



WESTMINSTER
PRESBYTERIAN CHURCH

ANNUAL REPORT

2025



The mission of Westminster Presbyterian Church:
Creatively sharing Christ's love; we welcome, we serve, we grow.

TABLE OF CONTENTS

Agenda	3
Clerk's Report	4
CONGREGATIONAL LIFE REPORTS	
Congregational Vitality	6
Deacons	8
Stephen Ministry	10
WORSHIP & MUSIC REPORTS	
Worship Committee	11
Music Director	14
Worship Assistant Coordinator	16
NEXT GENERATION REPORTS	
Next Gen (infant-5th) Ministry Committee	17
Youth Oversight Committee	21
OUTWARD MISSION REPORTS	
Outreach for Social Justice	23
Fine Art Committee	25
Welcoming Journey Core Team	27
Matthew 25	29
BUILDING OPERATIONS REPORTS	
Building & Grounds Committee	30
ADMINISTRATIVE MINISTRY REPORTS	
Budget & Finance	32
Personnel Committee	34
Stewardship Committee	36
Final 2025 Budget - Approved and 2024 Final Financial Reports	38
2025 Revenue Breakdown	42
2025 Budget Breakdown	43
Boulder Hall Game of Loans	44
Boulder Hall Loan Retirement FAQs	45
Pastor's Report.....	46

Annual Meeting Agenda

Westminster Presbyterian Church

Salem, OR

February 22, 2026 @ 10:45am

Moderator: Rev. Kelly Wadsworth

Clerk: Sandy McLean

Sanctuary & Online (view only)

CALL TO ORDER

Opening Prayer

Verification of Call and Quorum

Agenda Approval

REPORTS

2025 Slideshow

Necrology report

Budget & Finance report

2025 year end & 2026 forecast

Boulder hall loan payoff

NEW BUSINESS

Personnel

Motion: Approve the 2026 terms of call for Rev. Kelly Wadsworth

OTHER BUSINESS

ADJOURNMENT

Westminster Presbyterian Church

2025 Statistical Report

<u>2025 GAINS</u>	<u>TOTAL</u>	<u>MALE</u>	<u>FEMALE</u>
Confirmands	0	0	0
Reaffirmation of faith	13	4	9
Baptism	1	0	1(non-member)
Transfers in	4	2	2
Reactivated	0	0	0
<hr/>			
TOTAL GAINS	+17	6	11
<u>2025 LOSSES</u>	<u>TOTAL</u>	<u>MALE</u>	<u>FEMALE</u>
Deaths	14	5	9
Moved Away	0	0	0
Resigned	9	2	7
Transferred out	0	0	0
Transferred to Inactive	4	1	3
<hr/>			
TOTAL LOSSES	-27	-8	-19
2024 Annual Report	241	77	164
2025 Changes	-10	-2	-8
ACTIVE MEMBERS	231	75	156

Westminster Presbyterian Church

2025 Necrology Report

Rocky Fennell 1-6-25

Jean Nelson 2-19-25

Doris Friday 2-27-25

Alicia Bonesteele 3-2-25

Lynn Wentz 3-14-25

Jan White 3-15-25

Annette Christiansen 4-4-25

Peggy Hershey 4-8-25

Patricia Briley 5-4-25

Chris Johnson 6-19-25

Else Nichols 7-7-25

Ronald C. Hanna 7-24-25

Arthur Hill 9-6-25

Darrell Tallman 10-10-25

Westminster Presbyterian Church

Annual Report 2025

Congregational Vitality Committee (CVC)

Our mission is to connect with and encourage members and friends to be actively involved in sharing the love of God in our church and community.

Committee Members this past year include June Fitzgerald, Pam Garland (recording secretary), LeAnn Goodenberger, Dianne Greenlee, Session rep, Nancy MacMorris Adix, Marjorie Mattson, Rosalyn McKeown-Ice, Linda Miller, Susan Tanabe (ad-hoc) and Katie Nelson (Elder and Chairperson); Pastor Kelly.

The committee falls under the core ministry area “Community Life.” Meetings are held the first Wednesday of the month at 11:00am. All are welcome!

This active committee is living-out Westminster’s mission of “Creatively sharing Christ’s love, we welcome, we serve, we grow” through a multitude of projects that we oversee.

Greeters/Information & Welcome Table: We recruit and schedule volunteers to stand at the door and greet congregants as they enter the narthex. Committee members take turns staffing the Welcome Table. We welcome guests and provide information about the church. We provide new/replacement name tags. There is a wonderful core of people who volunteer each week, and there is always room for others to take part in the important and FUN welcoming ministry.

Cookie/Beverage Bundles Ministry: These are tangible gifts that we offer to first-time visitors to worship. A welcome post card and information about WPC is included.

Attendance Pads: We continue to track visitor information via the sign-in sheets that are filled out at each worship service. Follow-up emails or calls are made when information is provided.

Narthex: Photos of staff and leadership are updated as necessary. New chairs were purchased. Wooden hangers are slowly being replaced in the coat closet. Red cards directed at ICE with “know your rights” information are posted on the front doors. CVC assisted with the advent decorating.

Bruce Reyes-Chow Event: CVC members assisted with this February 22 event.

School Supply Drive: This drive occurs in July/August each year, and it was once again a tremendous success, thanks to the generous donations. A multitude of supplies, including backpacks and binders, were delivered to 4 elementary schools, 1 middle school and 1 high school.

Congregational Vitality Committee (CVC)

(continued)

Our Stories Salon: This event, held on the 2nd Sunday, October through May, allows congregants to share stories from their lives. Topics have included: biking across America, Westminster authors, food programs, Tanabe Travels to Japan, and bilingual education. Most topics for 2026 have already been scheduled.

Presbyterian Beliefs Class: This 6-week course, led by Pastor Kelly, was held in September, October and November with good attendance.

New Member Classes: Two new member classes were held. The first class was January 26, February 2 and March 2 & 9, with 8 people joining. The second class was in November, with 7 people joining. Welcome receptions were held and biographies of the new members were shared.

Red Cross Blood Drives: We support Bill Nelson and Bobbie Clyde, co-chair managers, with drives held in Boulder Hall five times per year: March 10, May 12, July 14, September 15 and December 15. We are thankful to the helpful "Ambassador" hosts: Nancy Crawford, TC Curlee, Bob Netz, Marcia Poehler, and the CVC committee.

Photo Directory Project: The 2024 edition was updated after a short summer campaign of encouraging members and friends to have "selfies" taken in Boulder Hall at the theme-based photo station. The new version was printed in December and a link was sent to the congregation and hard copies were also printed. The directory will be officially updated yearly. Updates/changes/additions can be submitted at any time to the office email address.

Fall Festival: CVC once again organized and hosted this whole church open house event on September 28th. The Fellowship committee organized the potluck/BBQ and the Stewardship committee had their kick-off campaign.

Presbytery of the Cascades: CVC assisted with welcoming those who attended the October 24-25 event.

Adult Bible Study: Committee member Rosalyn McKeown-Ice began a series on the Gospel according to Mark, which has been well attended and is continuing into 2026. The class is held from 9:00-10:00am on Sundays. All are welcome!

The committee is excited to continue its work in 2026.

Respectfully submitted

Katie Nelson

Chair

Westminster Presbyterian Church

2025 Annual Report

Deacons

The year 2025 continued to be a year of change for the Deacon Board. We had one Deacon who completed her service in June 2025 and that Deacon was Dianne Greenlee.

We had two new Deacons join the team starting in June 2025. They were Katie Nelson and Rachelle Hughes.

The new team of Deacons is listed below. Their first meeting was June 2025.

- * Lori Dalen, Moderator - Memorial Reception Team (MRT) Deacon
- * Katie Nelson, Secretary for Minutes - Visitation Team (VT) Deacon
- * Bill MacMorris-Adix - Visitation Team (VT) Deacon
- * Nancy MacMorris-Adix - Memorial Reception Team (MRT) Deacon
- * Linda Miller - Visitation Team (VT) Deacon
- * Betty Fennell - Visitation Team (VT) Deacon
- * Rachelle Hughes - (Memorial Reception Team (MRT) Deacon

Because of the small group of assigned Deacons, all the Deacons are assigned to the whole congregation. The seven Deacons management is flexible and open to changes or revisions as necessary.

The Deacons are separated into two groups to serve and meet the needs of the congregation.

These two groups are a Memorial Reception Team (MRT) and a Visitation Team (VT)

The Deacons also have a team of volunteers from the congregation to help out these two teams as needed. These volunteers are often former Deacons but not always. They help support Deacon responsibilities and outreach throughout the year.

The Deacons established a joint email address last year and it has been working out well.

