their own to worship services and programs. Two to four rides are given each week.
- * Deacons organize and host the brunch and Care Group gathering following Unity Sunday worship in August.
- * Deacons prepared and served the lunch before the Annual Meeting in January.

As outreach to the community of Salem, Deacons assist Congregations Helping People (CHP), Through generous checks and the Sunday collection of coins, the Deacon’s Outreach Fund has provided CHP with \$2,760 this year. Deacons also assembled about 110 hygiene bags for CHP clients using motel/travel sized soaps, shampoos, and lotions the congregation has generously provided.

In early 2019, Deacons voted to use 25% of the CHP funds to enable Deacons to assemble 6 “starter kits” of household items for Interfaith Hospitality Network (IHN) families ready to move into a home this year.

Board of Deacons 2019

January-June 2019

Donna Armstrong
Janet Budke
Scott Butterfield
Ellen Chambers
Annette Christiansen
Betty Fennell
Louise Hays
Peggy Hershey
Pam Hubble
Claudia Ingham

John Mayhew
Sandy McLean
Sara Morgan
Katie Nelson
Richard Ray
Arlis Shellman
Bev Silveira
Katy Tillotson
Mary Von Schimmelman

Joining in June 2019

Jane Kay
Bill MacMorris-Adix
Hailey O'Keif
Sonya Olsen-Hasek
Marcia Poehler
Sharon White

Deacon account balance for #808004 is currently \$1,615.

Deacon account balance for #808005 is currently \$215.

Deacon account balance for #808006 is currently \$600.

Submitted by

Janet Budke, Moderator, June-December 2019

Moderator for January-June 2019 was Katie Nelson

GALLEY CLIPPER 2019 ANNUAL REPORT

Since it was formed in 2006, the Galley Clipper Group has volunteered at the Marion Polk Food Share warehouse. Why? “Because we feel that no one in our community should be hungry.”

Each second Thursday afternoon of the month, we report for duty at 1 p.m. at the Food Share warehouse, 1600 Salem Industrial Drive NE. First, our team of usually eight or nine workers dons stylish food-handling apparel: hairnets, single-use aprons, and vinyl gloves. Our assignment usually involves repackaging bulk foods such as pasta or frozen vegetables into smaller packages or bagging fresh vegetables or fruit. We work diligently to complete our task, but we have lively conversation and fellowship along the way. Of course, we always look forward to our “mandated” break for ice water and the Oreo Cookie of the month! By 3:30, we’re more than ready to toss our hairnets, aprons, and vinyl gloves and head for home.

This year, instead of welcoming spring in April, we said goodbye to 2019 in December with our annual brunch at Sybil’s Omelettes Restaurant. Our honored guests that day were Interim Pastor Lorne Bostwick and Church Office Manager Jean Severson, whose leadership we sincerely appreciate during Westminster’s period of transition. We later adjourned to the Food Share warehouse to work off the many calories we had just ingested!

Our energetic and friendly crew for 2019 (which includes some volunteers that do not attend Westminster, but were recruited by our members): Kenn and Nancy Battaile, Dwane Brenneman, Vicki Childs, Jean Christian, Nancy Holman, Bill Hubble, Keith Keppel, Melinda McDonald, Jay Morris, Nancy Mussman, Arlis Shellman, Susan Ray, Carol Richmond, Bonnie Shaughnessy-Smith, and Reg and Linda Tenney.

We were saddened to lose one of our faithful workers Peter Anderson to ALS earlier this year. We will miss Peter.

Some Galley Clipper members also deliver Meals-on-Wheels or volunteer at the Queen of Peace Catholic Church’s Table of Plenty during other days of the month.

If you would like to get to know more people in our congregation and participate in a worthwhile and rewarding community service, please contact me at (503) 362-8042 or kjarchibald@yahoo.com. We’d be glad to welcome new members to our ship!

Ken Archibald, Skipper

CHARITY CIRCLE

2019 ANNUAL REPORT

The women of this small but mighty group meet monthly and follow the study book prepared annually by the PCUSA. The study year is September to June and we finished 2018-2019 study focused on lessons from both Old and New Testaments about God's continued presence. The 2019-2020 study is entitled Love Carved in Stone and takes a fresh look at the Ten Commandments.

We start our meetings with light refreshment and fellowship followed by devotions and lesson. Members rotate responsibilities of leadership.

An offering is taken with loose coins going into Sunday morning offering. Other monies are for memorial gifts and various charities. In 2019 we donated \$25.00 to Isaac's Room serving downtown youth on the streets and \$25.00 to Women's Homeless Shelter.

All women are invited to join or visit meetings on the 4th Tuesday of each month at 1:30. We meet at the church.

SCOUTS BSA TROOP 108

2019 ANNUAL REPORT

The youth and adults of Troop 108 thank Westminster Presbyterian Church for sponsoring the troop. The church's support includes the Bruce March Scout Lodge with utility expense support and periodic use of the church building for Courts of Honor. The Troop is an extension of the church's youth and community outreach program. The Troop is proud of its lodge and helps with its maintenance and upkeep.

