

# Westminster Presbyterian Church 2018 Annual Report



Rev. John Moody concludes his  
final service before retiring.  
*December 30, 2018*



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# ANNUAL MEETING AGENDA

Westminster Presbyterian Church

Salem, Oregon

12:30 p.m., January 27, 2019

Moderator: Rev. Ken Smith

Clerk: Jay Morris

## CALL TO ORDER

Verification of Call and Quorum

Opening Prayer

Agenda Approval

## REPORTS

Clerk's Report

Necrology Report

Deacons Report

Committee Reports

Financial Reports

## NEW BUSINESS

Presentation of 2019 Budget

## INTERIM PASTOR REPORT

## OTHER BUSINESS

## ADJOURNMENT

## Clerk's 2018 Annual Report

<u>Member Losses and Gains</u>	<u>Totals</u>	<u>Male</u>	<u>Female</u>
<b>Membership as of 12/31/2017</b>	<b>481</b>	162	319
 <b>Losses (31):</b>			
Deaths	10	3	7
Transfers out	6	2	4
Moved to Inactive	15	4	11
<b>Total Losses</b>	<b>31</b>	9	22
 <b>Gains (14):</b>			
New Members	13	6	7
Transfers	3	2	1
Reaffirmation of faith	4	3	1
Confession of Faith	3	0	3
Baptism	1	0	1
From Inactive	2	1	1
<b>Total Gains</b>	<b>13</b>	<b>6</b>	<b>7</b>
 <b>Membership as of 12/31/2018 =</b>	 <b><u>463</u></b>	 <b><u>159</u></b>	 <b><u>304</u></b>

## **New Members in 2018**

Autumn Ditzel	Gary Olsen-Hasek
Bobbie Clyde	Nat Roth
Peter Crall	Wick Roth
Gordon "Grubby Hain	David Schwarz
Stuart Heringer	Ken Sharp
Hailey Okeif	Elizabeth "Betsy" Swanson
Sonya Olsen-Hasek	Megan Whitney

## **Friends of The Church =100**

### **2018 Necrology Report (10 members, two friends of)**

1. Doris Woods, March 10, 2018
2. Loren Edmonds March 24, 2018
3. Marion Embick, June 12, 2018
4. Bill Edmiston, June 16, 2018
5. Laurie East, July 19, 2018
6. Gloria Crenshaw, July 27, 2018
7. Donald E. Lidtke (*friend of WPC*), August, 27, 2018
8. Nancy J. Martin (*friend of WPC*) October 25, 2018
9. Lansing Bulgin, December 2, 2018
10. Mary Anne Hawkins, December 8, 2018
11. Sue King, December 20, 2018
12. Lu Dethlefs, December 27, 2018

**Jay Morris**

**Clerk of Session**

## ADULT EDUCATION 2018 Annual Report

Committee Members: Krisha Horn, Chair; Barbara Wolfe; Lorna Motte; Kathy Curlee; Diane Stegmeir; Ken Smith; Gary Olsen-Hasek, and Gail Moody, Advisor. New members welcome!

The Adult Education committee continued to offer adult education occasions through the *Sunday Opportunity for Adult Renewal (SOAR)*, providing periodic programs on Sunday mornings. SOAR presentations are offered at both 9:45 a.m. and 11:00 a.m. so that the congregation can attend the worship service of their choice and still attend a SOAR program.

A variety of topics was explored during the SOAR programs for 2018. In January we heard from Rev. Ken Smith on *A Changing Faith for Changing Times* and then explored *The Literary Nature of the Bible* through a juxtaposition of videos on the topic facilitated by Krisha Horn. In March we offered a screening of Rick Steves' *Easter in Europe*, and in April we heard from Dr. Ricardo De Mambro Santos on the collection of prints from the 1629 Book of Common Prayer. In the fall, the committee offered a two-part SOAR with Dr. Brian Doak on *Job and the Problem of Evil*, as well as a lecture by Richard Francaviglia titled *Religion, Spirituality, and the Desert*.

Sunday evening programs continued to be a popular adult education opportunity, offered twice a year for three to four weeks with dinner each week. This year for Lenten Explosion, participants could choose between *Embracing an Adult Faith*, a video series with Marcus Borg and co-facilitated by Arlene Pate and Wendy Crane, or *Riddles of the Fourth Gospel* with visiting speaker Dr. Paul Anderson. Fall Frenzy also included two offerings, the video series *Moses: In the Footsteps of the Reluctant Prophet* by Adam Hamilton and facilitated by Krisha Horn and *Listening as an Act of Kindness* led by Meg Rowe. New membership classes were also offered.

In February 2018 we coordinated our third annual Saturday half-day experience titled *Let Your Light Shine* and led by Rev. Dawn Taloyo, offering the opportunity for participants to explore and to reflect on their spiritual gifts.

In addition, the committee continued to sponsor a new women's Bible study led by committee member Diane Stegmeir that began in the fall of 2017. This Bible study joined several other independently led studies available for church members/friends to join.

Goals for 2019 include maintaining current programs and adding additional opportunities for Adult Education in meaningful and accessible ways, including through the church website. The committee would appreciate suggestions from the congregation for adult education topics and speakers in the coming year and would welcome new members.

Respectfully submitted by Krisha Horn

## **CHILDREN'S MINISTRY COMMITTEE**

### **2018 Annual Report**

Committee Member: Carole Brewer, Christine Heyen , Teri Mohney and Shelley Whitaker.  
Elder: Carolyn Lawrence

This committee is responsible to, and under the direction of Gail Moody, Director of Christian Education. The committee assists Gail with programming for children birth – 5<sup>th</sup> grade. Here are some of the areas the committee help guide.

#### **Sunday School:**

Westminster Presbyterian Church offers Sunday School from Sept – May for young children from 3 years old until the end of 5<sup>th</sup> grade. There are 3 classes; Preschool, Kindergarten- 2<sup>nd</sup> Grade and 3<sup>rd</sup> Grade – 5<sup>th</sup> Grade.

During the summer months, the elementary aged children enjoy attending church with their families. A space is provided in the front of the sanctuary where kids may sit at a table and do craft activities while listening to the sermon.

#### **Church Nursery:**

Karen Metcalf and Katie Barnhouse provide care for children from birth to age 2 ½. Nursery care is available for all 3 services and for special events such as our 2 evening Education events, Fall Frenzy and Lenten Explosion.

During the summer months our nursery staff served as the teachers for the nursery children as well as the preschool class. All of the children met downstairs in the preschool classroom. The younger children enjoyed the opportunity to explore the older children's classroom and activities.

#### **Vacation Bible School:**

The theme for Vacation Bible School this last summer was Shipwrecked. A planning committee started in March working on set design, snacks and staffing. Kids joined in the fun the week of June 25<sup>th</sup>-29<sup>th</sup>. It was a great week of singing, games, exploration, snack, Bible stories and making new friends. We want to thank all of the many volunteers who put in many hours work to make it such a success again this year. A big thank you to Sue Morris for all the work she did on the design and creation of the set for VBS.

#### **Advent Craft Event:**

This is an annual event geared toward families and is a time to begin celebrating the upcoming Christmas season. It is a wonderful opportunity to invite friends, family and neighbors to join us in an afternoon of making Christmas crafts. It is always held on the Sunday before Advent begins. Children and adults alike enjoy this festive event where they can make 8 different crafts. We once again want to thank the many adults who come forward and help make this such a wonderful event each year. A big thank you goes to Pamela Schmidling for all the hours of work she puts in providing the graham cracker houses for children to decorate. This is an activity that is cherished by the children each year.

#### **Christmas Pageant:**

This year our pageant was on Sunday afternoon, Dec. 16th. Teri Mohney directed the

program this year. We were blessed again this year by the many talented children who provided music for the pageant. Thank you also to Le Ann Goodenberg for training our angel dancers. Terri Crall directed the music and Carole Brewer and Shelley Whitaker were in charge of costuming. Many others lent a hands in making this a charming performance.

**Other Activities:**

These are some of the other activities and events the children participated in over the last year:

- One Great Hour of sharing in March
- Lenten Explosion evening study programs
- Daffodil delivery to the residents of Hidden Lakes Retirement Center
- Teacher Appreciation Sunday
- Children’s art display at the Westminster Fine Arts Festival
- Gail Moody’s Retirement Party

Our committee could not provide such a vibrant children’s program without the many fantastic volunteers who give many hours of work and lots of love to the children in this congregation. We are very blessed by each of you. A special thanks goes out to Gail Moody for her hard work and enthusiasm and for the role she plays in the lives of each of these children. We will miss you Gail.

Sue Sheets has been selected as the new Director of Children’s Ministry. We look forward to the many new and exciting things that she will provide for the children in the coming New Year.

Respectfully submitted,

Carolyn Lawrence, Children’s Ministry Elder

## **FAMILY MINISTRY 2018 Annual Report**

**Parents Night Out** – This event is offered as a service to the families in the congregation and local community. Parents' Night Out was offered twice during the year, once in May and once in October. The children enjoyed a meal followed by games, movies and crafts. The parents of our congregation and community enjoyed some time on their own.

**Notes of Encouragement** – Notes were written by members of the congregation and sent to young adults in the church. These notes included messages of encouragement for the young adults. Like last year, a poster with photos was placed in the church entry so members of the congregation could put a face with the names.

**Rites of Passage** – We recognized milestones in the lives of members of the congregation. In January we recognized five individuals who had retired, in September we recognized and presented songbooks to Kindergarteners.

**Easter Egg Hunt** – The Easter Egg Hunt is a great tradition! This event was the Saturday prior to Easter. We provided some activities and refreshments while the eggs were being hidden and then we had the hunt which was done in three age-appropriate groups. A good time was had by all.

**Summer Family BBQ** – We held the annual Summer Family BBQ at Winola House on August 29. We provided hamburgers, hot dogs and s'mores makings. Families brought side dishes. There were lawn games as well. We had a good turn out this year for the event.

**The Committee** – Our committee usually meets on the second Wednesday of every month at 7:00 pm. We can always use more committee members! The committee members who have contributed in the last year include –Tracy Duffy, Nancy Crawford, Mike Goodenberger, Rachelle Hughes, Kirsten Adams, Katie Nelson, and Gail Moody. We are looking forward to the next year of service.