It enables the Deacon members to communicate within the group and for the congregation to reach out to the Deacons for support. Pastor Kelly is also included in this email group. The Deacon group email is westpresdeacons@googlegroups.com

The Deacons have been sharing Joys and Concerns at the start of Prayers of the People time in the service, allowing those in service and on-line to know of those needing prayers or support. In this manner, the congregation sees the current Deacons for WPC. The Deacon Board meets monthly on the 4th Wednesday of the month at 6:30 pm.

Deacons

(continued)

Current Deacons with their class year:

- Lori Dalen, Moderator (Class of 2026)
- Bill MacMorris-Adix (Class of 2026)
- Nancy MacMorris-Adix (Class of 2027)
- Linda Miller (Class of 2027)
- Betty Fennell (Class of 2027)
- Katie Nelson (Class of 2028)
- Rachelle Hughes (Class of 2028)

For the year of 2025, we had 8 memorial services held at WPC. These events were a collaboration of assigned MRT Deacon(s), MRT volunteers and the church staff.

For the year 2025, the VT Deacons have consistently contacted WPC members in need or who may be shut ins. VT Deacons regularly mail or email a list of WPC shut-in members and also visit members. VT Deacons also maintain active communication with VT volunteers so there is ongoing awareness of visitations and other outreach efforts within the WPC congregation.

The Deacons also send a weekly letter to the shut-ins in our congregation. This letter gives them information about the worship service each Sunday. The Deacons share this responsibility by each taking a month at a time to write these letters.

Westminster Deacons

Westminster Presbyterian Church

Annual Report 2025

Stephen Ministry

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 someone to listen to, support and comfort them. A few of our caring assignments have been of people outside our congregation who found our program on the Westminster website. Members of the Stephen Ministry Team also care for others in an unofficial, non-referral capacity. Members of this Team are involved in committees or teams of our Westminster congregation, using their expertise to further the goal of caring for our congregational members

As Stephen Ministers, we keep in touch with our care receivers on a regular basis, either by phone or in person. Because two of our members no longer drive, their care receivers may come to their homes, or they may keep in touch by phone. We meet on a monthly basis via Zoom or in person for our ongoing supervision.

We 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. There have been instances when bereaved people outside of the congregation have also been recipients of the series.

During 2025 the Stephen Ministry Team held weekly classes of 2 and 1/2 hours each to train a new Stephen Minister. Because of this we are excited that we now have a male Stephen Minister available to support any men who would appreciate having someone to listen to and support them during a difficult time.

Staffing: There are currently 4 active Stephen Ministry Team members. Three of them are Stephen Leaders. Responsibilities of Stephen Leaders include coordinating and administering the Stephen Ministry Program and providing support for one another. Past care receivers continue to make contact with their previous Stephen Minister from time to time. During 2025 the Stephen Ministry Team was deeply saddened at the loss of Jean Nelson, a long time Stephen Ministry Team member as well as a Stephen Leader. We miss her calmness, insight, wisdom and deep faith.

Respectfully submitted,

Wendy Crane

Westminster Presbyterian Church

Annual Report 2025

Worship Committee

Mission Statement: *The mission of the Worship Committee is to assist the pastor, staff, and musicians to ensure that each worship service functions smoothly and encourages the congregation in a meaningful way and in accordance with the Reformed worship tradition as guided by the PCUSA* Book of Order.*

Members: Angie Willoughby, chair, Lucy Foster, Susan Tanabe, Wendy Crane, Michael Wood, Nikki Fennell, Carole Brewer (through May), Rosamund Irwin, and staff members Ariana Recher, Jeffrey Larkin, and Pastor Kelly Wadsworth

Usual Meeting Schedule: First Monday of the month via Zoom from 5:30 - 6:30 pm

Significant Projects of the Year and Decisions Made

January: The committee reviewed the Christmas season special services, in particular, considering the Christmas Eve services. Pros and cons of the times of the Christmas Eve services were discussed, including the times of the services as well as the focus for both candlelight services. They also held an in-person retreat on January 26.

February: The results of the January retreat (joined by the ushers and the Building & Grounds Committee) were reviewed. These included the reconfiguration of the sanctuary in accordance with ADA guidelines and fire exit routes, a chart for an improved flow for Communion, and generally to optimize space between rows and around the walls. Additionally, Nikki Fennell (Worship Committee member) joined the team of worship service ushers.

March: Positive feedback was received from the congregation on the new sanctuary configuration, particularly in regard to the accommodation of those with walkers that allowed them to keep their walkers and store them in designated spots in front of reserved seats (6). Plans were made for the Labyrinth in Boulder Hall on Ash Wednesday as well as preparations for Palm Sunday.

April: Discussion centered around preparations for Palm Sunday, the Passion Cantata and Easter. They also looked forward to making plans for summer worship with alternate configuration of the sanctuary, communion, themes and formats. There was discussion of plans for June 1 Graduation Sunday and the special recognition of Music and Education.

May: Permanent signs for walkers in front of reserved handicapped spots were placed at six locations in the sanctuary. There was a recap and discussion of previous special services and the summer worship schedule was finalized for July 6-August 31. Additional discussion included the new format of the worship bulletins.

Worship Committee

(continued)

June, July, and August: Recognition Sunday (Graduation, Music and Education) was celebrated in June. Congregational input was received and discussed concerning Summer worship topics and ideas for services. In July, the committee submitted a motion to the Session for Jeffrey Larkin to investigate the options for video and screen upgrades for the sanctuary. Jeffrey presented the options later in the month. Feedback from the sanctuary seating setup for 13 semicircles was presented and was positive. A new usher, Arlis Shelman began August 3 and the committee made plans for assisting with the deep cleaning of the sanctuary (removal of chairs, planning for worship spaces, etc.). Consequently, the last Sunday of summer worship was held in Boulder Hall with a casual theme using hymnals and no screens. Leg dollies were added to the grand piano in Boulder Hall for ease of moving and for protection of the newly-finished floors.

September: As the sanctuary was arranged after the summer worship and deep-cleaning of the floors, a dedicated space was established for seating of the choir and the handbells set up in the Westminster room. The Westminster room required extensive reorganization to accomplish the move of the handbell tables. The new arrangement optimized congregational seating and extra space for special services. Plans were made for hosting the Presbytery meeting in October, and committee members representing Worship Committee at the Fall Festival. Results of committee presence and materials at the Fall Festival included two new ushers joining the team, and one new choir member.

October: Committee members assisted in the hosting of Presbytery. Worship Committee member Nikki Fennell chaired the coordination committee for the event with great efficiency and grace. After consideration and consultation with Congregational Vitality committee, plans were made to remove the information packets in chair racks in the sanctuary.

November: Service times for Christmas Eve services were set for 4:00 pm and 8:00 pm, with the first service at 4:00 focused on family worship. The committee considered concerning passing the offering plates for a specific purpose and another issue with the situation of choir rehearsing before the service and those coming into the service on Sunday mornings.

December: Advent plans were discussed and planned including Advent wreath lighting in the services and special activities for children in the services. Considerations were made about seating for the expected extra attendance at Christmas Eve services and musical considerations. Pastor Kelly presented information about the possible application for a Calvin Vital Worship Grant to be discussed in detail in January.

Respectfully submitted, Angie Willoughby Elder for Worship

Westminster Presbyterian Church

2025 Annual Report

Director of Music

Twenty-Two Five. A year full of new music and opportunities within our Music Ministry. Throughout their busy annual schedule, the musicians and AV Technicians continued to innovate new methods and presentations for deepening their spiritual love of music making, as well as providing our Westminster congregation and community with meaningful worship experiences.

Our Audio & Video Technical Arts have been working ever-so diligently to provide, expand, and improve upon the technical offerings available, including digital worship services, hybrid committee meetings, and additional media content. This work could not have been accomplished without the assistance of all those who volunteered and committed their time and expertise into the digital arts. Specifically, a large thank you to **Mike Friday** is necessary. He has faithfully attended rehearsals and Sunday mornings, tweaking, and editing services, and receiving/providing feedback to create the most optimal service possible. Our digital offerings would not be possible without him.

The Worship Team, under the artistic direction of **Ariana Recher**, continues to expand and provide meaningful worship experiences through music during our 10:00 am blended service. New voices, instruments, and styles continue to join the ensemble as the Worship Team provides their gifts of song year-round! Thank you to all the regular and guest musicians who are a part of this wonderful ensemble; your artistry renews us.

The **Chancel Choir** has been exceptionally busy during the year 2025! This ensemble rehearses weekly and provides spiritual and wholesome anthems each Sunday, September through June. Continuing with our annual Palm Sunday Passion cantata, the Chancel Choir, accompanied by full string orchestra presented *Undivided*. This evening concert continues to draw in hundreds of church and community members, while providing an opportunity for Westminster to share its musical gifts to a broader audience. Moreso, the Chancel Choir shared this gift of song in December during their annual Christmas Cantata, *Dawn of a New Day*, with 4-hand piano, organ, and string orchestra. This ensemble is extremely blessed to not only have great participation, but also the ability to invite/recruit guest musicians from other Salem churches; this is truly ecumenical worship!