2019 was our first year registering girls as the Boy Scouts of America completed the process of opening the programs at all age levels. The Venture program (ages 14-21) has always been open to boys and girls, and the Cub Scout program (kindergarten through fifth-grade) opened to girls in 2018. In 2019 the church chartered a new troop for girls that is linked with and operates together with the troop of boys under the renamed "Scouts BSA" program (fifth grade through age 18).

The troop strives to provide a camping activity each month and a week-long summer camp. Outings in 2019 included:

- Campout at Evergreen Air and Space Museum
- Backpacking in the Badlands Wilderness
- Big Lake Lodge for snow and inner-tubing
- Campout at Willamette Mission State Park
- Camporee with Willamette District Troops
- Backpacking in the Opal Creek Wilderness
- Summer Camp at Camp Baldwin
- Canoe campout on the Santiam and Willamette Rivers
- Bicycling from the lodge to a campout at Willamette Mission Park
- Campout at Camp Pioneer
- Campout and rock climbing at Smith Rocks

Service projects included:

- Church cleanup
- Street cleanups along Madrona Avenue
- Ushers for Norma Paulus Memorial Service
- Scouting for Food
- Albany Veterans Day Parade (First place award for youth float)

In 2019 three scouts completed the requirements for the highest rank, Eagle Scout: Vance McQueen, Parker Choc, and Benjamin Crall.

Christmas tree recycling is our fundraising activity to support general costs of the troop, keeping outings affordable, allowing for Scout scholarships, maintenance and supplies for the lodge, and new camping equipment. We recently purchased new tents and are replacing the kitchen boxes.

For the upcoming year, we have 26 boys, 4 girls, and 29 registered adults. Adult leaders include:

Charter Organization Representative: Devin Sproed

Committee Chair: Christine McClaughry

Scoutmaster (boys troop): Matt Crall

Scoutmaster (girls troop): April O'Steen

The Troop meets every Wednesday evening, 7:30 PM - 8:30 PM. Meetings are open for visitors, including church members and especially any youth who would be interested in a program building character, developing leadership and learning outdoor skills. More information (including a calendar of events) can be found on the recently updated website BSA108.org and [Facebook page](#).

CUB SCOUTS – PACK 7122

2019 ANNUAL REPORT

Westminster Presbyterian Church is the Charter Organization for Cub Scout Pack 7122. Westminster became the Charter organization in 2014 expanding its role as a charter for BSA Troop 108. The youth and adults of Pack 7122 would like to thank Westminster Presbyterian Church for being its Charter Organization. The church's support includes providing meeting space in the Bruce March Scout Lodge, utilities funding along with support and periodic use of the church building for events.

The Cub Scout Pack is an extension of the church's youth and community outreach programs and acts as a feeder Pack to Troop 108 for those wishing to continue with the scouting program. The Pack meets monthly and individual Dens meet bimonthly at the Scout Lodge. For the upcoming year we have approximately 30 active Cub Scouts along with 20 adult leaders and adult "partners" assisting with Lions and Tigers. Cub Scouts start as Kindergarten age Lions followed by Tigers, Wolves, Bears, Webelos and then Arrow of Light Scouts. Over this past year we have expanded to offer the program to the whole family, now including 6 girls this past year.

Pack 7122 is a parent/family participation pack. However, it would not be possible without the support of the following adult leaders.

Cubmaster: Greg Astley
Committee Chair: Carole Astley
Treasurer: Michael Lauritsen

Committee Members: Michael Lauritsen, Cynthia Lauritsen, Kevin Kalb, Michael Vander, Regina Vander, Greg Astley, Carole Astley, Rich Bello, Adam O'Dell, Melissa Gauger, Kane Sherrod, Sheryl Smith, Wayne Lau and Anthea Knapper.

	Boys	Girls
Lions Den Leaders:	Michael Lauritsen	Cynthia Lauritsen
Tigers Den Leaders:	Wayne Lau	
Wolf Den Leaders:	Kevin Kalb	
Bear Den Leaders:	Kane Sherrod	Regina Vander
Webelos Den Leaders:	Greg Astley	
Arrow of Light Den Leaders:	Adam O'Dell and Rich Bello	

VENTURE - CREW 108

2019 ANNUAL REPORT

The Venture Crew is a BSA founded group for older teens, aged 14 to 20. Our current Crew has 8 members, 1 young lady and 7 young men. There are 7 registered adults assisting in transportation but most of the organization and planning at this level is done by the Crew members as part of further developing leadership and learning.

The crew started their year with fundraising as part of the Christmas tree recycling group. Outings included backpacking to Badlands rock, Big Lake snow weekend, camping at and exploring Fort Stevens State Park, beach cleanup, Camporee, and camping/climbing at Smith Rock.

Of great note, Crew 108 was awarded the President's Award at the 2019 Camporee, winning the overall competition!

Pack meetings for 7122 are the third Thursday of each month from 6:30-8:00 PM. Den Meetings are held every other week for each den. Troop 108 meets Wednesday 7:00-8:30 every week and Crew 108 meets 6:00-7:00 first and third Thursdays. With the young adult Community Dance group meeting on Fridays at the scout lodge is used all but one night per month for outreach to the youth in our community. Westminster Presbyterian membership is encouraged to mention these opportunities to those who may be interested and always welcome to get involved and watch the youth grow into community leaders.