Submitted by Kirsten Adams

# LIBRARY

## 2018 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.

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

In 2018, just over 300 items were checked out, including:  
151 Adult Fiction, 50 Adult Non-Fiction, 15 Children's Fiction,  
4 Children's Non-Fiction, 12 Youth Fiction, 1 Youth Non-Fiction,  
2 Audio books, and 67 videos (66 on DVD and 1 on VHS).

Financial Report:

Income (budgeted).....	\$422.00
Magazine Subscriptions.....	\$182.95
Purchased Books.....	\$184.48
Purchased DVD.....	\$ 0.00
Association Dues.....	\$ 0.00
Library Supplies.....	\$ 51.64
Balance remaining.....	\$ 2.93
Nobuko Fund -Income carried over from 2017.....	\$255.92
Expenditures.....	<u>\$ 17.99</u>
Balance in Nobuko Fund.....	\$237.93

Submitted by Susan Ray

## **FELLOWSHIP COMMITTEE**

### **2108 Annual Report**

The Fellowship Committee provides opportunities for people within the life of the congregation, but who often do not attend the same Sunday morning service, to enjoy social gatherings and to get to know each other better. Several activities were offered during 2018.

**Dinners for Eight** offer small group opportunities for dinner and fellowship in private homes. In 2018, two such evenings were held, one each in January and May, with a different home hosting each night.

In July the eighth annual **All-Church Picnic** was held on the church grounds, with seating both outside on the patio and inside in Boulder Hall. Attendance was between 80 and 90, and people expressed their preference in having it on our beautiful church grounds. The committee supplied hamburgers, veggie burgers, and hotdogs, along with the condiments, buns, "fixings" and punch. Attendees brought salads and desserts. Games for the children were provided by the Children's and Family Ministries Committee.

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

In August, 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 and cheese for approximately 120 people.

On December 16, the Fellowship Committee celebrated the **Children's Christmas Pageant**, assisting with refreshments for participants, families, and guests in Boulder Hall.

The Fellowship Committee also continued to provide refreshments for **Coffee Hour** each Sunday following the 8:15 and 9:45 services. Among those who have been instrumental in setting up, providing coffee and food, and cleaning up include: Millie Harmon, Jean and John Hendricks, Susan Ray, Mary Snethen, and Christine Speak. Many other volunteers have provided cookies, breads, muffins, and other goodies. The committee has also been responsible for purchasing the supplies needed to keep the kitchen running.

**Fellowship Committee Members in 2018:** Nancy Crawford, Susan Ray, and Susan Wiggins.

\*In 2019, we are seeking to add new members to the Committee, especially those who can help organize activities for younger families and singles. Church membership is not required to be on the Fellowship Committee. If interested, please contact Susan Ray.

Respectfully submitted,  
Susan Ray

## **WOMEN AT WESTMINSTER 2018 Annual Report**

During 2018 the Women at Westminster met together monthly, always on the second Monday at 6:00 pm, for a Women's Night Out. These were held at different restaurants and were opportunities for dinner and fellowship with other women. A different woman was responsible each month to choose the location where the group gathered.

Our annual Women's Retreat was held the weekend of April 27-29. Thirty-one women gathered at two beach houses in Lincoln City for this event. Some women attended the entire weekend and some just for the day on Saturday. The theme of the weekend was "***Embrace Your Season: Conversations About Contentment.***" Carmen Bensink-Lewis, Co-Pastor at Bridge Covenant Church in Salem was our guest leader. There were also opportunities for fellowship, fun and good food.

On Monday December 10<sup>th</sup> at 6:00 pm approximately 20 people, mostly women but several men as well, gathered at the church for a Cookie Exchange. They began with a salad potluck and then had the opportunity to share the cookies they brought. Everyone went home with samples of each kind of cookie.

All women are invited to participate in any or all of our activities. Watch the Boulder Knoll Scroll for publicity. Be sure to mark your calendars for our 2019 Women's Retreat the weekend of May 3-5. Our topic will be "**Fostering Friendship**" and our leader will be Dawn Taloyo.

Submitted by Gail Moody

## **STEPHEN MINISTRY 2018 Annual Report**

**Staffing:** There are currently **9** people on the Stephen Ministry Team. **6** of them are Stephen Leaders. Pastor John Moody is one of the Stephen Leaders, and his guidance and support have been a huge asset for the Stephen Ministry Program. Stephen Leader responsibilities include coordinating the following areas: Referrals, Continuing Education, Awareness Building, Planning Administration and Supervision. Currently, **2** of the Stephen Leaders have a caring assignment along with their responsibilities in coordinating the program. Throughout this year, however, **5** of the Stephen Leaders have had caring assignments at one time or another.

**4** of the Stephen Ministry Team have caring assignments.

**3** are currently available for assignment, including **2** leaders.

**1** is currently inactive.

**10** people were seen by Stephen Ministers during the year. **4** of them were new assignments during 2018.

**7** care receivers were provided care in 2018.

**Hours:** Members of the Stephen Ministry Team who have a caring assignment usually meet with their care receiver on a weekly basis. They also attend an Affirmations meeting twice a month with the Stephen Ministry Team. The total hours for 2018 are below.

**326** hours were spent in caring assignments.

**282.5** hours were spent in Affirmation meetings.

Stephen Leaders spend an additional **3** to **4** hours a month each in planning and coordinating the Stephen Ministry Program.

Respectfully submitted,  
Wendy Crane

## **THE FINE ARTS COMMITTEE 2018 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 2018 Festival received artwork from 67 artists which included a variety of media: watercolor, acrylic, oil, mixed media, photography, pottery, woodworking, jewelry, and more.

The Festival work began on Sunday and Monday evenings when John Mayhew organized a group of youth and adult volunteers to assist in moving 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.

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. Boy Scouts provided traffic control in the parking lots

The Festival continued Friday, Saturday and Sunday with the gallery open to the public. Eight of the participating artists provided demonstrations on Friday and Saturday. The Saturday morning Breakfast with the Arts was well attended with 90 guests enjoying Nancy Lindburg's presentation. Nancy Hammitt coordinates the breakfast and utilizes youth to assist with the serving. In exchange, they receive money for summer camp and Mission trips.

Festival sales grossed nearly \$19,000 with 70% being returned to the artists. The remainder goes into our account to benefit WPC youth missions, the building fund, donations, memorials, etc. Remaining funds are held in reserve to finance the 2019 Festival.

With the help of many church and community volunteers who took care of everything from set up, displays, catering, publicity and outreach, we had a successful 2018 Festival. Many thanks to all of the volunteers who so willingly gave of their time and talent.

The committee appreciates the support and efforts of Westminster Office Manager, Jean Severson, WPC's site manager, Mike Behnke, and the remainder of the WPC staff.

We will be celebrating our 32<sup>nd</sup> annual Festival of Fine Art during the second weekend in October, 2019. Those interested in supporting and sharing in this experience are invited to attend our Committee meetings. Meetings are held the second Tuesday of the month at 6 pm at the Church. Watch for an announcement of our first meeting in February.

Thank you for the opportunity to be a part of this wonderful event!

Sheila Powell, chair  
Fine Arts Committee

## MISSION PEACE ECO JUSTICE (MPEJ) COMMITTEE 2018 Annual Report

Our committee is a wonderful group 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.** SEP

Our members include: Deanie Anderson, Sandy Chlanda, Vicki Childs, Rebecca Dusek, Lucy Foster, Karen Freed, Jackie Hilfiker, Marje Kmetz, Judi Liechty, Gerry Morgan, Helen Schafer, and Susan Tanabe. Christine Speak joined the committee and became chair in June 2018. We meet most months on the second Thursday of the month. 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 ask any of us if you want to attend a meeting to see if you'd like to join us. Visitors 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 **\$23,760** 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, and direct support to Scott and Elmarie Parker (missionaries 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 **\$2845**. 50% of the money collected goes to General Assembly, 25% is shared between Synod and our Presbytery. The final 25% is discretionary and, in 2018, was donated to Innovation Law Lab and earmarked to pay for legal fees for immigrants detained merely for immigrant status in the federal prison in Sheridan, Oregon.

In 2018, MPEJ hosted a new event, the first annual **Westminster Peace Fair, Peacemaking in Turbulent Times**, which was held on Saturday, September 22, 2-5 pm. Under the direction of Karen Freed, a sub-committee comprised of Lucy Foster, Christine Speak, Sandra Adams, Wendy Crane, Susan Tanabe, and Millie Harmon, created a successful event open to all. Advertising to the community through the media and personal appeals at Saturday Farmers Market, we distributed over 200 invitations. More than 70 people, church attendees and community members, attended to learn how to be peacemakers. The money spent for this free-to-the-public event was **\$674**.

Westminster Presbyterian Church approved and spent **\$8500** 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 - \$1938.84** (\$1605 budgeted and \$333.84 transfer from Kairos). In addition to money, we collected more than 3500 lbs. of food in 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 Hilficker 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.

**Refugee Supper Club** - Vicki Brown and Lucy Foster organize these quarterly 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. 150 people attended the Thanksgiving Supper Club. These quarterly meals serve as social gatherings and community education for our newly arrived refugee families. We spent **\$802** to support this endeavor.

**IHN/Family Promise** - We provide **\$1000** to IHN/Family Promise and host IHN families three weeks of the year. Marj 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 INH/Family Promise.

**Kairos Community Lunch** - Originally budgeted at **\$550**, we donated **\$358** to Kairos between January and September, 2018. Lucy Foster coordinated recruiting volunteers for Kairos Community Lunch until September 2018. During 2018, Kairos changed it's lunch outreach from a hot meal kitchen to a bag lunch distribution. In September, Kairos Community Lunch decided to stop serving luncheon.

**Marion Polk Food Share, Meals on Wheels** - Westminster Presbyterian Church donated **\$570** 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** - **\$1030** 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) - **\$100** donation.

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

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

**Fifth Sundays** - In April, we collected and donated bedding, towels, and flatware for Shelly's house and in July we collected donations for Women at the Well Grace House. In September we held a supply drive for a local Girl Scout Troop that serves girls with incarcerated mothers and holds its mother and daughter meetings at Coffee Creek Corrections Center. MPEJ did not hold a supply drive in December.