The **Westminster Handbell Choir** also returned this Fall, with ringing in their hearts; we have even picked up some new bell ringers! This Fall the handbell ensemble had the privilege to partake in the triannual Handbell Festival hosted by St. Paul's Episcopal Church. Their hard work and passion for excellence is observable on a weekly basis; thanks be to God for all the gifts they bring. In the same vein of bells, **Terri Crall** provided hand chime opportunities for our 3rd-5th grade musicians this past Spring!

Director of Music (continued)

Throughout the year, Westminster has 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, including our youth and students from the public schools; we have been extremely fortunate by the messages they have shared. Lastly, a large personal thank you to **Harmonia** for their gift of music they have brought to our congregation time and time again!

Thanks to **Ariana Recher** and **Angie Willoughby** for your continued gifts you provide leading 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.

In addition to the musical gifts we receive weekly, the 2025 year also provided room for new opportunities. In the Winter of 2025, we hosted our *Mid-Winter Concert Series* which included deeply moving performances by classical guitarist Patrick Anderson and *Fusion Trio*, a highly gifted trio of piano, cello, and violin. Moreso, *Fusion Trio* returned this Fall to offer another set of highly enjoyable repertoire.

This Fall, the Music Ministry restructured its model to provide a positive and holistic music education to musicians of all ages! Our youngest musicians at Westminster shared their joy and love for music in a short December concert, *Light of the World*. Including hand chimes, singing, and solo work, our pre-K to 5th grade youth illuminated the sanctuary with glorious sounds!

Lastly, a large thank you to everyone, both Westminster members and visitors, for your generous donations to our music fund. These financial gifts continue to ensure we can offer the highest quality of music so we can bounteously share our sacred gift of song!

And to the people of Westminster: you are the music makers. Your appreciation for the arts and gift of song provides everyone comfort, affirmation, and joy in times of sorrow and celebration. Let us always hear the voice of God within every song.

In Song,

Dr. Jeffrey Larkin
Director of Music

Ariana Recher
Director of Contemporary Music & Pianist

Westminster Presbyterian Church
Worship Assistant Coordinator
2025 Annual Report

In the past year we have had 20 different people step up to serve as Worship Assistants. This is a very easy service to the congregation- the assistant receives a whole script and just has to follow it! If you are interested in joining this team, please contact Nancy MacMorris-Adix at nancymac93@gmail.com.

Westminster Presbyterian Church

2025 Annual Report

Next Gen (infant-5th) Ministry Committee

Next Gen Ministry is made up of members and regular attendees who care deeply about our children. We focus on education and joyful experiences for children from birth through fifth grade.

The committee sponsored and staffed these on-going activities and special events. Committee members deeply appreciate the support and help of others in the church community.

- The Easter Egg hunt was held on the day before Easter with the assistance of the Youth committee.
- Vacation Bible Camp was held for five days in the summer. Our members worked with members of other Salem churches, First Presbyterian and St. Paul's Episcopal, to provide ecumenical activities together for 20 children.
- Trunk or Treat was held just before Halloween for the children of the church and neighborhood.
- The Advent Craft Fair was the last Sunday of November. Committee members planned and staffed the event, and welcomed the community to come and enjoy making Christmas crafts and eating snacks in Boulder Hall.
- The Children's Cantata was the highlight of the December 14 service.
- The Children's Christmas Eve service was an all-family service focusing on Christmas through the eyes of our children.

Committee members had been evaluating the Sunday school program for several months, working to provide a more meaningful worship time for our children. To that end, a sub-committee plus Pastor Kelly searched for a teacher. We were blessed to meet and hire Heberlyn Rincon to teach the lessons each week. Members of the congregation are her critical assistants.

The program is growing and blossoming. Sunday school will be held every Sunday throughout the year.

Committee members voted to approved the updated 2025 Child and Youth Protection Policy prepared by the Safety Committee. It went to the Session for final approval.

Members of the 2025 Next Gen Ministry Committee were Terri Crall, Lucy Foster, Gene Ice, Kelsey Ice-Weber, Rosalyn McKeown-Ice, Teri Mohney, Krystal Peterson, Ariana Recher, Pamela Schmidling, and Susan Tanabe.

Lynnea Lyman, Moderator

Westminster Presbyterian Church

2025 Annual Report

Youth Oversight Committee

2025 was a year of change and challenge.

Youth Leader Position

At the end of 2024, session decided that the youth director position would be cut 25% in 2025 because of financial concerns from a deficit in 2024. The committee considered options for the cut including reducing hours some months and a temporary layoff for a month. In February, Youth Director Vik Schaaf, decided to leave her position at Westminster for a full time position in the state legislature. Her last day as youth leader was February 25. The church had a party on March 30 to celebrate all of her youth ministry.

Interim Youth Coordinator

Mat Worley stepped up to work part-time as interim youth coordinator. He started in March and completed his time as interim in November. During that time he planned events for Westminster youth and coordinated with the Salem Youth Collective for combined events. Events included:

- Reedsport mission trip
- Earth Day service project
- Hiding eggs for the Easter egg hunt
- Geranium sale
- Graduation celebration
- Car wash fundraiser
- Baking cookies
- Youth Sunday
- “Noticed, Named, Known” workshop for adult leaders
- Pumpkin patch at EZ Orchards
- Escape room
- Trunk or treat
- Youth Thanksgiving
- Miniature golf

Advent craft fair

Youth Room

Volunteers sorted through the accumulation of items in the youth room. Some items were moved to storage elsewhere in the church to clear enough space to add the room to the area rented by Bluebells Academy Preschool and Childcare.

Summer Social Media Interns

Office Manager Katie Moore proposed a paid summer internship to help with church communication. Session approved the proposal with guidelines how to treat youth as employees. Three youth applied and were hired: Indira Cook, Rachel Romeo, and Zoe Wadsworth. They worked from June through August creating videos and graphics for

church announcements and social media. Katie Moore supervised their work with help from Mat Worley and members of the personnel committee.

Border Ministries Mission Trip

Vik started planning a summer mission trip before leaving with Frontera de Cristo (fronteradecristo.org). Frontera de Cristo ministers to migrants along the border between Douglas, Arizona, United States of America and Agua Prieta, Sonora, Mexico. Warren Binford took over planning the trip. The mission delegation included:

Youth:

Frances Binford-Ross
Desmond Chinnock
Indira Cook

Adults:

Matt Crall
Lisa Dukes
Rachelle Hughes

The group traveled to Douglas on August 2 and spent four days learning about borders and ministry. Activities included:

- Bilingual church service
- Sunset overlooking the cities and border wall
- Tour along the border wall
- Discussions of Bible passages about border and connections
- Stories from long time residents near the border
- Making tamales
- Lunch with a retired border patrol agent

Placing a cross in the desert where a migrant died

The groups spent a day sightseeing in Tucson Arizona as they returned on August 6.

Recruiting a Youth Leader

In April the committee met with youth and parents to hear what they wanted in a youth program and a youth leader. The personnel committee decided that the position would be part-time at eight hours per week (25% of full time). The youth committee drafted a job description and then worked with the personnel committee to finalize a recruitment notice, which was posted on the church website in October.

The youth committee attempted to assemble a hiring team (separate from the committee) to work on posting the position on job boards and then review candidates. The attempt was unsuccessful, so the recruiting work reverted to the youth committee. Progress was slow and no candidates have applied.

Looking Ahead

The committee is hopeful that 2026 will be a year of growth and building. If a youth leader is hired, the youth committee will support the leader and recruit volunteers to support the program.

Respectfully submitted,
Matt Crall, committee chair

Westminster Presbyterian Church

Annual Report 2025

Outreach for Social Justice

Our Mission Statement:

Outreach for Social Justice (formerly The Mission Peace Eco-Justice Committee) is committed to advocate, educate, empower, encourage, inspire, and serve our congregation to take steps toward the fulfillment and sharing of God's love through actions of peace, justice, and the protection of all God's creation.

Committee members: Deanie Anderson, Karen Freed, Jackie Hilfiker, Rosalyn McKeown-Ice, Ann Montague, Susan Tanabe

Michele Hare, Chair, Maggie Sather, Elder, Pastor Kelly Wadsworth, Staff Representative

The OSJ activities below highlight some of the outreach that involve members of WPC. The OSJ realizes that many of the ways that church family volunteer to create common good in the community are not included here. Nevertheless, all WPC volunteers have our gratitude.

Oregon Chapter of the Poor People's campaign

Moral Mondays. In early January 2025 a handful of clergy and laity formed the Oregon Chapter of the Poor People's campaign. PPC is a national organization that advocates for a moral budget. Throughout the year one to two dozen people met downtown near the state capital building on Mondays at noon to learn and to protest peacefully. The protestors walk a loop near the capitol while singing. The singing signals peaceful intent. They gather rain or shine. This group also joins nationally organized rallies that shine the light on national moral issues.