Respectfully submitted
Devin Sproed
Charter Organization Representative

PASTOR'S REPORT

2019 ANNUAL REPORT

I am sure this year, with its many changes, has been a challenge for many of you. But it continues to be a time of opportunity as well. Bridge and Transitional pastors serve the in-between times and, what I hope you have learned during this time is that you have healthy leadership that works together with temporary pastors to, not only survive, but really thrive. Good energy for ministry has continued and, with thanksgiving to God, we can say that we have accomplished some significant transitional milestones with the approval of the Mission Study and the election of a Pastor Nominating Committee (PNC) on the horizon. Soon the PNC will be reviewing Personal Information Forms (PIF) from candidates who may interview for the position.

While all this has been going on let me share with you some other things we have done. We have hosted the Refugee youth choir, the Refugee Thanksgiving Dinner, Interfaith Hospitality Network several times, we have said good-bye to some dearly beloved members who have entered into the nearer presence of God and we have welcomed a few new people to the Westminster Family. Our youth did a mission trip to Puerto Rico, we had a successful Vacation Bible School, and hosted our first-ever Trunk or Treat. We've said good-bye to some long serving staff and welcomed a few new staff. We've hosted several Presbytery Committee meetings and many local community groups. We had a great Stewardship campaign that revealed your commitment to Christ and the ministry of this Church. Many members increased their commitments and we reversed a seven-year trend of declining resources. This church is on the rise! We have stretched in worship, gracefully experiencing a variety of new things. We have continued to faithfully receive your worship feedback to provide the PNC with useful information. We made an expanded effort to amplify the celebration of Christmas with decorating the church and enhancing the music for Christmas Eve. We were blessed with an excellent Christmas Cantata and Children's Pageant.

While we are still in a time of transition, your prayers for this church and the call of a new pastor are unfolding through a time-tested process. May God continue to bless this church and the work of transition.

One final note: I personally want to thank you for the opportunity to serve with you during this time. I have enjoyed getting to know you, worshipping with you and encouraging you in your service to Christ.

Lorne Bostwick

DIRECTOR OF ADULT EDUCATION AND FAMILY MINISTRIES 2019 ANNUAL REPORT

Dear friends,

Looking back on this year, I'm filled with gratitude for the opportunity to serve Westminster as a member of staff. I'm especially thankful to all of you for your support and encouragement.

I began the year working 20 hours a week as Director of Adult Education and Family Ministries, serving as staff resource for those two committees, as well as for the planning teams for Sunday evening programs and women's retreat (which fall loosely under the umbrella of the adult education committee). In September, I agreed to expand my hours to 24/week and adjust some of my duties in order to step in and staff children's ministries also on a trial basis. Part of what makes this possible is the addition of Katy Tillotson as an administrative assistant, as well as continued volunteer support across all areas of Christian education. As staff resource person to the three committees, I am able to provide guidance as well as coordination with the wider church. The various programs and projects on which I supported the committees can be seen in their annual reports.

In addition to supporting the committees, I am also pleased to be leading a group of four seventh-and eighth-graders through confirmation. We began in November and are meeting monthly, with confirmation planned to take place in the spring.

I'm also grateful for the opportunities to find ways to integrate children and youth into the life of the congregation through fifth Sunday children's messages, helping plan a children-led worship service for early 2020, and leading the family Christmas Eve service.

One of my goals for 2019 has been to help provide some sense of stability and continuity within the programs under my care, given the high degree of change the church is experiencing in other areas. At the same time, I and the committees have some new ideas we are thinking through and are open to trying new things and listening to people's needs. In February, children's and family ministries undertook a parent/grandparent survey to identify areas in which we could grow. We were encouraged to continue most of the things we already do. One area of growth that we identified was providing more opportunities for informal "fellowship" with other families. We began with adding some simple, low-investment activities—two family-friendly hikes in the summer/fall and a game night scheduled for this winter.

In the summer the family, children's, and youth committees held a joint meeting to talk about shared vision and challenges. Each committee was able to share their six-month plans and how the various plans fit together in the bigger scheme of things. Everyone involved agreed that this was helpful and should be continued on a biannual basis.

This fall, I was able to do an online course called *Family Faith Formation* by Vibrant Faith as continuing education. Through this I was able to identify ways in which we as a church can support parents/grandparents as the primary means of faith formation for children and youth. Some of these supports can be small, value-added things that become a part of our current programming and which we have already implemented, such as parent take-home

sheets from the Sunday School curriculum, a confirmation program that includes material for parents, instructions and liturgy for using the Advent wreath made at the craft event, and a gift book with ideas for faith formation presented to families when they baptize a baby. A more detailed report of the course was given to the family ministry committee.

In a year filled with change and challenge, it is good to see so many people stepping in to fill new roles as well as continuing in roles I didn't even know existed! Several times throughout the year I've been asked to describe Westminster in a word. The word that always comes to mind is "depth", in the sense that there is a lot of strength and resilience among our members and a kind of richness in our many points of view that we bring with us as we join in worship each Sunday. The longer I'm here, the more depth I discover. Thank you for welcoming me so warmly to my new role. I try my best to live up to your trust in me, remembering always in what can feel like a time of anxiety the words of the Psalmist: "Unless the Lord builds the house, those who build it labor in vain."