**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.

**Helping Hands** - A barrel for gently-used clothing is located in the church lobby. Bill and Donna Grupe are delivering the clothing we collect.

**Advent Walk**, December 2, 2018. Deanie Anderson, with help from MPEJ committee members organized volunteers and supplied donated cookies for the Advent Walk.

**Salvation Army bell ringing** - Westminster Presbyterian rang the bells in the JC Penney entry on December 14, 2018

MPEJ creates and 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. Judi Liechty and Marje Kmetz are in charge of this program.

In addition to assembling and selling 792 Life Pax in 2018, \$200 from Life Pax purchased \$5 and \$10 laundry vouchers so homeless people can wash their clothes and bedding at local laundromats.

**Lunch and Fellowship:** This long-running program, once run as its own committee, returned to our committee's leadership in 2016. After hosting two luncheons in 2017, MPEJ did not host luncheons in 2018. The budgeted funds of \$400 returned to the general fund.

MPEJ educates the church community via the **Bulletin board** to the right of the office windows. Vicki Childs and other committee members publicize volunteer service opportunities and Presbytery mission, peace, and eco-justice topics. Earth Day, the Peace Fair, hunger and homelessness, and the Presbyterian Giving Catalog and One Fair World store, were some of our 2018 bulletin board topics.

Our committee leads many local social service programs and we have the satisfaction of knowing we are involved in important work. We welcome new members to join us. You may come to our monthly meetings, held on the second Thursday of each month at 5:30pm or offer to help out as one of our "worker bee" members, 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 2018 Annual Report**

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

STAFF: Rev. John Moody; Linda Mc Creery, Music Director

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, handbell 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 2018 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 Celebration Sundays for the departure of the Director of Christian Education - Gail Moody, 40th Anniversary of Pastor John Moody's ordination, and the retirement of the Pastor, Rev. John Moody.

During the year we served communion on 20 separate days at 30 different services. Communion is a central ordinance of our worship program, and we have an open table, where Rev. Moody 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 Randle for the 8:45 ushers; Rosamund Irwin for the 11:15 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.

Children continue to be a part of our 9:45 service where they attend and have an opportunity to express their energy with a table for drawing and crafts.

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

Who were coordinated by:

Linda Stephens, Inez Gollersrud, Mary Von Schimmelmann, and Mary Snethen for worship assistants  
Bob and Peggy Hershey, Jeff Kovach, Jim Randle, and Rosamund Irwin for ushers  
Reg Tenney for greeters

Arlis Shellman for communion  
Mike Friday, Steve Tillotson, and Alex Irwin for Audio Visual  
Rosamund Irwin for Advent

Other key persons who make our worship services effective are:

Banner Hanger: John Mayhew  
Antependia Hanger: Arlis Shellman  
Pew Supplies: Arlis Shellman  
Flower Coordinator for Easter and Christmas: Carol Richmond  
Advent readers and candle lighters  
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 Silvera; staff support is provided by Pastor John Moody and Music Director Linda Mc Creery. We meet on the first Thursday of most months at 5:30 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, the worship committee members look forward to serving the congregation in 2019.

I am particularly indebted to Carol Richmond former committee chairperson, for the detailed worship planning notebook prepared in 2017. Without that notebook I would not have assumed the chairperson responsibility.

Kenn Battaile, Chairperson

## OUTREACH COMMITTEE 2018 Annual Report

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

### Committee Responsibilities:

*Welcome Table and Cookie Ministry* ~ We recruit and schedule volunteers to staff the table. Working with greeters and a “floater,” the volunteers identify visitors and ask them to check in for a name badge. The volunteers welcome the visitors, provide information about the church, and answer questions. First time visitors are asked to stop by the table after the service to receive a plate of homemade cookies and informational pamphlets about the church. Jean Severson makes name badges for members and frequent visitors.

*New Members' Class* ~ Four people attended John Moody's final new member class in Nov.-Dec. Three of them joined the church and have been welcomed into our congregation.

Each new member completed an ***Opportunities for Involvement at Westminster and in the Community*** form. Their interests were shared with the chairs of the appropriate committees for follow-up.

*Backpacks* ~ Nancy Battaile and Marlene Buker advertised, collected, and delivered 90 backpacks to four elementary schools and one middle school. In addition, the congregation donated \$226 which was donated to the Assistance League for its backpack project. The number of backpacks collected were fewer and the amount of money donated was less than in past years.

*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 this committee several years ago. It is one way to immediately reach congregants and frequent visitors with news both about 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, with assistance as needed, by Lynnea Lyman.

*Program for Managing Membership Data* ~ This program, designed and implemented by committee member Ginny Petersen, keeps track of former and current members. 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 10:00 am on the second Thursday in February, April, June, August, October, and December. 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 & GROUNDS COMMITTEE**

### **2018 Annual Report**

Committee Members include: Bruce Chinnock, Gary Ryan, Jack Dean, Jean Christian, Jeff Kovach, John Moody, 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 to 2018: Accomplishments***

Over the past year the following projects have been completed.

- Re-roofed the sanctuary
- Replaced the furnace for Eastminster room
- Updated the alarm monitoring
- Replaced the carpet in the nursery
- Completed additional landscaping on the Liberty Road frontage
- Maintained the church van
- Trimmed and removed trees as necessary

#### ***Looking forward to 2019***

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.

We have received a generous donation that will allow us to replace the furnaces for the sanctuary. These furnaces were installed at the same time as the recently replaced furnace for Eastminster room. Our heating plant should be good for several years to come.

We have also received a donation toward new carpeting in the sanctuary. The current carpet is difficult to keep clean. We want to maintain the sanctuary as beautiful place of worship.

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 & FINANCE COMMITTEE**

### **2018 Annual Report**

**Committee Members:** Gary Slangan, Chair, Cindi Chinnock, T.C. Curlee, Bill Foster, Bob Ohmart, Bill Pippenger, Katie Tillotson with *ex officio* member John Moody, Head of Staff.

**Budget Development:** One of the major roles of the Budget and Finance Committee is developing the Annual Budget of our church. The 2019 Budget was a particular challenge for several reasons:

- Personnel expense is approximately 70% of the budget and there were significant changes in this area. The retirement of the Pastor required a newly configured budget for temporary Pastors at the beginning of the year and an Interim Pastor to finish the year.
- The retirement of the Director of Christian Education resulted in the hiring of two part time staff as replacements.
- The Youth Ministry Coordinator, who was budgeted as a full time employee in 2018, will be part time in 2019.

The 2018 Budget total remained constant but some 2018 expenses were reallocated among the new staff to make comparison to 2019 more appropriate. The staff from 2018 will receive a 2.8% salary increase in 2019 which reflects the Consumer Price Index. Most of the other expense categories remained at prior year levels with a few exceptions. Buildings and Grounds, Insurance and Alarm Monitoring increased to reflect actual cost. The Office Expense Budget increased 9.5% which is a better prediction of 2019 expenses based on actual 2018 expense levels.

Pledges are approximately 80% of the budget, an important and significant part. This year's Pledge Drive requested a total of \$525,000 and the result was \$484,529. This is \$15,000 or 3% less than the 2018 budget of \$500,000 and is equal to the pledge level ten years ago. This is the fifth consecutive year of declining pledge totals. Our 2019 *Per Capita* assessment which is a payment to the Presbytery of the Cascades will be \$17,075 but the *Per Capita* pledge receipts are \$9,856. This shortfall will have to be made up from general revenue. In order to balance the 2019 budget it will be necessary to transfer \$25,000 from our Restricted Accounts. This is not income, but is our saved funds including Memorials.

Also our Presbytery Partnership Giving was reduced by \$10,000 or 45%. These are funds which our church remits to the Presbytery of the Cascades, the majority of which funds office and staff. In prior years there was a cash carryover which represented budgeted money not spent. This was applied to the following year budget. For 2019, the budgeted cash carryover is significantly less than prior years which has an impact on the budget. Declining revenue results in tighter budgets which generally means more of the budget is spent and consequently there is less cash carryover.

**Financial Review:** A Financial Review team consisting of Budget and Finance Committee members Cindi Chinnock and T. C. Curlee and non-members Paul Negstad and Katy Tillotson conducted the annual review of the financial transactions of the church. The review, which was presented to the Session at the September meeting, identified no major issues. There were some minor recommendations which have been implemented and corrected.

**Counters and Collectors:** The Budget and Finance Committee oversees the work of the counters. Each week they manage the offering receipts and deposits for the church. This significant and important task is coordinated by Inez Gollersrud.

**Building Finance:** At the end of 2018, the mortgage loan balance will be approximately \$550,000. This loan, granted by the Presbytery, was renewed in 2018 at a reduced interest rate in recognition of the significant mission giving of our church.

**Financial Statements:** At each Budget and Finance Committee meeting there is a thorough review of the prior financial statement which is prepared by Dan Porth CPA, our accountant. The committee reviews revenues and expenses and evaluates any discrepancies from budget. Generally, and 2018 was no exception, revenues are nearly at or exceed projections and expenditures are under projections. The pledge total received at the end of 2018 was 99.4% of the amount pledged. Our church continues to be financially strong.

In 2018, the retirement of the Pastor and Director of Christian Education resulted in a significant and unbudgeted expense. Both received financial compensation for unused vacation and sick days. The Pastor received \$8,437 and the Director of Christian Education received \$5,321, a total of \$13,758. In order to provide this payment, \$13,758 was transferred from the Restricted Accounts which are saved funds including Memorials. There was no funding for this available in the budget to accomplish these payments. This \$13,758 transfer and the \$25,000 transfer which was made to balance the 2019 Budget has significantly depleted our reserve accounts.

In 2018, new accounts were established in the Restricted Accounts to fund the new Pastor search and to provide funds for Stephen Ministry leadership training.