In October, the Oregon PPC met to share their experiences with pastors and ruling elders of the Presbytery of the Cascades who were interested in forming a local group of the PPC.

Hunger Outreach Ministry

OSJ collected and delivered 1577.4 pounds of food to Table of Plenty during 2025.

Church family members also volunteered for Meals on Wheels and Marion Polk Food Share.

Human Rights

OSJ hosted a community meeting, Salem Speaks, for the Human Rights Council. Senator Deb Patterson spoke at this event.

Library (aka the Hut)

The Boy Scouts constructed a small "library" alongside the WPC parking lot, which is a walkway for students on their journey to and from the neighborhood elementary school. WPC stocked and resupplied it with food, toiletries, and books.

Outreach for Social Justice (continued)

Bulletin Board (by Russel Hall)

OSJ maintains a bulletin board by Russel Hall with important and timely topics (e.g., Civil Rights activists) and devotionals.

Caring for Creation

Westminster's OSJ is a member of Salem Environmental Faith Committee and supports many of its activities in the community.

OSJ developed and produced a peace and caring for creation devotional.

During Earth month OSJ: (1) Used materials from Creation Justice Ministries to address water systems through the OSJ bulletin board, (2) Purchased a children's book on water systems for the WPC library, (3) Highlighted opportunities to volunteer with SOLV and City of Salem Parks and Recreation.

Thank you to the congregation for your ongoing support of the hunger outreach ministry and to the many WPC volunteers who go beyond the boundaries of the church property to work for the common good.

Respectfully submitted,
Michele Hare, Committee Chair

Westminster Presbyterian Church

2025 Annual Report

Fine Art Committee

Westminster Presbyterian Church provides a beautiful setting for the Festival of Fine Art held annually in October. The Festival is planned and produced by a committee that includes congregation members in addition to members from other churches. We welcome to the committee anyone who has an interest in promoting this annual event.

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 Festival Advisory Committee normally meets the second Tuesday of the month at 6 pm at the Church. Members are Chuck and Ann Bauman, Liz Callahan, Michele Hare, Holly Hilfiker, Linda Lowery, Lorna Motte, Doreen and Paul Negstad, Bob Pool, Sheila Powell, Susan Ray, Jean Severson, Bonnie Shaughnessy-Smith, and Susan Tanabe. Each of these members play a very important part in the success of our Festival. In addition, more than 60 volunteers from the Westminster congregation and Salem community assist in producing the Art Festival. Their roles include, but are not limited to, set-up and removal of the Festival hardscape, accepting and returning artwork, displaying the art, cashiering and wrapping sold artwork, kitchen assistance, parking attendants, greeters, and much more. We could not have such a successful Festival without the dedication and generous help of these volunteers.

At our first meeting in February, 2025, dates for the Festival were discussed. It was suggested that we move the Festival a week later to avoid conflicting with a four-day holiday weekend; All School Conference Day on Friday and Indigenous Peoples Day, formerly Columbus Day, on Monday. The dates of October 17-19, 2025 were available. It was voted to move to those dates.

In addition, it was decided to change the schedule to opening at noon on Friday and holding the Artist Reception from 6 to 8 pm. Saturday hours were 10 – 5, with the Featured Artist Presentation from 9am to 10 am. Sunday hours were 9 to 5. All felt these changes were beneficial to the Festival.

Our Call for Artists was designed by Jean Severson and distributed to our artist mailing list and various galleries and arts organizations in May. In addition, Jean designed a poster with our new dates as we wanted to get word of the date change out to the community as early as possible.

Jean designed our first ever Festival web page and kept it updated with artists and activities. Michele Hare obtained space on a West Salem electronic billboard advertising our Festival, and we placed ads in several online and printed publications, in addition to the banner that hangs on the Liberty Street Parkade during Festival week.

57 artists representing a variety of media were juried into the 2025 Festival. Many were returning artists, and several new artists participated. There is a wonderful variety of

Fine Art Committee

(continued)

artwork that is shown every year by these artists. Our Festival is well known in the art community, and artists look forward to participating each year.

We continued offering the opportunity for High School Seniors in our congregation to apply for the Barbara Tallman Scholarship. The committee donated \$1,000 to the scholarship fund. Scott Butterfield and Liz Callahan reviewed the applications and recommended awarding one applicant a \$600 scholarship and one a \$400 scholarship. The recipients were Stephanie Romeo and Mylah Crowser. Both students were presented with a certificate and honored during a church service honoring our graduating seniors. Stephanie is attending Western Oregon University and Mylah is attending Chemeketa Community College.

Recruiting volunteers for the Art Festival is done throughout the year. The main push is by using Sign-Up Genius in August. The link is sent to the artists, published in the church newsletter and on the church and Festival websites. We are also available for signups during the Church Fall Festival that is held in September.

Many volunteers were available for the hardscape setup.. Setup for the Festival began the evening of Sunday, October 11 and continued Monday evening, October 12. We received the artists' artwork on Tuesday afternoon, and the art was displayed on Wednesday and Thursday; and the Show was ready to open Friday at noon, with the Artist Reception on Friday evening. It takes many volunteers to accomplish these tasks in such a short amount of time.

Jean Severson and her helpers prepared a lovely display of meats, cheeses, and cookies for our guests' enjoyment. Church members provided dozens of cookies. Wine was provided by Chemeketa Cellars and several members of our committee. The artist reception was attended by many artists, their families and friends. Gail Gage Jazz once again provided the evening's entertainment.

Marc Vickery, a Salem wood turning artist who has participated in our Show for several years was selected as the 2025 Art Festival Featured Artist. Marc held a discussion and presentation of his skills on Saturday morning. His display of his wood turned artwork added a wonderful dimension to the Show.

Jeffrey Larkin suggested a concert be held on Sunday afternoon. Other musicians were contacted and the committee approved a Festival of Art and Music. Thomas Bishop performed on Saturday afternoon and David J entertained on Sunday afternoon prior to the Fusion concert. South Salem Connects awarded us a grant of \$200.00 which was used to pay the musicians.

Our gross income from art sales was \$19,767; 70% was returned to the artists; and the remaining 30% is used for youth scholarships and other church programs, and future show operating expenses.

Planning for the 2026 Festival of Fine Art

Sheila Powell and Doreen Negstad made a difficult decision in the Fall of 2025 to limit their leadership roles in 2026. During our follow up meeting in November, it was suggested that the Festival could be run by committees handling various parts of the

Fine Art Committee

(continued)

show, i.e.: Artist Relations, Graphics and Public Relations, Volunteer Coordination, Display Management, etc. Members of the committee are currently brainstorming these ideas and will be talking to interested people. It is important that coordination of the Festival be determined as soon as possible, as planning begins in March.

Another thought is to advertise the position(s) to various art organizations and the Art Programs at Chemeketa and Western Oregon. Any interests in these positions from the Congregation or others can be directed to us at wpcfafestival@gmail.com

Future Art Festival Committee meetings will be held on the second Tuesday at 6 pm at the church beginning in March. Watch the church calendar for exact dates. We welcome anyone from the congregation to attend and share your ideas! Thank you for your support of the Westminster Festival of Fine Art

Submitted by Sheila Powell, Chair
Westminster Festival of Fine Art Committee

Westminster Presbyterian Church
Welcoming Journey Core Team
2025 Annual Report

Westminster Presbyterian Church
2025 Annual Report
Matthew 25

Westminster Presbyterian Church

2025 Annual Report

Buildings and Grounds

The Buildings and Grounds Committee is composed of Ted Burney, Chair, Bill Faust, Session Liaison, Rick Cobb, Facility Caretaker, Christian Arroliga, Scott Butterfield, Bobbie Clyde, Vicki D'Annunzio, Gene Ice, Bill Nelson, and Pamela Schmidling

Routine Matters

Managed ongoing inspections and servicing for:

- Elevator
- Boilers
- 4 HVAC Systems and 8 furnaces
- Roofing and gutters
- Water Backflow
- Fire Alarm System
- Sprinklers

Reviewed and paid bills for:

- Electricity for Church, Winola house, and Bruce Marsh Lodge
- Natural Gas for Church, Winola house, and Bruce Marsh Lodge
- Water for Church, Winola house, and Bruce Marsh Lodge
- Garbage for Church and Winola house
- Insurance – Property, Auto, Liability

Major Accomplishments

On April 5th Building and Grounds led and members of Westminster participated in cleaning up the grounds and assisted in cleaning up the Youth Room.

Activities included:

- Spray vinegar on curbs & walkways to kill moss.
- Pull out & destroy ivy from trees.
- Spread existing wood chips on the walking path through the grounds.
- Plant bulbs, flowers, and flowering shrubs.

A second Grounds Cleanup Day took place July 19 from 8 a.m. to 11 a.m.

Activities included:

- clean chalk from the church entrance.