Grace and peace to you,

Krishna Horn

DIRECTOR OF MUSIC 2019 ANNUAL REPORT

As another year passes, the Music Ministry at Westminster has continued to play a prominent role in the lives of those who participate and Worship every week. And although much has remained unchanged, Westminster had the privilege of honoring Linda McCreery, as she retired in June after many years of service.

Westminster continued to enjoy the talents of many congregants and friends who have shared their gifts as instrumentalists and vocalists; we love to hear them again and again. Additionally, we have been blessed to hear new voices and instruments, and students from our public schools; we have been extremely fortunate by the messages they have shared.

The Children's Choir continued to enjoy singing and moving to wonderful songs of faith, twice each month. Kelsey Weber has done a superb job working with these rambunctious PreK – 2nd Graders.

Terri Crall continues to direct the 3rd-5th graders as NewSong demonstrates the astonishing ability to sing AND ring hand chimes simultaneously...and do it WELL!

The Worship Team, under the artistic leadership of Ariana Recher, continues to expand and provide meaningful worship experiences through music within the 9:45AM Contemporary Service. New voices and instruments continue to join the ensemble as the Worship Team provides their gifts of song year round!

The Chancel Choir continues providing a weekly anthem, alternating between the 8:15AM and 11:15AM Traditional Services. And during the weekly Thursday evening rehearsals, many jokes and incorrect-notes took place. More important, however, was their continued fellowship, love, and support of one another and their ministry. Per tradition, the choir presented their annual Christmas Cantata, "The Journey Home" featuring piano and strings. Their performance of this work was truly a testament of their faith, hard work, and the desire for growth.

The Westminster Chimes Handbells provided the congregation once each month with their skills on the handbells; this could not of been accomplished without their hard work and passion for bell ringing.

An essential role in worship, for any musical genre, is the technical support. A large Thank You is to be given to Alex Irwin and Mike Friday, as staff audio/video techs, Steve Tillotson as volunteer coordinator, and to all the volunteer audio/video techs whom have dedicated a great deal of their time to support the worship services.

Ariana Recher and Kathleen Knauss as staff pianists, continue to lead worship from the piano and organ bench. These individuals grace us weekly in rehearsals and services with their expertise and passion for the musical arts; worship would not be the same without their gifts.

Lastly, I find it imperative to reflect upon how music interacts and influences our every emotion. The gift of song can provide comfort in the times of sorrow, affirmation in the

times of sadness, joy in the times of celebration, and understanding in the times of confusion. As we continue to enjoy our weekly musical offerings, I encourage you to not listen only to the lyrical text, but to also fixate on the melodic and harmonic text. Similarly to the Gospel, we must always continue to look deeper than what may be appearing outwardly.

Blessings,

Dr. Jeffrey Larkin
Director of Music

YOUTH DIRECTOR 2019 ANNUAL REPORT

A culture of volunteerism and service. A community of Christ's love.

As I enter the second half of my 11th year at Westminster, I want to highlight some of our adventures from 2019:

1. The Puerto Rico Mission Trip brought 13 youth and leaders as well as a handful of church members together to travel to San Juan, Puerto Rico to volunteer doing relief work on homes for victims of Hurricane Maria. We worked with Presbyterian Disaster Assistance out of the Iglesia de Presbiteriano's La Casona de Monteflores. During our week, we partnered with the St. Bernard Project (SBP) to work on three different homes about an hour from the city, in the most impacted area of the island. We have worked with SBP before in New Orleans. The youth did a roofing project, a major painting project, and a major tiling project during their time. We were able to engage with the local community, with residents, and truly take in the culture of San Juan. In true mission trip fashion, our youth were immersed in the city while we were there, engaging in local culture, food, and community. We attended a church service in Spanish and even shared a youth group evening with the local students at the church. It was awesome to see students connecting on a human level, even though their language abilities were limited. It was a fantastic trip for those involved. In 2020, the youth are slated to head back to Bucharest, Romania to partner with Steve and Cami Mather at Stepping Forward Ministries. We will help facilitate their camping program for abandoned children, and do projects around the camp property.

2. In 2019, we also spent part of Spring Break in Reedsport, doing a number of projects for the city. We planted 20 sunset maple trees in downtown near Henderson Park. We laid new gravel at the elementary school playgrounds, power washed the playground equipment at Lions Park that we installed in 2015-2016, and updated the trail system at the Bicentennial Disc Golf Course we installed in 2018. The youth are also working on a second mission trip possibility in 2020. The City of Reedsport has asked us to replace the playground structures at Henderson Park in downtown, Reedsport. This would be our final and 4th playground or park install in the city. This park is surrounded by low-income and section 8 housing. It is in dire need of updating for the children and community in the neighborhood. To date we have raised over \$6,000 from grant foundations and the Reedsport community. We intend to fundraise the nearly \$40,000 for the park completely outside of Westminster. Youth Mission Funds will only be used to support our students when we physically go to build the park, not in funding park materials.