**General Comments:** As Chair, I would like to thank the committee members for their continued dedication. Four of the members have previously served as an Elder on the Session and Chair of the committee. Three of the members have more than a decade of service. A welcome to the newest member Katy Tillotson with her previous financial accounting background. All the members have significant financial skill. The committee has the fiduciary responsibility for the finances and assets of our church and the congregation can be assured that they are in good hands. I would also thank the members of the Financial Review Team and the counters who faithfully manage the financial offerings and prepare the deposit and report.

The Budget and Finance Committee would like to thank the members of the congregation for their faithful fulfillment of their pledge commitments. We are grateful to all members and friends for their generous support of the financial needs of our church.

In closing, it is prudent to take a view of the future. This budget is balanced by a transfer of assets, not revenue. The Restricted Accounts which provided these assets are now significantly depleted. Pledges and income continue their decline. We have faced tough times in the past but have recovered and survived. Our future success will depend on financial vigilance and the continued cooperation and generosity of the members and friends.

Gary Slangan, Chair  
Budget and Finance Committee

## **PERSONNEL COMMITTEE 2018 Annual Report**

Committee Members:        John Moody, Senior Pastor and Staff  
                                      Marlene Buker, Committee recorder  
                                      Jim Keehner  
                                      John Gratchner  
                                      John Adams  
                                      Connie Sims  
                                      Bert Huber  
                                      Greg Barrick  
                                      Ginny Petersen, Chair/Session Representative

The Committee members are dedicated to the work they do for the Church. The Committee meets on the second Wednesday each month and is responsible to Session for all matters relating to personnel. The committee conducts performance evaluations as needed, updates job descriptions, participates in carrying out the hiring process for all open positions, and addresses compensation and other issues as required. Always seeking to recognize the excellent staff we are blessed to have, the committee ensures fair and competitive rates of compensation within the constraints of the yearly budget.

### **Personnel actions for this past year:**

- \* Granted continuing education funding for Youth Coordinator.
  
- \* Reviewed Policies;
  - Child/Youth Protection Policy - referred to Session for review.
  - Social Media Policy.
  - Social Networking sites at Westminster.
  
- \* Prepared the 2019 personnel budget for review by the Budget/Finance Committee.
  
- \* Reduction in hours:
  - Vik Schaaf, Youth Director requested reducing her hours from 40 a week to 24 hours a week beginning September 1, 2018 until April 30, 2019. This is to finish her Masters Degree in teaching. Approval was given by Personnel Committee and Session.
  
- \* New Positions:
  - Director of Children's Ministry at 24 hours per week and Director of Adult/Family Ministry at 20 hours per week. Prepared job descriptions, postings, review of candidates, selection of interview team, conducted interviews and filled the positions.
  
- \* Policy revision:
  - Vacation and Sick leave policy was changed to:  
Grant vacation and sick leave at the beginning of the year.  
If working less than one year and having finished the 90 day introductory period (probationary time), the employee would be eligible for 5 days vacation and sick leave.

Disclaimer; Even though Vacation and Sick leave will be granted for the whole

year in January, when the employee terminates, any already used vacation or sick leave that has exceeded the monthly accrual will need to be reimbursed. The money for the non-accrued monthly amount will be deducted from the employee's final pay check. If the hours have been used at the time of termination, the church will only pay for unused time up to the current accrued monthly amount. This is eligible for reimbursement according to the vacation and sick leave policy.

- \* Retirement announcement:  
Personnel accepted John and Gail Moody's retirement announcement effective December 31, 2018.
  
- \* Assured that all labor laws were enacted and being followed by the Church.

Submitted by Ginny Petersen, Committee Chairman, 2018

## **STEWARDSHIP COMMITTEE 2018 Annual Report**

### **COMMITTEE MEMBERS:**

John Moody (ex officio), Dwane Brenneman, Paul Negstad (Chair), Reg Tenney, and Steve Tillotson

### **2019 GENERAL FUND CAMPAIGN:**

Based on Acts 4:32-33, the theme of the 2019 annual Fall Stewardship Pledge Drive “We are Family” reaffirms it is the collective contributions of all members and friends of our Westminster church family that enable us to carry out our Mission and Ministry.

*“The group of believers was one in mind and heart. No one said that any of his belongings was his own, but they shared with one another everything they had. With great power the Apostles gave witness to the resurrection of the Lord Jesus, and God poured rich blessings on them all.”*

General Fund Pledge results as of December 31<sup>st</sup> were \$483,659 from 203 pledging families, which is significantly below the campaign’s stated goal of \$525,000. In addition, \$9,821 has been pledged towards our Per Capita Assessment of \$17,075 (we ask that per capita pledges be paid in January as our payment to the Presbytery is due early in the year). Total dollars pledged (general fund and per capita) are \$4,500 less than last year’s year-end total. The decline in both the number of pledges and amount pledged over the past few years continues to be a concern. With almost 85% of our general fund budget based on pledge commitments, Session has been forced to make some difficult decisions as available revenues have declined. I would simply end these comments by making one last appeal to those who have not yet made a pledge commitment for 2019. It is not too late to turn in a pledge card!

Thanks to Stewardship committee members for their support during this campaign. Thanks to Jean Severson for all her help, to our Financial Secretary Dianna Calvert, to Craig Parker and Lynnea Lyman for E-blasts, to Roger Budke for help on the “We are Family” slide show and to the 25 Route Captains. Finally and most importantly, thank you to all our members and friends that support Westminster Presbyterian through your gifts of time and money.

### **ONE GREAT HOUR OF SHARING:**

This year, the One Great Hour of Sharing offering was taken on March 25<sup>th</sup>. Funds from this offering are divided among three Presbyterian Mission Agency Programs: Presbyterian Disaster Assistance, Self-Development of People, and the Presbyterian Hunger Program. This year you generously contributed over \$5,100 towards these programs.

### **CHRISTMAS JOY OFFERING:**

Our Christmas Joy offering was taken on December 23<sup>rd</sup>. 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 \$4,660 was contributed in 2017. Thanks to Steve Tillotson for once again organizing our

Christmas Joy offering.

**Committee for Endowments, Investments and Planned Giving**

This past year, Session approved several resolutions to form a committee to establish an “Endowment & Investment Funds of Westminster Presbyterian”. Session elected the following members to be on this committee: Dwane Brenneman (chair), Bill Foster, Jim Pate, Herb Simms, and Katie Tillotson. The Pastor is an ex officio member with voting privileges. We are revving up our emphasis on Planned Giving and you will hear and observe more in 2019. This program is so important, because it gives each one of us the opportunity to provide support for our Ministry in the long term. Keep watch for why and how you can plan your legacy gift. Join the promise of our ministry for future generations. Please mark Sunday, March 31<sup>st</sup> on your calendar, as our guest preacher will be Dr. Rob Hagan who is the Northwest Ministry Relations Officer for the Presbyterian Foundation. After the services, join Dr. Hagan for lunch and a seminar on planned giving.

As we begin a transition year for our church, I would like to end with some personal reflections. Doreen and I joined Westminster 5 ½ years ago and during our time here we have come to truly appreciate our church family. We feel your love and concern for not only us and other Westminster family members but also for those outside the doors of our church. Even though many of you (and us) are in your retirement years, you are committed to our children’s ministry and youth programs. It has been your support and hard work that has enabled our church to carry out its mission and ministry over the past 60+ years and it is that same support and commitment that will lead us this year as we look with anticipation, and I hope some excitement, to what God has planned for us in the future.

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

Respectfully submitted,

Paul Negstad

## **NOMINATING COMMITTEE 2018 Annual Report**

The Nominating Committee recruits members to fill vacated positions or expired terms of elders and deacons as well as a minimum of four positions for the Nominating Committee. Elders and deacons are elected for three-year terms, and one-third of the existing officers are normally replaced each year when their terms expire. Elders or deacons who have served a full term of three years are not eligible for reelection until a year has elapsed following their service. The Nominating Committee members, except the elder serving as the chair, the deacon representative, and the pastor, are elected annually.

For January 1 through June 30, 2018, the elected Nominating Committee members were Nancy Battaile, John Dalen, Betty Hohbach (resigned in February), Bob Ohmart, Janet Budke (deacon representative), Reverend John Moody (ex-officio), and Elder/ Chair Ken Archibald.

From July 1 through December 31, 2018, the elected Nominating Committee members were Nancy Battaile, John Dalen, Bill Foster, Bob Ohmart, , Janet Budke (deacon representative), Reverend John Moody (ex-officio), and Elder/Chair Ken Archibald.

The retiring Elders (June 2015-2018): Cindi Chinnock (Budget & Finance), Lucy Foster (Mission, Peace & Eco-Justice), Susan Ray (Fellowship), Carol Richmond (Worship), and Pam Schmidling (Outreach). David McCreery (June 2017-2018) retired as Chair of the Building & Grounds Committee.

The elected Elders (June 2018- June 2021): Kenn Battaile (Worship), Bruce Chinnock, (Building & Grounds), Gary Slangan (Budget & Finance), Christine Speak (Mission, Peace & Eco-Justice), and Lynnea Lyman (Outreach). The Fellowship Elder position could not be filled. The Session has not yet made a decision about elevating the Chair of the Endowments, Investments and Planned Giving Committee to the unfilled Endowments, Investments and Planned Giving Elder position.

The retiring Deacons (June 2015-2018): Judy Austin, Nancy Crawford, Sally Cook, Nancy Heringer, Jo Kerr, and Bonnie Shaughnessy-Smith.

The elected Deacons (June 2018 –June 2021): Scott Butterfield, Pam Hubble, Claudia Ingham, Sandy McLean, and Arlis Shellman. Peggy Hershey was elected to replace Phyllis Edmiston (June 2016-2019) and Mary Von Schimmelmenn was elected to replace Bill Edmiston (2017-2020) because the Edmiston's moved to Nevada.

The Nominating Committee recommended to the Session that Jay Morris be reappointed Clerk of the Session for June 2018-June 2019.

I thank the members of the Nominating Committee for their commitment and patience—and unlimited sense of humor!

Respectfully submitted,  
Ken Archibald, Elder and Chair

## **APPRECIATIVE INQUIRY DREAM TEAM 2018 Annual Report**

*Team Members: Kirsten Adams, Cindi Chinnock, John Mayhew, Rev John Moody, Jay Morris, Ginny Peterson, and Lucy Foster (Chair)*

This portion of the Appreciative Inquiry process concluded with our April meeting. At that time, the work of the Appreciative Inquiry Design and Deliver Team began.