Buildings and Grounds

(continued)

- cut back blackberry bushes.
- sidewalk cleanup along Liberty
- place old swing set beams along entrance drive.
- Use cold patch to fill 2 potholes on entrance drive.

In late January, during the testing of the fire alarm system, the fire alarm panel was compromised; after a brief period of time managed the replacement of the fire alarm panel.

In February, a new bulb was installed in one of the sanctuary projectors. This arduous task requires dexterity at the top of a 14-foot ladder.

Throughout the year, the Building & Grounds team sought to maintain the church van.

Activities included:

- Replacing dead battery
- Cleaning food and debris from the van
- Attempting to mitigate mold resulting from very infrequent use of the van.

Managed the installation of new Exterior Doors from Education Wing to the playground.

- In 2024 the church received a Barnabas Grant of \$6,240 from Cascades Presbytery to be used towards the cost of installing new exterior doors to the Education Wing.
- Early in 2025, Building and Grounds sought bids from multiple vendors. A bid of \$12,259.48 was accepted.
- The funds from the Barnabas Grant were supplemented by funds from the Building Reserve account.
- After many delays, the work was completed in November.

The carpet throughout the church was cleaned for the first time in over 6 years and the floors in Boulder Hall and the kitchen were stripped, cleaned, and resealed for the first time in over 6 years.

The parking lots were restriped in July. This was made significantly easier with the donation of stripping equipment by a member of the congregation.

Two dying fir trees were removed during the year; various plans for use of the logs from the fir tree removed in 2023 were explored. A forester from OSU extension believed the cause of death to be drought related providing this review at no cost.

The brick patio outside Boulder Hall that contains memorial bricks was power washed. Motion detector lighting was installed above the walkway along the south side of

Buildings and Grounds

(continued)

Boulder Hall., and on the exterior of the new doors in the education wing.

The grease trap in the kitchen was cleaned for the first time in a very long time. During the year, Rick Cobb installed LED lights in the Winola house and in many of the fluorescent fixtures in the church. This will reduce electricity costs. Many drains were unclogged and sink faucets were installed by the Building and Grounds team.

A cleanout was located in the woods along Liberty Street.

A native plant and flower garden was planted to the west of the Felton Road exit drive.

As a safety measure sliding window blocks were installed on 2nd floor Ed wing windows to allow a maximum of a 4-inch opening.

Westminster Presbyterian Church

2025 Annual Report

Budget and Finance Committee

Budget and Finance Committee: Bill Foster, Chair; TC Curlee; Toru Tanabe; Bill Faust; Burnie Woody; and Steve Kandra, Session Liaison; Advisors Pastor Kelly Wadsworth and Terri Crall, Financial Secretary.

Budget and Finance Committee Mission: Advisory to the Session. To provide budgetary and financial oversight to Westminster Presbyterian Church; To facilitate and coordinate financial activity with other Church Committees; To make recommendations to Session regarding investments, expenditures, and contracts.

Regular Activity: The Budget and Finance Committee generally meets once a month on the second Tuesday (a new change to enable meeting before Session's 3rd Wednesday regular meeting date):

At each Budget and Finance Committee meeting there is a review of current financial statements and information provided by the Accountant and Staff. Monthly Statements of Financial Position, Activities, and Budget Summary are available to all church Members upon request at the Church office.

The Committee:

- Provides oversight for the counting of offering receipts and deposits.
- Reviews adherence to the 2025 Budget.
- Interaction with other standing committees such as (but not limited to):
- Building and Grounds for maintenance and projects.
- Personnel addressing staffing proposals and budgetary needs.
- Gifts, Endowments, and Memorial (GEM) Committee regarding investments and distributions from designated funds, and investment opportunities.

Accomplishments:

Building Loan Retirement: At the end of December 2025 the Building Loan Retirement campaign had collected enough funds to pay off the Building Loan balance. With the support of our congregation and donors, we were able to pay off the loan 6 months before the end of our loan retirement campaign. What remains to be done are the legal filings with local authorities that shows retirement of the Synod loan and the quieting of

Budget and Finance Committee

(continued)

any liens associated with the loan. As there are “pledged funds” yet to be received there were two actions recommended: That the building loan retirement funds received beyond what is needed to quiet the loan will be put into the Building and Grounds Reserve Fund; Donors with pledge balances will be notified that the loan has been paid giving donors options on how to direct their pledge balances.

Financial reports are now done “in house” with increased record keeping responsibility by our Financial Secretary Terri Crall. This has reduced accounting costs and made financial information more available and usable. The Budget and Finance Committee now receives reports before monthly meetings and able to give Session information and recommendations before their monthly meetings. Chair Bill Foster and Financial Secretary Terri Crall continue work to make reports and accounting easier to understand.

Challenging Development of 2026 Budget. We entered fiscal year 2025 with a budget deficit from 2024 as income was less than anticipated with that deficit met by drawing on reserves. However the good news is that financial support for 2025 exceeded expectations and there is “surplus” income collected over anticipated budgeted amounts to be reconciled in 2026. Our Stewardship Campaign showed less funds pledged for 2026 than previous years which precipitated development of a very conservative budget proposal for 2026. Worked with the Personnel and Building and Grounds to create a streamlined balanced budget reflecting anticipated reduction in income for 2026.

A “Financial Review” for the 2024 fiscal year (January 1 to December 31, 2024) by Financial Review Team TC Curlee and Steve Kandra representing the Budget and Finance Committee, with Zach Hatefi and Jim Nishimura representing the Congregation. Challenges were following and confirming how “Electronic funds transfers” and credit card transactions were tracked and categorized. The committee found no mis-appropriation of funds. The committee did recognize continued efforts to streamline record keeping and balance fund accounts. The Review was presented to the Session in November, 2025.

Thanks to the Budget and Finance Committee for their dedication and contribution to the security and wellbeing of Westminster’s finances.

Respectfully Submitted,
Steve Kandra, Session Liaison

Westminster Presbyterian Church

2025 Annual Report

Personnel Committee

Personnel committees occupy a specific niche within the Presbyterian Church (U.S.A.) and, by extension, within the Westminster congregation.

Our role is not to supervise Pastor/Head of Staff Kelly Wadsworth or other staff members, but to walk alongside them. Our role is not to conduct the recruitment and hiring of new staff members, but to facilitate that process. Our role is not to determine staff positions, salaries and benefits but to make recommendations to Session. And unlike with some church committees, all Personnel members must be approved by Session.

We were blessed this year to have Lynnea Lyman and Susan Tanabe as new members, joining elder Maggie Sather, chair Dick Hughes and Pastor Kelly Wadsworth on the Personnel Committee. We work well together.

Our year seemed to have three overlapping phases:

1. recruiting and hiring Office Manager Katie Moore and Facility Caretaker Rick Cobb;
2. bidding a fond farewell to Vik Schaaf, our longtime youth, etc., director; bringing on Mat Worley as interim youth coordinator; laying the groundwork for hiring Heberlyn Rincon as our children's Sunday education teacher; and working with the Youth Oversight/Overseeing Committee on the job description for our next youth leader; and
3. overseeing employee benefits and making staffing/ compensation recommendations for the 2026 budget.

As Westminster has evolved, volunteers have taken on many of the obligations once handled by a larger paid staff. For Personnel, that means our committee stands in lieu of a human resources manager, helping with payroll issues and benefits, addressing concerns and general workplace questions, and serving as a staff interface with Session.

Here are a few examples illustrating the breadth of our work:

- Working with The Board of Pensions of the Presbyterian Church (U.S.A.) and the Presbytery of the Cascades to ensure Pastor Kelly's compensation meets their requirements.
- Coordinating the review of Pastor Kelly's year, participating in the annual reviews she conducted with individual staff members, and going through and approving her expenses.
- Taking turns attending the monthly staff meetings and providing staff updates for the Friday newsletter.
- Conducting open enrollment for staff members' benefits.

Personnel Committee

(continued)

- Assisting the Safety Team and others in updating the Child and Youth Protection Policy.
- Reviewing and approving job descriptions for the new employees being hired.
- Exploring ways to streamline workflows.
- Obtaining Oregon Bureau of Labor and Industries certification to employ youth as the summer social media interns, and posting updated BOLI employee information notices in the church office.
- Participating in the after-worship Listening Sessions.

Collaboration is central to Personnel's mission. In 2025, the wonderful hiring team of John Dalen, Jean Severson and Gene Ice, assisted by others, handled the job descriptions, recruiting materials and hiring processes that brought Katie and Rick to our staff.

Building on the best practices developed by that hiring team, Personnel created a guide for committees and program areas in recruiting, hiring and orienting new staff members. The children's ministry hiring team, skillfully led by Lucy Foster, added more insights to streamline the process for future hiring teams. Grateful appreciation goes to everyone who steps forward to serve on hiring teams and to strengthen the ranks of the affiliated program committees.