3. CITY CAMP was hosted at Westminster this year. There were five churches involved this year (Westminster, Our Saviors, McMinnville First Presbyterian, First Presbyterian La Grande and Valley Community Presbyterian). We partnered with Hidden Lakes Retirement Home, The City of Salem Parks and Rec, The Salem Adopt-A-Street Program, and even did some service projects here on the grounds at Westminster. Westminster had 16 students attending camp and there were about 45 campers overall. We also had an additional 6 high school students attend as resource staff. Our students explored the theme of Welcome to the Jungle. They learned Bible stories about individuals struggling with personal wildernesses. City Camp 2020 is in the works. The theme will be

SPACE (You're Out Of This World!). We have at least four churches committed to attending.

Aside from these major events, we had regular youth group on Sunday mornings and evenings for students in grades 6-12. We average between 17 and 20 students per week in youth groups and have about 50 students on the extended roster who are active. We mix in fun and meaningful events for our students each month which might include Magical Mystery Adventures, a rousing game of Costco Island, a Formal Fast Food Night, A Mid High Winter Party or service projects. Our students are involved in community service projects with Hidden Lakes and Madrona Hills, the Adopt-A-Street program, and the Sunnyslope Community Garden. We have worked together to provide financial and health opportunities to individuals supported by Salem for Refugees and Threads of Hope in Island Nations. We continue to maintain relationships with our students who have graduated and have incorporated many of them as volunteers on mission trips, at city camp, and in weekly youth group. We are working hard to engage some of our local students who are still in Salem in an alumni group format. It is very much a work in progress, as we have to balance their work/school schedules and availability. We hope to provide them with a church home well into adulthood. My volunteer staff is dedicated and committed to supporting and loving our students. We prayerfully invest in them in the short and long term.

In the last year I have personally taken on more responsibility in my role. I am now in charge of children protection training and record keeping. I am also working on reformatting the letters to college students program. We intend to turn this into a care-package ministry in addition to letters. This will happen in the Spring (March).

Our congregation is undoubtedly supportive of the youth ministry at Westminster. This remains evident in the attendance of our annual Mission Dinner, donations to our mission programs, and continual funding of ongoing programs. The congregation is a blessing to our youth and has helped us make a name for ourselves in the community.

I am always seeking new volunteers to be added to the team. We seek to add parents of youth to our youth committee, which meets one Thursday a month at Thompson's McMenamins on Liberty. We also rely heavily on a rotation of volunteers who attend middle or high school youth group once a month. Any interested individuals should contact Vik for more information. **I cannot stress enough how important and valued our volunteers are and we could not do what we do without them!** Thank you for all your investment, prayer and support. I am honored to serve our rambunctious and evolving youth group!

Peace of Christ to You All,

Vik Schaaf

Youth Director

vik@salemwestpres.org

Find us on Facebook: Westminster Presbyterian Youth Group

Twitter: @westpresyouth

2020 FINAL BUDGET

		2019	2020	NOTE	Change
		APPROVED	BUDGET	REF.	2019 TO 2020
400101	BUDGETED INCOME				
	CURRENT PLEDGES	\$480,000	\$483,994		0.8%
400201	IDENTIFIABLE LOOSE OFFERING	50,000	43,000		-14.0%
400301	LOOSE OFFERING	3,500	4,500		28.6%
400401	PRIOR YEAR PLEDGES	300	300		0.0%
401001	PRIOR YEAR CASH CARRYOVER	10,000	0		-100.0%
401101	PRESCHOOL REIMBURSEMENT	4,545	4,545		0.0%
401601	PER CAPITA PLEDGES	9,785	12,000		22.6%
401801	INTEREST AND DIVIDEND INCOME	1,000	1,000		0.0%
402101	FACILITY USAGE	1,500	1,500		0.0%
405001	MISCELLANEOUS BUDGETED INCOME	2,610	2,610		0.0%
406003	LAMBERT CHARITABLE FUND	5,637	5,637		0.0%
	TRANSFER FROM RESTRICTED ACCOUNT	25,001	10,000		-60.0%
	SUB-TOTAL OF NON-pledge INCOME	\$113,878	\$85,092		-25.3%
	TOTAL-REVENUE	\$593,878	\$569,086		-4.2%
	EXPENDITURES	2019	2020	NOTE	% Change
	PROGRAM SUMMARY	APPROVED	BUDGET	REF.	2019 TO 2020
	WORSHIP AND MUSIC	\$4,735	\$6,760		42.8%
	CHRISTIAN EDUCATION	9,381	9,331		-0.5%
	PER CAPITA ASSESSMENT	17,075	12,000		-29.7%
	OFFICE EXPENSE	41,387	43,272		4.6%
	BUILDING AND GROUNDS	82,050	113,275		38.1%
	PERSONNEL	403,495	355,949		-11.8%
	DEACONS	500	500		0.0%
	MISSION	23,035	19,450		-15.6%
	FELLOWSHIP	1,720	3,100		80.2%
	STEWARDSHIP	2,000	2,000		0.0%
	BUDGET CONTINGENCY	8,500	3,449		-59.4%
	TOTAL-EXPENDITURES	\$593,878	\$569,086		-4.2%
	DIFFERENCE-REVENUE AND EXPENSES	\$0	\$0		