The Dream Team's major program focus in 2018 was to finish gathering innovative ideas and programs that focused on increasing the flow of visitors coming to our church, concentrating on attracting young families, since that's the demographic most often mentioned in the AI interviews.

We studied analytical information from many sources that told us what we already know, which is that fewer and fewer young adults are reaching out to churches of all types (not just the "Mainline" denominations) during their adult lives. Additionally, more and more young people are reaching adulthood with no exposure to Christianity during their childhood. Thus we see a need to find new ways to reach out to them. With that in mind, Lucy interviewed congregation member and Salem City Councilwoman Sally Cook, to ask how our congregation might fill needs in our neighborhood, thus having an opportunity to come in contact with young families that might otherwise not seek out information about us. We generated a long list of innovative ideas. Some of them are one-time activities, others would be potential new programs altogether. Lucy reported about contacts she has made with Salem Leadership Foundation, a local non-sectarian Christian non-profit, which receives funds from area businesses and individuals, and then partners with area churches to jump-start programs to help neighborhood families throughout the city. This seems like a good way to get start-up funding for some of the ideas we explored. These lists were documented and passed on to the Design and Deliver Team, who is charged with selecting some of the ideas for implementation, either as pilot projects, or to start up as a regular program.

The majority of our time in 2018 was spent strategizing for, and then recruiting members for the Design and Deliver Team. That process went extraordinarily well. Only one person contacted declined to serve, out of the 12 people recruited. The goal was to get a broad representation of the many demographics of the congregation. The newly recruited Design and Deliver Team includes: Nancy MacMorris-Adix (chair), Dwane Brennehan, Matt Crall, Lucy Foster (continuing from the Dream team,) Michael Fujii, Mike Goodenberger, Ginny Petersen (continuing from the Dream team,) Diane Stegmeier, Shelley Whitaker, and Rev. John Moody.

Submitted by Lucy Foster

## **APPRECIATIVE INQUIRY - DESIGN AND DELIVER 2018 Annual Report**

Members: Ginny Peterson, Dwayne Brenneman, Diane Stegmeier, Shelly Whitaker, Lucy Foster, Matt Crall, Michael Goodenberger and Michael Fujii.

The Appreciative Inquiry Design and Deliver began its work very shortly after John and Gail announced their retirement. As a group, we decided that during this interim period, it is not the right time for large initiatives, so we have focussed on things that will make the congregation and its work more visible to the public. One of our biggest assets is our incredible location, nestled in the woods above Liberty and Madrona. One of our biggest challenges is our location, hidden away in the woods.... So far, we have focussed on millennials and what they are looking for in a church, building usage and how to share the resource that is our building with the community, and how we let those who use our building know about the many opportunities Westminster has to offer.

We meet on the first Thursday of each month at 5:30 pm.

Respectfully submitted,  
Nancy MacMorris-Adix  
Chair, AI DD Committee

## **BOARD OF DEACONS 2018 Annual Report**

The 18 members of the Board of Deacons meet with the pastor 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 outside the congregation.”

Westminster’s congregation is divided into 18 Care Groups, each the responsibility of a Deacon. Throughout 2018, Deacons have mailed cards and letters, 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, the Deacons also supported the life of Westminster:

- Deacons set up the elements for monthly Sunday Communion as well as for 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 coordinated 7 memorial service receptions for Care Group members, friends or relatives who passed away in 2018.
- Deacons coordinate the Ride-to-church program by arranging transportation for those unable to travel on their own to our worship services. Approximately two to six rides were given each week.
- Deacons organize and coordinate the brunch and Care Group gathering following Unity Sunday in August.
- Deacons prepare and serve lunch before the Annual Meeting in January

The Deacon Outreach Committee continues to assist Congregations Helping People (CHP). Through generous checks and the Sunday collection of coins, the Deacon’s Outreach Fund has provided CHP with \$4,643.50 this year. Deacons have also assembled approximately 230 hygiene bags for CHP clients using motel/travel size soaps and lotions the congregation has graciously provided.

Beginning earlier this year 25% of the CHP funds began going towards enabling the Deacons to assemble at least nine “starter kits” of household items for Interfaith Hospitality Network (IHN) families ready to move into a home this year. We partner with Queen of Peace Church in this ministry.

### **Board of Deacons 2018**

#### **January - June 2018**

Judy Austin  
Sally Cook  
Nancy Crawford  
Nancy Heringer  
Jo Kerr  
Bonnie Shaughnessy-Smith

#### **June - December 2018**

Scott Butterfield  
Pam Hubble  
Claudia Ingham  
John Mayhew  
Sandy McLean  
Arlis Shellman

Continued...

**January 2018 — December 2018**

Peter Anderson	Donna Armstrong
Janet Budke	Ellen Chambers
Betty Fennell	Louise Hays
Peggy Hershey	Katie Nelson
Richard Ray	Bev Silveira
Katy Tillotson	Mary Von Schimmelman

**Our balance for account 808004 is currently \$1,556.34.**

**Our balance for account 808005 is currently \$492.84.**

**Our balance for account 808006 is currently \$412.42**

Viewed by

Katy Tillotson, Moderator, January – June

Submitted by

Katie Nelson, Moderator, June - December

## **GALLEY CLIPPER 2018 Annual Report**

“Because we feel that no one in our community should be hungry,” members of the Galley Clipper assemble for duty between 1:00 and 1:15 to begin our two-hour shift at the Marion-Polk Food Share warehouse, 1660 Salem Industrial Drive NE. This will be our 12<sup>th</sup> year of volunteering.

First we become germ-safe in our food-handling gear: latex gloves, hairnet, and apron. Most of our assignments involve repackaging bulk foods such as pasta and frozen vegetables or bagging fresh vegetables and fruit. We work in an assembly-line formation, each person with a specific, repetitive task. We work hard to complete our assignment in good Presbyterian order and on time. We do have a few laughs along the way, and we always look forward to our mandated break for ice water and cookies!

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.

In April, we gathered at Sybil’s Omelettes for our annual brunch before we headed out to the Food Share warehouse for our monthly visit. John Moody joined us.

Our hardworking and friendly crew for 2018: Peter Anderson, Kenn and Nancy Battaile, Dwane Brenneman, Vicki Childs, Jean Christian, Nancy Holman, Bill Hubble, Carolyn Lawrence, Jay Morris, Nancy Mussman, Arlis Shellman, Susan Ray, Bonnie Shaughnessy-Smith, and Reg and Linda Tenney.

As in the past years, health concerns and relocation of some of our members has depleted our numbers. 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 [kjarchibald@yahoo.com](mailto:kjarchibald@yahoo.com) or (503) 362-8042. We’d be glad to welcome new member to our ship!

Ken Archibald, Skipper

## **CHARITY CIRCLE 2018 Annual Report**

The women of this group meet monthly and follow the study book prepared annually by the Presbyterian Women of the Presbyterian Church (USA). The study year is September to June and we finished 2017-2018 study focused on the Book of Hebrews. The 2018-19 study is entitled "God's Promise: I Am with You", and draws lessons from both the Old and New Testaments.

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 2018 we purchased a memorial brick to remember Gloria Crenshaw and gave \$43 to Table of Plenty.

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

Submitted by Dolores Byrnes

## **BOY SCOUTS – TROOP 108**

### **2018 Annual Report**

The youth and adults of Troop 108 thank Westminster Presbyterian Church for its Charter organization. The church's support includes the Bruce March Scout Lodge with utility expense support and periodic use of the church building for Court of Honors. 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.

The Troop strives to provide at least one camping activity a month and one long term summer camp outing. Some examples of our outings this past year have been the snow campouts at Santiam Pass and Big Lake Lodge, campouts at Butte Creek, South Beach, Marion Lake, Ape caves and Smith Rocks State Park, Summer Camp at Meriwether, float trip on the Willamette, and horseback riding at Butte Creek.

We were also involved in the church cleanup, several street cleanups for the city, Albany Veterans Day Parade, and Scouting for Food. Our Christmas tree recycling after the holidays is our fundraising activity that supports general costs of the troop; it keeps outings affordable, allows for Scout scholarships, maintenance and supplies for the lodge, and new equipment for the Troop. Troop 108 strives to provide safe and appropriately supervised activities following BSA's guidelines. The upcoming year we look forward to expanding our Troop by adding additional structure and leadership for involving girls at the Scouting level; we already have 6 interested in joining.

For the upcoming year, we have 32 Scouts and 27 registered adults. Troop 108 meets Wednesday 7:00-8:30pm every week and Crew 108 meets 6:00-7:00pm the first and third Thursdays. The meetings are open for visitors. If you know any youth who want to camp and learn leadership and citizenship skills, invite them to join!

Contact our current Charter Organization Representative, Devin Sproed, Committee Chair, April Osteen or Scoutmaster Matt Crall with any questions or come visit on any Wednesdays. The Troop can also be found at [BeAScout.org](http://BeAScout.org) or our calendar of events at [BSA108.org](http://BSA108.org)

Treasurer: John McClaughry

Committee Members: Carol Astley, Deanne Bello, Melissa Gauger, Christine McClaughry, Sheryl Smith

	Boys	Girls
Lions Den Leaders:	Wayne Lau	
Tigers Den Leaders:	Kevin Kalb, Doug Wardell	Micheal Vander
Wolf Den Leaders:	Kane Sherrod	Micheal Vander
Bear Den Leaders:	Greg Astley	James Riddle
Webelos Den Leaders:	Adam O'Dell, Rich Bello	
Arrow of Light Den Leaders:	Doug Wardell, Kevin Kalb	

Den Meetings are held every other week for each den. With the young adult Community Dance group meeting on Fridays, 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 are always welcome to get involved and watch the youth grow into community leaders.

Respectfully submitted

Devin Sproed, Charter Organization Representative

## **CUB SCOUTS – Pack 122 2018 Annual Report**

Westminster Presbyterian Church is the Charter Organization for Cub Scout Pack 122.