All of us in the congregation share the responsibility of supporting our staff by showing our appreciation, offering our services, respecting their time and not micro-managing their work.

If you have questions, suggestions or concerns regarding Personnel, please contact chair Dick Hughes at ramhughes@gmail.com or any of the committee members. Or put a note in the Personnel mailbox in the church office.

Westminster Presbyterian Church

2025 Annual Report

Stewardship Committee

COMMITTEE MEMBERS: Jim Nishimura, Zach Hatefi, Karen Huntzinger, Gene Ice, Rosalyn McKeown-Ice, Steve Kandra

I am thankful to be part of a church that takes seriously the charge of stewardship. Your financial gifts to our general fund and to our special offerings (Per Capita, One Great Hour of Sharing, Presbyterian Peace and Global Witness, Christmas Joy) support the church community, and gifts to our Building Fund, fifth Sunday gifts, backpacks for kids and the Christmas Giving Tree support our Salem community. It is both financial gifts, and gifts of time and talent, that make an impact. As such, I want to thank you for stepping in to generously share these gifts for the benefit of our church body and our local community. We understand how valuable your time is, and are thankful for your willingness to use that time to contribute to Westminster's mission.

2026 General Fund Pledge Drive

Creatively sharing Christ's love, we welcome, we serve, we grow

The final numbers from our Pledge Drive came in lower than what we had set for our goal, with a final pledge number of \$306,204. While lower than our goal, it is an increase from the prior year pledge number which was \$298,964. These pledge amounts are used by the finance committee to help create our budget for the upcoming year and their ability to plan for the year ahead is impacted when the pledge amount falls short of the goal. The number of pledges received this year was comparable to the number of pledges received last year. When coupled with the pledge total increasing for 2026, I am looking at this as a positive takeaway. Your stewardship committee is already working on ideas to improve the campaign for the next year, and any feedback from the congregation is welcome!

The stewardship campaign comes together thanks to the help of many individuals, and I want to offer some gratitude to close this report. To begin, thank you to the members of the Stewardship committee, your time and insights are much appreciated. Thanks to the Congregational Vitality Committee for letting us use the

Stewardship Committee

(continued)

Fall Festival to kick off our campaign. Thanks to those who helped facilitate the baked potato bar. And thank you to the Westminster church community. The pledges help provide us with a place to worship, but the feeling of welcome and warmth that runs through this church is only possible because you all make the choice to lead with kindness and openness each day. As we look ahead to our Mission and Ministry in 2026, we invite you to continue holding our church in prayer, trusting that God will bless and guide the work that we are called to do together.

On behalf of the Stewardship Committee,

Zach Hatefi

Westminster Presbyterian Church

2025 Pastor's Annual Report

In 2025, Westminster and myself entered into our 5th year of ministry together. This year a number of pivotal events emerged. Over the past couple of years, the congregation has been in a time of pruning and changing. This has not always been easy and these evolutions naturally brought about grief. The members and friends at Westminster were faithful to the process and this year began to see the first-fruits of such pruning. With simpler processes and newfound energy, fresh expressions of community and gospel began to emerge – two new adult education offerings, an increase from one to two new member classes each year, a new children's music program, hosting Presbytery, three new musical concerts, approval and joining the Covenant Network of Presbyterians, multi-church partnership around the Oregon Poor People's Campaign, and the payoff of the Boulder Hall loan 7 years early. These successes are to be applauded.

Session

In January/February, the elders invited the congregation into a collaborative budgeting process which included training on how Westminster's budget works as well as an extended time of open comment and suggestion. In June, 3 elders completed their service and 3 new elders joined session. At the annual session retreat in July, members received training in: Book of Order, Book of Confessions, Robert's rules of order. They also reaffirmed their covenant together and identified 2 areas of focus for the year ahead. Throughout the fall, the elders began receiving boundary training per a new BOO requirement for local congregations. In October, the annual Elder-led worship service had session leading the Sunday morning service. In November, the session received notice that Westminster had been named as a defendant in a scouts lawsuit and December/January was approval of the 2026 budget.

We agree to put our trust in God as we come together to welcome, to serve, and to grow.

We agree to:

- Operate out of love, respect, positivity, acceptance, and humility
 - Embrace & welcome change
 - Listen to understand
 - Practice grace & kindness
 - Be thoughtful in coming to answers
- Work together for the good of the church
 - Seek God's call for Westminster
- Be mindful of judgments and personal agendas
 - Remember confidentiality

Pastor's Annual Report (continued)

- Practice open-mindedness
 - Stay on topic
 - Trust in God

(-Westminster Session Covenant; adopted July 2025)

2025-2026 Session Goals

Leadership: Develop new leadership, with a special emphasis on supporting families, children & youth.

Communication: Improve communication, within Session and throughout the congregation.

Throughout 2025, Session built additional communication pathways to improve feedback loops throughout the organization. A number of initiatives have been implemented to improve communication. Weekly – improved Friday newsletter format; hard copies mailed to shut-ins and others; updated website. Monthly – listening sessions with elders available for dialogue after worship; summary of session minutes included in the Friday newsletter after the monthly session meeting. Annually – advanced copies of annual report, previous year financials and current year budget; budget information session and motion request form offered in February. Between August-December, elders also took time each month to get to know the children & youth programs utilizing the framework “named, noticed, and known.” Do the elders know the names of the young people? Notice when they are in the building, attending and around? Do they know something about their lives, their joys and their interests?

Staffing

In 2025, Westminster welcomed a couple new staff members and said farewell to two others. In December 2024, Krisha Horn wrapped up her time as the office manager and Chris Duval stepped in as the interim from January – April 2025. In April, Westminster welcomed Katie Moore as the new office manager. Katie has been instrumental in upgrading Westminster's tech, website, and office operations. In March, we said goodbye to Vik Shaaf, Westminster's long-serving youth director and welcomed Mat Worley as the interim youth director from April – November. In June & September, Westminster welcomed Rick Cobb as the new facility manager and Heberlyn Rincon as the new Children's program teacher. From June-August, a partnership between personnel, youth, and staff produced a pilot program: Social Media Interns. The initiative welcomed 3 youth to the office taking photos, designing flyers, and learning graphic design skills.

Pastor's Annual Report (continued)

Worship

In January, the church took an extended look at the gospel of Luke throughout January and February which included Baptism of the Lord Sunday and Black History Month. In March, the Ash Wednesday ritual offered ashes, communion & labyrinth at both 12pm and 5pm. During the 6 weeks of Lent in March & April we practiced contemplative silence in the worship service and then celebrated the 2nd Annual Palm Sunday Cantata for the whole community. Palm Sunday and Good Friday shared a two-part liturgy with palms and a Boulder Hall-to-Sanctuary walk as well as candles and communion on Good Friday. In June, we celebrated Pentecost as well as Recognition Sunday as the education and music ministries wrapped up their program year. In early July, the seating in the sanctuary was reconfigured into half-moons for summer worship which included an 8-week dive into the book of Revelation complete with art-projects and hands-on crafts. September saw Kick-off Sunday, Fall Festival, World Communion Sunday, Stewardship campaign and the Elder-led worship service. On Oct 24-25, Westminster hosted over 200 attendees for the fall meeting of the Cascades Presbytery. In November, we commemorated All Saint's Day with an acknowledgement of those who have passed away as well as participation in the ecumenical thanksgiving service hosted by St. Mark Lutheran Church. In December, the children and youth offered an all-ages music program during the 3rd week of Advent and then annual Christmas Cantata on the 4th week of Advent was standing room only. The Christmas Eve services were at 4pm and 8pm. In addition, there were 10 memorial services, 2 baptisms, 1 wedding, and a 5-week Presbyterian Beliefs class.

Grounded in mission...

Westminster has a two-part stated mission.

Creatively sharing Christ's love; we welcome, we serve, we grow.

-and-

Westminster Presbyterian 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 the residents of the community, and to promote peace and justice in the world.

It is a joy to be on this journey with you.