	WESTMINSTER PROGRAM BUDGETS				
		2019	2020	NOTE	% Change
	WORSHIP AND MUSIC	APPROVED	BUDGET	REF.	2019 TO 2020
508001	Cleaning Robes	\$150	\$135		-10.0%
508101	Soloists	300	900		200.0%
508201	Music	650	750		15.4%
508301	Musicians and Special Events	1,000	2,000		100.0%
508401	Keyboard Maintenance	1,085	1,000		-7.8%
508611	Music Equipment	300	300		0.0%
508701	Contemporary Music and Copyright	300	485		61.7%
508801	Handbell Maintenance	500	450		-10.0%
509101	Worship Aids and Literature	450	740		64.4%
	TOTAL-WORSHIP AND MUSIC	\$4,735	\$6,760		42.8%
		2019	2020	NOTE	% Change
	CHRISTIAN EDUCATION	APPROVED	BUDGET	REF.	2019 TO 2020
510101	Curriculum and Teacher Training	\$1,250	\$1,250		0.0%
510201	Supplies	1250	1100		-12.0%
510401	Library	600	500		-16.7%
511001	Summer Programing	1250	1250		0.0%
511101	Gift Bibles	125	125		0.0%
520101	Youth Ministry	1600	1600		0.0%
520102	Youth Alumni	0	200		
530101	Adult Program	2400	2400		0.0%
531101	Family Ministry	406	406		0.0%
532101	Adult Sunday Night Program	500	500		0.0%
	TOTAL-CHRISTIAN EDUCATION	\$9,381	\$9,331		-0.5%
750001	PER CAPITA ASSESSMENT	\$17,075	\$12,000		-29.7%

	ADMINISTRATION	2019	2020	NOTE	% Change
		APPROVED	BUDGET	REF.	2019 TO 2020
	OFFICE EXPENSE				
511011	Bank Charges	\$782	\$782		0.0%
550101	Office Supplies	4,000	4,000		0.0%
550111	Paper	2,300	2,000		-13.0%
550301	Postage	4,285	4,000		-6.7%
550401	Telephone	2,450	2,450		0.0%
550402	Cell Phones	2,138	2,138		0.0%
550403	Internet Access	1,630	1,700		4.3%
550411	Office Equipment	400	400		0.0%
550601	Advertising	200	200		0.0%
550701	Copies	4,500	5,500		22.2%
550702	Machine Leases	10,102	10,102		0.0%
550801	Computer Equipment	1,500	2,000		33.3%
550901	Computer Maintenance	7,100	8,000		12.7%
	TOTAL-OFFICE EXPENSE	\$41,387	\$43,272		4.6%
	BUILDINGS AND GROUNDS				
553601	Alarm Monitoring	\$7,500	\$7,500		0.0%
553801	Building Maintenance and Repair	9,000	10,000		11.1%
553901	Custodial Supplies	2,200	2,000		-9.1%
554001	Electricity	11,025	11,025		0.0%
554101	Gas	7,350	8,100		10.2%
554201	Water and Sewer	7,700	7,700		0.0%
554301	Garbage	1,525	1,750		14.8%
554401	Property Taxes	200	200		0.0%
554501	Insurance of Buildings	13,000	15,000		15.4%
554601	Groundskeeping	12,000	12,000		0.0%
554701	Small Equipment Purchase, Maintenance and Repair	250	2,000		700.0%
554801	Van Expenses	1,300	1,300		0.0%
554901	Capital Improvements	8,000	8,000		0.0%
555001	Janitorial Service	0	26,700		
555911	Building Equipment	1,000	0		-100.0%
	TOTAL-BUILDINGS AND GROUNDS	\$82,050	\$113,275		38.1%

		2019	2020	NOTE	% Change
	PERSONNEL	APPROVED	BUDGET	REF.	2019 TO 2020
555101	Interim Pastor Salary	\$33,300	\$18,000		-45.9%
555201	Interim Pastor Housing Allowance	22,200	40,000		80.2%
555301	Interim Pastor Professional Expenses	2,625	3,500		33.3%
555401	Interim Pastor Pension and Medical Insurance	24,700	28,860		16.8%
555501	Interim Pastor Continuing Education	1,125	1,500		33.3%
555502	Pastor's 403-B	10,680	20,000		87.3%
556101	Guest Preachers	2,000	2,000		0.0%
556201	Organist #1	16,432	17,896		8.9%
556202	Organist #2	1,593	1,619		1.6%
556211	Guest Organists	500	500		0.0%
556301	Music Director	28,892	19,317		-33.1%
556302	Music Director Vacation Substitutes	1,000	500		-50.0%
556501	SIMPLE IRA	5,300	3,985		-24.8%
556601	Accounting Service	15,000	15,300		2.0%
556701	Facility Manager	39,228	0		-100.0%
556801	Youth Ministry Coordinator	32,498	37,802		16.3%
556811	Youth Ministry Coordinator Expense Fund	1,600	1,600		0.0%
556812	Youth Ministry Coordinator Continuing Education	1,000	0		-100.0%
556901	Office Manager	35,651	36,222		1.6%
556902	Paid Office Help	2,000	1,800		-10.0%
556903	Part Time Assistance for Facility Maintenance	0	5,000		
557001	Child Care Wages	4,400	5,565		26.5%
557201	Health Insurance	18,000	6,817		-62.1%
557301	FICA	18,000	16,812		-6.6%
557401	Unemployment Tax	8,500	8,670		2.0%
557501	Worker's Compensation Insurance	4,300	4,386		2.0%
557601	Assistant for Children's Ministry	25,000	6,420		-74.3%
557611	Director of Children's and Family Ministry	20,800	25,359		21.9%
557710	First Aid and CPR Training	0	200		
557913	Children's Ministry Expenses	300	300		0.0%
557914	Adult Ministry Expenses	300	300		0.0%
558601	Job Search Expense	300	300		0.0%
558611	Personnel Contingency	1,800	0		-100.0%
558621	Contemporary Worship	7,510	7,510		0.0%
558622	Contemporary Worship Instrumentalists & Vocalists	5,500	8,644		57.2%
558701	Payroll Service	4,000	4,000		0.0%
558702	Applicant Background Search for Child Protection Policy	300	500		66.7%
558801	Financial Secretary	5,896	3,000		-49.1%
558802	Continuing Education for All Staff	1,000	1,500		50.0%
558803	Music Director Professional Dues	265	265		0.0%
	TOTAL-PERSONNEL	\$403,495	\$355,949		-11.8%