Westminster became the Charter organization in 2014 expanding its role as a charter for BSA Troop 108. The youth and adults of Pack 122 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 Bolder Hall 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 the third Thursday of each month from 6:30-8:00 PM. Den Meetings are held every other week for each den.

For the upcoming year we have approximately 35 active Cub Scouts along with 12 adult leaders and adult "partners" assisting with Lions and Tigers. Scouts start as Kindergarten age Lions followed by Tigers, Wolves, Bears, Webelos and Arrow of Light Scouts. Over this past year we have expanded to offer the program to the whole family, now including 4 girls this past year.

Pack 122 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: Autumn Wardell

Treasurer: John McClaughry

Committee Members: Carol Astley, Deanne Bello, Melissa Gauger, Christine McClaughry, Sheryl Smith

	Boys	Girls
Lions Den Leaders:	Wayne Lau	
Tigers Den Leaders:	Kevin Kalb, Doug Wardell	Micheal Vander
Wolf Den Leaders:	Kane Sherrod	Micheal Vander
Bear Den Leaders:	Greg Astley	James Riddle

Webelos Den Leaders: Adam O'Dell, Rich Bello

Arrow of Light Den Leaders: Doug Wardell, Kevin Kalb

With the young adult Community Dance group on meeting on Fridays 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

## **VENTURE SCOUT CREW – Crew 108 2018 Annual Report**

The Venture Crew is a BSA founded group for older teens, aged 14 to 20. Our current Crew has 10 members, 2 young women and 8 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 worked hard this past year preparing for our 40+ mile backpack trip with preparatory hikes at Shellburg falls, Badlands Wilderness and McDonald forest. Unfortunately, several different fires around Philmont Scout Ranch in New Mexico this past summer resulted in the cancellation of our planned trip.

## **SALEM ENGLISH COUNTRY DANCING GROUP 2018 Annual Report**

This group is entering their fourth year of being hosted by the generosity of the Church and the Troop in the Scout Lodge. They provide youth with organized English Country Dancing (similar to square dancing) every Friday evening that the Lodge is not being used for scouting. They are entirely volunteer, and there is no charge for the participants. This year the group has organized a volunteer board (mostly of parents) to help Gordon Smith, who has been doing the organizing and playing the music all these years.

Commonly there are 20-40 youth participating from 7pm to 9pm. Several scouts and former scouts participate. There is a minimum expectation of 2 adults, but nearly always 6-8 adults in attendance.

This is a healthy, wholesome activity geared toward older teens and young adults. However, it is open to the whole family and we regularly have parents and younger siblings out on the dance floor. It is open to all, but modest attire and interactions are expected and strictly enforced. There are no pairings or cliques, and dance partners change with each dance - allowing all to participate with none left out.

The youth clean the Lodge after each use and deep clean regularly, in rotation with the other lodge users. In addition to their own chaperones, the activities are directly and regularly overseen by background checked and BSA Youth Protection certified adults from the Troop.

Once again, thank you so much for helping Salem English Country Dancing to serve the youth of Salem and flourish under your generosity!

Reed Paulson  
Troop 108 Liaison

## PASTOR'S REPORT, 2018

Dear Friends,

As we moved into 2018 there were a variety of challenges before our congregation. We met them and with God's help and guidance, Westminster will meet the challenges that will arrive in its future.

With the Appreciative Inquiry process completed, it was time to begin the Design and Deliver stage of the Appreciative Inquiry. Folks were appointed to the Team and it began to meet together to consider the conclusions gathered from the A.I. data. The group met regularly and began to consider how to creatively use the data with an eye to the future.

In staffing we welcomed Jean Severson to our staff in an official capacity after an initial training period with our former Office Manager Jo Jablo. We are grateful for Jo's service to Westminster, while we are thankful to Jean for her creativity and hard work this past year. I appreciate the support that I received from both of these two women.

Our web page was upgraded in a significant fashion and is an asset to our articulating our ministry to the community.

The year, as in years past, continued to provide pastoral challenges with the deaths of many long time and significant members. The Deacon Board continued to provide care and support to the families affected by the death of loved ones. I so appreciated the continued support from the Deacons as I prepared for and officiated at memorial services. In addition, the Deacons provided care and support to members of the congregation making hospital visits, maintaining connections with their care groups, and offering support to the community agencies which they support.

It has been my privilege to support and serve alongside the Deacons in their ministry to Westminster.

I provided pastoral care to our members in the hospital and in my office and their homes as necessary. I have always maintained an open door policy, and folks could stop in at any time I was available to discuss any concern on their heart and/or mind.

In addition to pastoral care, I attended and was a resource to the following committees: Personnel, Stewardship, Mission/Peace, Nominating, Budget and Finance, Deacons, and Worship. I was a listening ear to Building and Grounds Committee, although I did not attend their meetings.

I have been continually appreciative of the service the Elders provide as chairpersons to their committees and thankful for members who serve on those committees. Thanks to you all!

My duties as worship leader and planner included delivering sermons on the Sundays when I was not on vacation. In addition I planned special worship services with the Music Staff and Worship Committee that included: Ash Wednesday, Maundy Thursday, Easter Sunrise, and Christmas Eve.

I followed the Revised Common Lectionary, while also on occasion developing series not based on the Lectionary lessons. I particularly enjoyed preparing and delivering the sermons on the Book of James during September and early October. The Tuesday morning Bible Study continued to be a significant time, as I enjoyed meeting with those folks. I taught a Wednesday afternoon Bible Study at Capital Manor for our residents and others.

During the Lenten Explosion and Fall Frenzy I taught the New Member Classes for prospective new members.

I continued to enjoy relationships with Salem Kiwanis and Willamette Valley Hospice as Chair of the Nominating Committee.

I am thankful for the staff and the support I have received from each of them this past year and throughout my tenure here. It was good to be together!

In June of this year Gail and I requested that the Session receive our resignation effective December 31 so we could embark on retirement. It was not an easy decision. We felt, however, the time had come for us to step aside after 23 years of service.

We cannot express how much this congregation has meant to us over those years. As I shared on our last Sunday with you on December 30, there was never a time when I considered moving on to a new and different call. I was always open to moving if the time had come to do so. But there were always good things happening at Westminster, new opportunities to explore right here, and challenges before me and you too. Always you were patient and supportive. We consider our time of serving Westminster a gift. We thank you all.

Nothing could have prepared us for the sendoff you gave us on December 30<sup>th</sup>. We were humbled, overwhelmed and will always be grateful to you and for you.

We offer our support to you... our prayers... and most of all our gratitude for who you are and will continue to be into the future. Believe in what God is doing in and through you all.

Wishing God's Richest Blessings to You All,

Rev. John R. Moody

## DIRECTOR OF CHRISTIAN EDUCATION 2018 Annual Report

This past year we continued to offer three children's Sunday morning classes: our Preschool class (under the able leadership of Carolyn Lawrence and her team of helpers), our Kindergarten - 2<sup>nd</sup> grade class (lead by 6 rotation leaders and their helpers) and our 3<sup>rd</sup> - 5<sup>th</sup> grade class (led by Christine Heyen and her helpers). We have continued to use rotation curriculum in our Kindergarten – 2<sup>nd</sup> grade but this year we are using new curriculum in our 3<sup>rd</sup>-5<sup>th</sup> grade class. It is called Dig In – The Bible in One Year. Thanks to all our leaders and helpers who give of their time and talents, so we can provide Sunday School for the preschool and elementary children at our church.

This year we continued our 4-year old through 2<sup>nd</sup> grade Children's Choir under the leadership of Rie Tanabe in the spring and Kelsey Weber in the fall. Our younger choir sang in June and at the 5:00 Christmas Eve service. Our 3<sup>rd</sup>-5<sup>th</sup> grade Children's Choir, called NewSong, continued under the leadership of Terri Crall. NewSong, which combines hand chimes with singing, sang and rang in June and in December. Thanks to Rie, Kelsey and Terri for their wonderful leadership and their willingness to share their musical talents with our children.

This summer we continued the Prayground during our 9:45 worship service. The Prayground is a way to include our elementary children in our 9:45 worship service while at the same time providing opportunities for them to engage more in the worship service.

As always, we offered a week-long Vacation Bible School in June. This year our theme was *Shipwrecked* and was very well received by the children who participated. We had a great group of volunteers who helped to make the week happen plus, as always, we had fantastic decorations. A fun week was had by all! Thank you to everyone involved!

During Lent we offered our Sunday Evening *Lenten Explosion*. This year we had two adult offerings: *The Riddles of the Fourth Gospel* led by Paul Anderson from George Fox University and *Embracing an Adult Faith: What It Means to Be a Christian* (a DVD series) led by Wendy Crane and Arlene Pate. We also offered a New Members Class led by John Moody as well as Child Care.

In October we offered *Fall Frenzy*. We had two Adult classes: *Listening as an Act of Kindness* led by Meg Rowe and *Moses the Reluctant Prophet* led by Krisha Horn. The second part of the series on Moses will be offered at our 2019 Lenten Explosion. A New Members Class was also offered as well as Child Care.

The Adult Education Committee sponsored a number of SOAR (Sunday Opportunity for Adult Renewal) classes on Sunday mornings at both 9:45 and 11:00. In the fall our focus was on the Old Testament. We offer a SOAR approximately once a month on either the 2<sup>nd</sup> or 4<sup>th</sup> Sunday from September through May.

In January the Adult Education Committee offered a third annual Saturday experience for adults. Our theme was "Let Your Light Shine," and was led by Rev. Dawn Taloyo. Dawn led us in large group sessions and scripture studies and then we had the

chance to respond through a variety of experiential opportunities. The event was again well received. Mark your calendars for our 2019 event which will be held on Saturday, January 26<sup>th</sup> from 11:00-3:00.

Our Family Ministry Committee has continued their tradition of recognizing milestones throughout the year and offering Parents' Night Out for church families. They also sponsored our Annual Easter Egg Hunt and sent out notes of encouragement to college students and other young adults two times during the year.

Children's Ministries, as always, sponsored our annual Advent Craft Event in November. Thanks to everyone who volunteered in some way to help make it a fun and positive experience. We had a great turnout and it looked like a good time was had by all. We closed out the year on December 16<sup>th</sup> with our Annual Children's Christmas Pageant, a fun and meaningful experience for our children and our congregation. Thanks to everyone who helped make our Pageant so meaningful.