Ever onward,

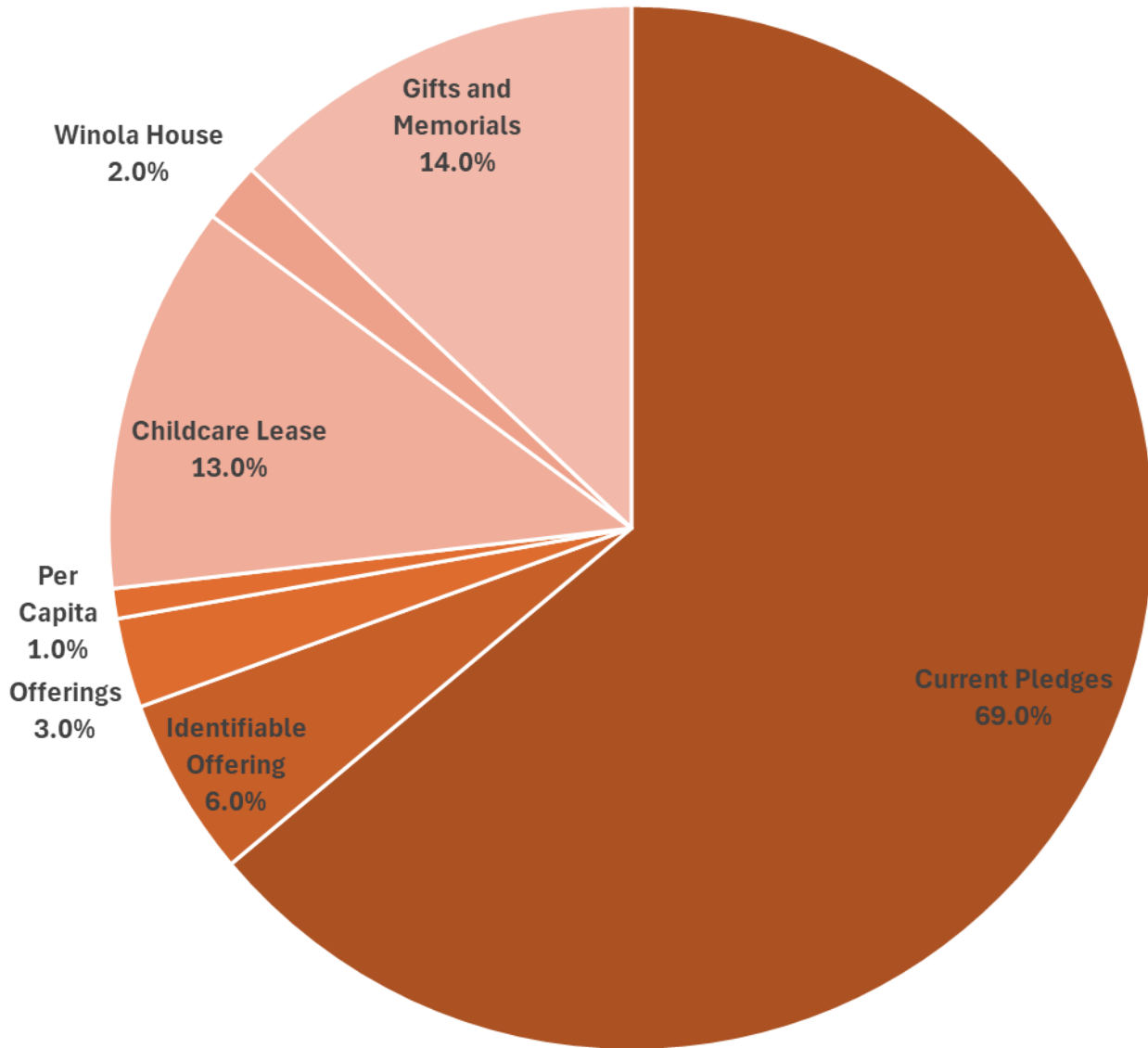
Pastor Kelly

2/5/26

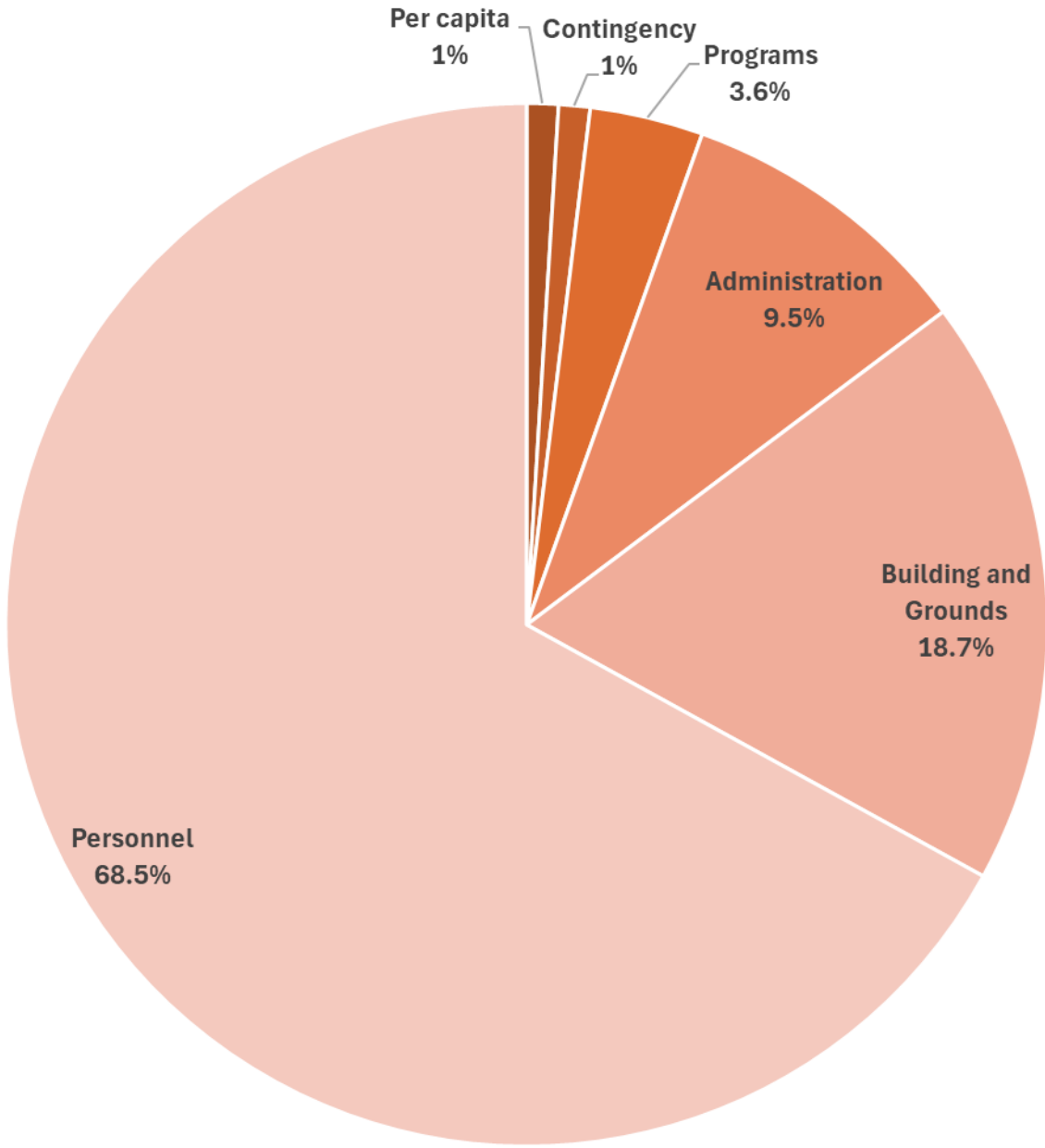
556902	Paid Office Help		\$0	
556903	Part Time Assistance for Facility Maintenance		\$10,000	
556904	General Staff Expenses	\$0	\$500	
557001	Child Care Wages	\$610	\$0	
557201	Health Insurance	\$5,016	\$10,860	
557251	FSA Advance			
557301	Payroll Taxes	\$13,395	\$13,458	
557401	Unemployment Tax	\$6,587	\$6,529	
557501	Worker's Compensation Insurance	\$761	\$1,665	
557601	Assistant for Children's Ministry		\$0	
557611	Director of Children's and Family Ministry		\$0	
557612	Technical Video Production Manager	\$8,148	\$8,479	
558601	Job Search Expense	\$0	\$300	
558621	Worship AV Tech Support	\$6,315	\$4,229	
558622	Contemporary Worship Instrumentalists & Vocalists	\$4,287	\$5,001	
558702	Applicant Background Search for Child Protection Policy	\$175	\$500	
558802	Continuing Education for All Staff	\$674	\$1,500	
	Placeholder for Next Gen Staffing		\$10,000	Revised
	Staff furlough		-\$3,616	
	Pastoral care placeholder		\$2,500	
	TOTAL-PERSONNEL	\$335,563	\$338,813	Under
OUTREACH				
620001	DEACONS		\$0	
	MISSION			
619001	Local Mission	\$7,600	\$0	
619201	Presbytery Partnership Giving	\$10,000	\$0	
619901	Miscellaneous Mission Expenses	\$109	\$250	
640001	OUTREACH	\$148	\$0	
	TOTAL MISSION	\$17,857	\$250	Under
CHRISTIAN NURTURE				
	FELLOWSHIP			
619641	Coffee Fund	\$927	\$1,000	
619642	Kitchen Supplies	\$205	\$400	
732301	General Fellowship	\$449	\$750	
	TOTAL-FELLOWSHIP	\$1,581	\$2,150	Under
	STEWARDSHIP			
732901	General Stewardship	\$370	\$500	
	TOTAL STEWARDSHIP		\$500	Over
	EXPENDITURE TOTAL	\$534,005	\$494,993	Under
742101	BUDGET CONTINGENCY	\$2,699	\$3,642	
	GRAND TOTAL-ALL PROGRAMS	\$536,704	\$498,635	