		2019	2020	NOTE	% Change
	OUTREACH	APPROVED	BUDGET	REF.	2019 TO 2020
620001	DEACONS	\$500	\$500		0.0%
	MISSION				
551201	Boy Scout Troop 108 Support	\$250	\$0		-100.0%
619001	Local Mission	8750	8750		0.0%
619201	Presbytery Partnership Giving	13,035	10,000		-23.3%
619301	Fellowship Luncheon	450	0		-100.0%
619901	Miscellaneous Mission Expenses	250	500		100.0%
640001	Outreach	300	200		-33.3%
640022	Stephen Ministry	0	0		
	TOTAL-MISSION	\$23,035	\$19,450		-15.6%
	CHRISTIAN NURTURE				
	FELLOWSHIP				
619641	Coffee Fund	\$1,000	\$1,000		0.0%
619642	Kitchen Supplies	0	400		
732301	General Fellowship	720	1,700		136.1%
	TOTAL-FELLOWSHIP	\$1,720	\$3,100		80.2%
	STEWARDSHIP				
732901	General Stewardship	\$1,200	\$1,200		0.0%
732902	Memorials and Endowment	800	800		0.0%
	TOTAL STEWARDSHIP	\$2,000	\$2,000		0.0%
742101	BUDGET CONTINGENCY	\$8,500	\$3,449		-59.4%
	GRAND TOTAL-ALL PROGRAMS	\$593,878	\$569,086		-4.2%

INSERT DECEMBER FINANCIALS HERE

Restated Articles of Incorporation of Westminster Presbyterian Church (U.S.A.)

Pursuant to the provisions of the Oregon Nonprofit Corporation Act, the undersigned corporation adopts the following restated articles of incorporation:

ARTICLE I

The name of this corporation is Westminster Presbyterian Church (U.S.A.).

ARTICLE II

This corporation is a religious corporation.

ARTICLE III

This corporation has members.

ARTICLE IV

In the event of the dissolution of this corporation, its assets will be distributed to the organization currently known as the Presbyterian Church (U.S.A.), of which this corporation is a member church.

ARTICLE V

These Restated Articles of Incorporation supersede the heretofore existing Articles of Incorporation and any amendments thereto.

Dated _____, 2020

Signatures:

Bill Foster, President

David Turner, Secretary

**AMENDED AND RESTATED BYLAWS
OF
WESTMINSTER PRESBYTERIAN CHURCH (U.S.A.)**

Statement of Purpose or Mission

Westminster Presbyterian Church (U.S.A.) of Salem, Oregon (“the Church” or “this Church”) has been called by God and organized to proclaim the good news of Jesus Christ, to minister to the needs of members of the congregation and residents of the community, and to promote peace and justice in the world.

Relation to the Presbyterian Church (U.S.A.)

This Church is a member church of the Presbyterian Church (U.S.A.).

Governance of the Church

This Church shall be governed in accordance with the laws of the state of Oregon and the *Constitution of the Presbyterian Church (U.S.A.)*. Consistent with that *Constitution*, these bylaws shall provide specific guidance for this Church. *Roberts Rules of Order (Newly Revised)* shall be used for parliamentary guidance.

Congregational Meetings

There shall be an annual meeting of the Church’s members (the “congregation”) within the first sixty (60) days of each calendar year, at which at least the following business shall be presented: annual reports from committees (information only), a financial report for the preceding year, the budget approved by the session for the current year (information only), and changes in the terms of call for the pastor(s).

There shall be a special meeting of the congregation in March each year for the purpose of electing members to serve as elders, deacons, and nominating committee members, whose terms shall begin the following July.

Special meetings of the congregation may be called by the session. Each such call shall state clearly the purpose of the special meeting, and business shall be restricted to that which is specified in the call. The session shall call a special meeting of the congregation whenever petitioned to do so by one-fourth of the members of the congregation.

Both ecclesiastical and corporate business may be conducted at any meeting of the congregation.

Notice of Meetings

Adequate notice of all congregational meetings shall be given, including notice given at regular services of worship prior to the meeting. Such notice shall include announcements in the Sunday bulletin on the two consecutive Sundays prior to the meeting.