With mixed emotions I conclude my last Annual Report for Westminster. The last 23 years have been very positive ones and I very much appreciate the support I have received during my ministry here. Westminster is a wonderful congregation. I hope and pray you will continue to support the staff members who continue to carry out the educational ministry here at Westminster.

Gail Moody

## **MUSIC DIRECTOR 2018 Annual Report**

It seems that every year nothing is new, and everything is new, within the Music Ministry at Westminster.

Westminster continued to enjoy the talents of many congregants and friends who shared their gifts as **Special Music**, instruments and voices, solos and ensembles. We love to hear them again and again. But we also got to hear new voices and instruments, young people in high school, great singers from beyond our community, and were blessed by the messages they shared.

The **Children's Choir** continued to enjoy singing and moving to wonderful songs of faith, twice each month. Awesome Rie Tanabe was again their director in the spring, but beginning in September, Kelsey Weber began to lead the Pre-K-2<sup>nd</sup> grade kiddos, gently and wonderfully.

Terri Crall again directed the 3<sup>rd</sup>-5<sup>th</sup> graders as **NewSong** amazed us with solid ability to ring handchimes and sing at the same time. And do it WELL. A high point was the special song they rang and sang for Gail at her retirement party.

The **Praise Team**, under the amazing vision and leadership of Ariana, led the 9:45 service every week, year round. New voices and new instruments joined the ensemble, and with Ariana's direction, the musicians kept improving and blessing the congregation.

The **Chancel Choir** sang at 11:15 on the 1<sup>st</sup> and 3<sup>rd</sup> Sundays, and 8:15 on the 2<sup>nd</sup>, 4<sup>th</sup>, and 5<sup>th</sup>. Laughter, patience, and hard work were all hallmarks of Thursday night rehearsals. Also characteristic of this choir is the way they support each other, in sickness, in loss, in friendship, with gifts of food and time and concern. What was new? Pastor John not only chose two of the anthems and the cantata that the choir sang in December, he also amazed the choir and congregation with his terrific debut vocal solo during the cantata! The choir was blessed to express their best wishes to John and Gail through God's gift of song.

The **Westminster Chimes Handbells** amazed the congregation once each month with their skills on handbells, the result of their dedicated time in rehearsals. The tri-annual St. Paul's Handbell Festival was held again in November, Westminster's 5<sup>th</sup> time at the event! A small ensemble from the group rang at the community's Riverfront Park Tree Lighting event, delighting Salem folks on a windy, rainy night.

An important part of music in worship, for any style of song, is the **technical support** given by Alex Irwin and Mike Friday, as staff audio/video techs, and Steve Tillotson as volunteer coordinator. There is *always* something new to learn in technology!

**Ariana Recher, Kathleen Knauss** as staff, and **Bev Mayhew** as frequent sub, continue to lead worship from the piano bench. What was new? Ariana's latest improvisations on the piano, when the congregation listened, and prayed, with every song and hymn.

One thing that never changes: the power of music to reflect and inspire our faith and our community. It was, and continues to be, a great gift from our Creator. Thanks be to God!

Linda McCreery

## **YOUTH PROGRAM 2018 Annual Report**

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

As I enter the second half of my 10th year at Westminster, I want to highlight some of our adventures from 2018:

**1. The Los Angeles Mission Trip** brought 15 youth and leaders as well as a handful of church members together to travel to Hollywood, California for 5 days of service. Also traveling with us were our friends from First Presbyterian Church in La Grande, OR. We worked with DOOR out of Hollywood Presbyterian church and were heavily involved in renovation projects on their youth community outreach home as well as rehabilitation projects. The youth volunteered for a Christmas In July party for 250 homeless children and families at the Union Rescue Mission, did gardening and property cleanup at Hope Gardens (a home for 150 formerly homeless women and children), worked at the LA Food Bank, and with agencies across the city. The students were able to engage in programs supporting the working poor and homeless communities in the city, even getting a complete tour of Skid Row from a local. In true mission trip fashion, our students were immersed in the city while we were there, engaging in local culture, food, and community. It was a fantastic trip for those involved. In 2019, the youth will be headed to San Juan, Puerto Rico to help with Hurricane Irma and Maria relief and also to Reedsport, OR to assist with a community park project and low-income housing repairs.

**2. CITY CAMP** was hosted at Westminster this year. There were three churches involved: Westminster, Our Saviors, 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 20 students attending camp and there were about 45 campers overall. We also had an additional 5 high school students attend as resource staff. Our students explored the theme of Under The Sea Seeking during the week, learning about the story of Jonah. City Camp 2019 is in the works. The theme will be "Welcome To The Jungle" and we have four churches who have already expressed interest in participating.

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 60 students on the extended roster who are active. 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 Medical Teams International 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 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.

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

Find us on Facebook: Westminster Presbyterian Youth Group

Twitter: @westpresyouth

## 2019 FINAL BUDGET

		2018	2019	NOTE	Change
	BUDGETED INCOME	APPROVED	BUDGET	REF.	2018 TO 2019
400101	CURRENT PLEDGES	\$500,000	\$480,000		-4.0%
400201	IDENTIFIABLE LOOSE OFFERING	50,000	50,000		0.0%
400301	LOOSE OFFERING	5,000	3,500		-30.0%
400401	PRIOR YEAR PLEDGES	300	300		0.0%
401001	PRIOR YEAR CASH CARRYOVER	50,000	10,000		-80.0%
401101	PRESCHOOL REIMBURSEMENT	4,545	4,545		0.0%
401601	PER CAPITA PLEDGES	8,800	9,785		11.2%
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	0	25,001		
	SUB-TOTAL OF NON-PLEDGE INCOME	\$129,392	\$113,878		-12.0%
	TOTAL-REVENUE	\$629,392	\$593,878		-5.6%
	EXPENDITURES	2018	2019	NOTE	% Change
	PROGRAM SUMMARY	APPROVED	BUDGET	REF.	2018 TO 2019
	WORSHIP AND MUSIC	\$4,185	\$4,735		13.1%
	CHRISTIAN EDUCATION	8,803	9,381		6.6%
	PER CAPITA ASSESSMENT	19,732	17,075		-13.5%
	OFFICE EXPENSE	37,806	41,387		9.5%
	BUILDING AND GROUNDS	76,525	82,050		7.2%
	PERSONNEL	433,798	403,495		-7.0%
	DEACONS	500	500		0.0%
	MISSION	34,960	23,035		-34.1%
	FELLOWSHIP	1,720	1,720		0.0%
	STEWARDSHIP	1,700	2,000		17.6%
	BUDGET CONTINGENCY	9,663	8,500		-12.0%
	TOTAL-EXPENDITURES	\$629,392	\$593,878		-5.6%
	DIFFERENCE-REVENUE AND EXPENSES	\$0	\$0		

WESTMINSTER PROGRAM BUDGETS		2018	2019	NOTE	% Change
		APPROVED	BUDGET	REF.	2018 to 2019
508001	Cleaning Robes	\$150	\$150		0.0%
508101	Soloists	300	300		0.0%
508201	Music	500	650		30.0%
508301	Musicians and Special Events	1,000	1,000		0.0%
508401	Keyboard Maintenance	975	1,085		11.3%
508611	Music Equipment	300	300		0.0%
508701	Contemporary Music and Copyright	500	300		-40.0%
508801	Handbell Maintenance	0	500		
509101	Worship Aids and Literature	460	450		-2.2%
	TOTAL-WORSHIP AND MUSIC	\$4,185	\$4,735		13.1%
		2018	2019	NOTE	% Change
	CHRISTIAN EDUCATION	APPROVED	BUDGET	REF.	2018 to 2019
510101	Curriculum and Teacher Training	\$1,247	\$1,250		0.2%
510201	Supplies	1263	1250		-1.0%
510401	Library	422	600		42.2%
511001	Vacation Bible School Program	1579	1250		-20.8%
511101	Gift Bibles	125	125		0.0%
520101	Youth Ministry	1420	1600		12.7%
530101	Adult Program	1841	2400		30.4%
531101	Family Ministry	406	406		0.0%
532101	Adult Sunday Night Program	500	500		0.0%
	TOTAL-CHRISTIAN EDUCATION	\$8,803	\$9,381		6.6%
750001	PER CAPITA ASSESSMENT	\$19,732	\$17,075		-13.5%
		2018	2019	NOTE	% Change
ADMINISTRATION		APPROVED	BUDGET	REF.	2018 to 2019
	OFFICE EXPENSE				
511011	Bank Charges	\$782	\$782		0.0%
550101	Office Supplies	3,090	4,000		29.4%
550111	Paper	1,779	2,300		29.3%
550301	Postage	4,000	4,285		7.1%
550401	Telephone	5,000	2,450		-51.0%
550402	Cell Phones	2,000	2,138		6.9%
550403	Internet Access	953	1,630		71.0%
550411	Office Equipment	200	400		100.0%
550601	Advertising	100	200		100.0%
550701	Copies	1,400	4,500		221.4%
550702	Machine Leases	10,102	10,102		0.0%
550801	Computer Equipment	1,400	1,500		7.1%
550901	Computer Maintenance	7,000	7,100		1.4%
	TOTAL-OFFICE EXPENSE	\$37,806	\$41,387		9.5%