2024 Total Revenue	\$496,812	\$498,635	2025 Revenue
2024 Total Expenses	\$536,704	\$494,993	2025 Expenses
2024 Ending Balance	-\$39,892	\$3,642	Contingency

WESTMINSTER PRESBYTERIAN CHURCH 2025 REVENUE BREAKDOWN



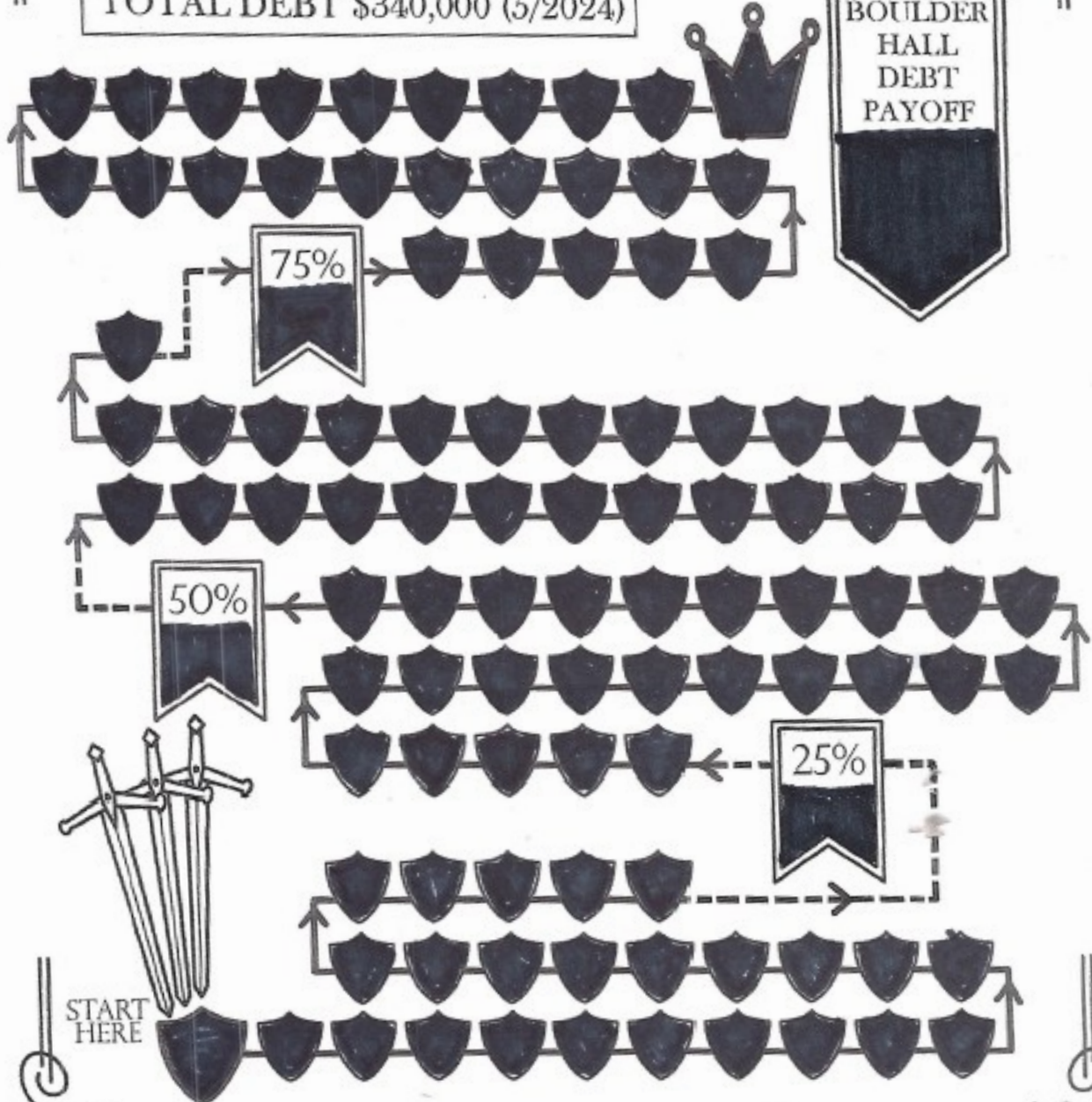
WESTMINSTER PRESBYTERIAN CHURCH 2025 BUDGET BREAKDOWN



GAME OF LOANS


TOTAL DEBT \$340,000 (5/2024)

BOULDER
HALL
DEBT
PAYOFF



START
HERE

©2019 Heidi Nash deltifreecharts.com

Each  = \$3,400 (there are 100)

LOOK AT US
PAYING OFF OUR
MORTGAGE!!!!

Boulder
Hall

Party time!!

Sunday, Feb 22,

Following the Annual Meeting

Featuring:

Gail Gage Jazz Band

Baked Potato Bar & Dessert

The "Burning of the Mortgage"

Please bring a salad to share



Worship & Music

Worship Committee

Contact: Angie Willoughby
(awillough@gmail.com)

Meets: 1st Tues 5:30

Oversees:

Worship Service Functions

Worship Team

Contact: Ariana Recher
(ariana@salemwestpres.org)

Ensembles

Contact: Jeffrey Larkin
(music@salemwestpres.org)

Oversees:

Chancel Choir (meets Thurs 6:30 pm)

Handbell Choir (meets Thurs 5 pm)

Other Special Music

Outward Mission

Outreach for Social Justice

Contact: Michele Hare
(michelehare25x2@gmail.com)

Meets: 3rd Sunday 11:30

Oversees these Working Groups:

Beloved Open and Affirming Community

Creation Care

Hunger & Shelter

Mental & Physical Health

Peace

Festival of Fine Arts

Contact: Sheila Powell
(wpcfafestival@gmail.com)

Meets: 2nd Tues 6 pm

Welcoming Journey

Contact: Lucy Foster
(lucyannf@comcast.net)

Community Life

Congregational Vitality

Contact: Katie Nelson
(nelsonkatieallstar@gmail.com)

Meetings: 1st Wed 10 am

Oversees:

Greeters/Information & Welcome Table
Cookie/Beverage Bundles Ministry
Attendance Pads
School Backpack Giving Tree
New Member Classes
Red Cross Blood Drives
Narthex Project
Photo Directory Project
Informational Brochure

Deacons

Contact: Dianne Greenlee
(dianne.greenlee@gmail.com)

Meetings: 4th Wed 6 pm

Oversees:

Visitation/Care Team
Memorial Service Team

Stephen Ministers

Contact: Wendy Crane
(dwcrne@gmail.com)

Meetings: 2nd Thurs 1:30 pm

Oversees:

One-on-one confidential Christian caring

Fellowship

Contact: Shirley Layne
neverpigsfly@gmail.com

Oversees:

Coffee Hour
Church Picnic

Bible Studies

(Independent) Contact: Church office
office@salemwestpres.org

Next Generation

Steering Committee (Infant-5th)

Contact: Ariana Recher
(ariana@salemwestpres.org)

Oversees:

Infant-5th grade programs, activities,
and volunteers

Oversight/Steering Committee (6th-12th)

Contact: Sandy McLean
(sjmclean12@hotmail.com)
Dick Hughes (ramhughes@comcast.net)

Oversees:

6th-12th grade program, activities, and
volunteers

Building Operations

Building & Grounds

Contact: Ted Burney
(burney.ted.tb@gmail.com)

Meets: 4th Tues 3:30

Oversees:

Maintenance & improvements
Support for building users

Events

Contact: Jean Severson
(events@salemwestpres.org)

Oversees:

Use of building for private events

Tech

Contact: Jeffrey Larkin
(music@salemwestpres.org)

Administrative Ministry

Budget & Finance

Contact: Steve Kandra
(skandra52@gmail.com)

Oversees:

Financial Activity
Creation and oversight of yearly budget
Advising session

Stewardship

Contact: Zach Hatefi
(z.hatefi93@gmail.com)

Oversees:

Yearly stewardship drive
Denominational giving campaigns

Gifts, Endowments, Memorials

Contact: Bill Foster
(bill.i.foster@comcast.net)

Oversees:

Receipt & use/investment of GEM

Personnel

Contact: Michael Wood
(mdwelpis@comcast.net)

Oversees:

Staff Issues

Nominating

Contact: Sandy McLean
(sjmclean12@hotmail.com)

Oversees:

Nominating deacons and elders

Safety

Contact: Warren Binford
(whbinford@gmail.com)

Oversees:

Child & Youth Protection Policy

Session

Contact: Sandy McLean, Clerk
(sjmclean12@hotmail.com)

Meets: 3rd Wed 5:30 pm