When there are corporate matters to be voted upon that require special notice under Oregon law on the agenda of any congregational meeting, notice given for the meeting shall be in compliance with the law.

Moderator

The pastor shall moderate all congregational meetings. If there are co-pastors, they shall alternately preside at meetings. When the Church is without a pastor, the moderator appointed by the presbytery shall preside. If it is impractical for the pastor or the moderator appointed by the presbytery to preside, he or she shall invite, with the concurrence of the session, another minister of the presbytery to preside.

When any corporate matter, the pastor's term of call, or any other matter relating to the pastor appears on the agenda of any congregational meeting, a member of the session shall be invited to moderate the meeting during the discussion of, and the vote on, such matters.

Minutes of Meetings

The clerk shall serve as secretary of the Church and shall record the minutes of all congregational meetings and session meetings. If the clerk is not present at any congregational meeting, the congregation shall appoint a substitute secretary to record the minutes of the meeting. If the clerk is not present at any session meeting, the session shall appoint a substitute secretary to record the minutes of the meeting.

VIII. Attestation of Minutes

The minutes of each meeting recorded by the secretary or the substitute secretary shall be attested by the moderator and the secretary or substitute secretary and shall be recorded on acid-free paper in a suitably bound book provided for such purpose.

Quorum for Congregational Meetings

One-tenth of the members of the congregation shall constitute a quorum, except that when there is to be a vote on (a) merging with another corporation, (b) selling substantially all of the Church's assets, (c) dissolving the corporate entity, or (d) disassociating with the Presbyterian Church (U.S.A), two-thirds of the members of the congregation shall constitute a quorum. The first three of those four events require special notice under Oregon law. The clerk or substitute secretary shall determine that a quorum is present. All members present at any congregational meeting are entitled to vote. Voting by proxy is not allowed.

Nominating Committee

The congregation shall form a nominating committee in the following manner:
There shall be at least five members on the nominating committee.

One of the members shall be an elder who is currently serving on the session.

One of the members shall be a currently-serving deacon.

At least three additional members shall be elected by the congregation at the March meeting.

The pastor shall be a member ex officio and without vote.

Full opportunity shall always be given to the congregation for nominations from the floor of the March meeting by any member of the congregation.

A majority of all members present and voting shall be required to elect.

Elders

The congregation shall elect a minimum of twelve (12) elders to serve on the session for a three-year term. The elders shall be divided into three classes, one class of whom shall be elected each year at the March special meeting. No elder shall serve for consecutive terms, either full or partial, aggregating more than six years. An elder having served a total of six years shall be ineligible for reelection to the session for a period of at least one year.

The session, at its first meeting each year attended by the newly-elected elders, shall elect a clerk for a one-year term. The clerk may be re-elected each year for an unlimited number of successive one-year terms. If the clerk is not a current elder, he or she may not vote on matters before the session.

At its first meeting attended by the newly-elected elders subsequent to the adoption of these bylaws, the session shall elect a president to serve at the will of the session. Each year, at the first meeting of the newly-elected elders, the session shall determine whether to elect a new president or continue the service of the existing president. The president shall be a member who is currently serving on the Budget and Finance Committee. The president shall represent the Church in corporate business matters and shall report on the activities and financial condition of the Church at the January annual meeting.

A quorum for the session shall be the pastor or other presiding officer and one-third of the elders.

The pastor shall moderate all session meetings, unless the session determines otherwise, in which case a member of the session may be invited to preside. When corporate matters to be voted upon appear on the agenda of any session meeting, a member of the session shall be invited to moderate the meeting during the discussion of, and the vote on, such matters.

The session shall serve as the Church's board of directors for purposes of managing its corporate affairs.

Deacons

The congregation shall elect a minimum of twelve (12) deacons to serve on the board of deacons for a three-year term. The deacons shall be divided into three classes, one class of whom shall be elected each year at the March special meeting. No deacon shall serve for consecutive terms, either full or partial, aggregating more than six years. A deacon having served a total of six years shall be ineligible for reelection to the board of deacons for a period of at least one year.

The board of deacons, at its first meeting each year attended by the newly-elected deacons,

shall elect a moderator and a secretary from among its members and shall form such committees as necessary to carry out its work.

The pastor shall be an advisory member of the board of deacons. A quorum for the board of deacons shall be one-third of its members, including the moderator.

Vacancies

Vacancies on the session or the board of deacons may be filled at a special meeting of the congregation, the January annual meeting, or the March special meeting, as the session may determine.

Amendments

These bylaws may be amended subject to the Articles of Incorporation, the laws of the state of Oregon, and the *Constitution of the Presbyterian Church (U.S.A.)*, by a two-thirds vote of the voters present, provided that the proposed changes in printed form shall have been distributed at the same time as the call of the meeting at which the changes are voted upon.

ACCEPTED BY THE SESSION

September 26, 2019

APPROVED BY THE CONGREGATION

_____, 2020

PASTORAL NOMINATING COMMITTEE CANDIDATES

- Dick Hughes – Chair
- Jackie Hilfiker – Vice Chair
- Jay Morris – Secretary
- Scott Butterfield
- Terri Crall
- Lucy Foster
- Mathew Hale
- Katie Nelson
- Kelsey Weber
- Megan Whitney