		2018	2019	NOTE	% Change
	<b>BUILDINGS AND GROUNDS</b>	APPROVED	BUDGET	REF.	2018 to 2019
553601	Alarm Monitoring	\$4,800	\$7,500		56.3%
553801	Maintenance and Repair	9,000	9,000		0.0%
553901	Custodial Supplies	2,200	2,200		0.0%
554001	Electricity	10,500	11,025		5.0%
554101	Gas	7,000	7,350		5.0%
554201	Water and Sewer	7,350	7,700		4.8%
554301	Garbage	1,525	1,525		0.0%
554401	Property Taxes	200	200		0.0%
554501	Insurance of Buildings	11,600	13,000		12.1%
554601	Groundskeeping	12,000	12,000		0.0%
554701	Equipment Repair	250	250		0.0%
554801	Van Expenses	1,300	1,300		0.0%
554901	Building Repair Fund	8,000	8,000		0.0%
555911	Building Equipment	800	1,000		25.0%
	<b>TOTAL-BUILDINGS AND GROUNDS</b>	<b>\$76,525</b>	<b>\$82,050</b>		<b>7.2%</b>
		2018	2019	NOTE	% Change
	<b>PERSONNEL</b>	APPROVED	BUDGET	REF.	2018 to 2019
555101	Interim Pastor Salary	\$42,842	\$33,300		-22.3%
555201	Interim Pastor Housing Allowance	36,589	22,200		-39.3%
555301	Interim Pastor Professional Expenses	3,500	2,625		-25.0%
555401	Interim Pastor Pension and Medical Insurance	28,580	24,700		-13.6%
555501	Interim Pastor Continuing Education	1,500	1,125		-25.0%
555502	Temporary Pastors Expense	10,680	10,680		0.0%
556101	Guest Preachers	2,000	2,000		0.0%
556201	Organist #1	15,984	16,432		2.8%
556202	Organist #2	1,550	1,593		2.8%
556211	Guest Organists	500	500		0.0%
556301	Music Director	28,105	28,892		2.8%
556302	Music Director Vacation Substitutes	0	1,000		
556501	SIMPLE IRA	5,700	5,300		-7.0%
556601	Accounting Service	14,000	15,000		7.1%
556701	Facility Manager	38,160	39,228		2.8%
556801	Youth Ministry Coordinator	36,476	32,498		-10.9%
556811	Youth Ministry Coordinator Expense Fund	1,600	1,600		0.0%
556812	Youth Ministry Coordinator Continuing Education	1,000	1,000		0.0%
556901	Office Manager	34,000	35,651		4.9%
556902	Paid Office Help	2,000	2,000		0.0%
557001	Child Care Wages	4,100	4,400		7.3%
557201	Health Insurance	11,378	18,000		58.2%
557301	FICA	17,911	18,000		0.5%
557401	Unemployment Tax	8,670	8,500		-2.0%
557501	Worker's Compensation Insurance	4,293	4,300		0.2%
557601	Director of Children's Ministry	30,147	25,000		0.0%
557602	Director of Adult Education	25,123	20,800		-17.2%
557911	Christian Education Professional Expenses	400	0		-100.0%
557912	Christian Education Coord Continuing Education	1,000	0		-100.0%
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	1,800		0.0%
558621	Contemporary Worship	49	7,510		0.0%

		2018	2019	NOTE	% Change
	<b>PERSONNEL—CONT.</b>	APPROVED	BUDGET	REF.	2018 to 2019
558622	Contemporary Worship Instrumentalists & Vocalists	5,500	5,500		0.0%
558701	Payroll Service	3,600	4,000		11.1%
558702	Applicant Background Search for Child Protection Policy	300	300		0.0%
558801	Financial Secretary	5,735	5,896		2.8%
558802	Continuing Education for Other Staff	400	1,000		150.0%
558803	Music Director Professional Dues	265	265		0.0%
	<b>TOTAL-PERSONNEL</b>	<b>\$433,798</b>	<b>\$403,495</b>		<b>-7.0%</b>

		2018	2019	NOTE	% Change
	<b>OUTREACH</b>	APPROVED	BUDGET	REF.	2018 to 2019
620001	<b>DEACONS</b>	\$500	\$500		0.0%
	<b>MISSION</b>				
551201	Boy Scout Troop 108 Support	\$250	\$250		0.0%
619001	Local Mission	8500	8750		2.9%
619201	Presbytery Partnership Giving	23,760	13,035		-45.1%
619301	Fellowship Luncheon	400	450		12.5%
619901	Miscellaneous Mission Expenses	250	250		0.0%
640001	Outreach	300	300		0.0%
640022	Stephen Ministry	1,500	0		-100.0%
	<b>TOTAL-MISSION</b>	<b>\$34,960</b>	<b>\$23,035</b>		<b>-34.1%</b>
	<b>CHRISTIAN NURTURE</b>				
	<b>FELLOWSHIP</b>				
619641	Coffee Fund	\$920	\$1,000		8.7%
732301	General Fellowship	800	720		-10.0%
	<b>TOTAL-FELLOWSHIP</b>	<b>\$1,720</b>	<b>\$1,720</b>		<b>0.0%</b>
	<b>STEWARDSHIP</b>				
732901	General Stewardship	\$1,600	\$1,200		-25.0%
732902	Memorials and Endowment	100	800		700.0%
	<b>TOTAL STEWARDSHIP</b>	<b>\$1,700</b>	<b>\$2,000</b>		<b>17.6%</b>
742101	BUDGET CONTINGENCY	\$9,663	\$8,500		-12.0%
	<b>GRAND TOTAL-ALL PROGRAMS</b>	<b>\$629,392</b>	<b>\$593,878</b>		<b>-5.6%</b>

## Statement of Financial Position—All Funds

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As of: Dec 31st 2018 | Includes Open Transactions

## Assets

## Current Assets

## Cash and Checking

102001 Checking, Operations	119237.69
102015 Synod Cash Investment Demand	141581.27
104001 Petty Cash	300
902001 Building Fd - Pioneer Trust Bk MMA	40483.21
902004 Building Fd - Debt Reduction Demand	8767.05

Total Cash and Checking	310369.22
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## Investments

106101 Pres.Found.-Perm.Fund	15167.05
106102 Pres.Found.-Iris & Norman Austin	26363.28
106201 New Covenant - Weems	14442.8
106301 New Covenant - Jean Allen	20465.52

Total Investments	76438.65
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## Accounts Receivable

102021 Due from Building Fund Cash	5908
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Total Accounts Receivable	5908
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Total Current Assets	392715.87
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## Fixed Assets

## Buildings/Land

150101 Land	182476
151101 Buildings	2674130

Total Buildings/Land	2856606
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## Equipment

152001 Equipment	315715
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Total Equipment	315715
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Total Fixed Assets	3172321
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Total Assets	3565036.87
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## Liabilities &amp; Net Assets

## Liabilities

## Current Liabilities

201202 Suspense	-3251.21
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## Advance Pledges

200101 Advance Pledges	8590.48
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200111 Advance Per Capita	3496.52
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Total Advance Pledges	12087
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Total Current Liabilities	8835.79
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## Long Term Liabilities

902201 Building Mortgage Payable	581919.09
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Total Long Term Liabilities	581919.09
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## Fund Principal

002900 Fund Principal-Building	-581919.09
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002930 Investment - Fixed Assets	3174731.63
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Total Fund Principal	2592812.54
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Total Liabilities	3183567.42
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Net Assets	
002800 Fund Principal-Operations	146385.07
002940 Building Campaign	-6800
Missions	
427401 Children's Offering	90.85
438401 Food Bank	200
438701 Disaster Relief	500
827404 Peacemaking	20
Total Missions	810.85
Youth Funds	
427601 Youth Mission Trip	5971.31
803806 City Camp	1850.71
823805 Camp Scholarships	2108.2
Total Youth Funds	9930.22
Building and Grounds	
803102 Building Debt Elimination	1085.51
803604 Building Reserve Fund	33223.3
804102 Building Memorials	25
804103 Memorial Bricks	1840
Total Building and Grounds	36173.81
Miscellaneous	
805004 Men of Westminster	42
807002 Banners and Art Reserve	291.03
807003 Coffee Fund Reserve	175
807007 Library	237.93
807008 Stephen Ministry	1664.2
807009 Youth Ministry Coord. Ed.	1274.56
807010 Stewardship Online Pledging	393
807011 Stephen Ministry Leadership Training	1500
808001 Personnel Reserve	0.04
808004 Deacon's Receipt/Disbursement	1556.34
808005 Deacon's Community Outreach	605.81
808006 Interfaith Hospitality Network	412.42
808007 Pastor Search Fund	8333.33
808008 Budget and Finance	25002.11
809004 Adult Education	745.81
822704 Choir Robes	590
822705 Bells	231.57
843904 Art Fair Receipt/Disbursement	11821.26
Total Miscellaneous	54876.41
General Undesignated	
825105 VonSchimmelman Transportation Fund	2710
825804 Iris & Norman Austin Perm Fund Int.	2349.75
828704 General Memorials	12632.45
Total General Undesignated	17692.2
Non-Budgeted Income	
450101 Peace/Global Witness	127
450201 One Great Hour of Sharing	125
450301 Christmas Joy	2734
450401 Mission Market	161.5
Total Non-Budgeted Income	3147.5

Education/Children	
822304 Jean Allen Memorial	25540.17
822501 Carol Weems Memorial	14442.8
825604 Blessing Proctor Memorial	2768.59
825704 Fields Memorial	500
Total Education/Children	43251.56
Building Campaign	
Receipts	
902401 Building Fd Contributions - Pledgs	1370868.51
902402 Nonpledge contributions	55707.69
902411 Building Fd Pledge Advance 2012	73074.49
902421 Gain/Loss on Stock Sales	374.09
902422 Unrealized Gain/Loss on Securities	457.06
902423 Interest/Dividend Income	8418.92
902491 Loan Proceeds	1110080
902492 Beginning Cash Carryover	-21302.82
Total Receipts	2597677.94
Expenses	
902501 Professional Services	-160011.37
902511 Building Construction	-1356227.8
902521 Permits and Fees	-34360.85
902531 Inspections/testing	-16524.6
902541 Other Project Related Costs	-27131.42
902571 Building Campaign Expense	-3466.22
902581 Loan Fees, Interest & Principal	-949422.68
902582 Appliances/Furnishings	-19724.96
Total Expenses	-2566869.9
Total Building Campaign	30808.04
Endowment	
803201 Foundation Reserve - Perm Fund	15869.77
803301 Iris & Norman Austin	30064.02
Total Endowment	45933.79
Total Net Assets	382209.45
Total Liabilities & Net Assets	3565776.87
Out of Balance	-740

**Statement of Activities—Monthly Report**

Date Range: Dec 1st 2018 - Dec 31st 2018

Accounts	Actual (This Period)	Actual (This Year)	Annual Budget Remaining (This Year)	Annual Budget % Used (This Year)
<b>Revenues</b>				
Budgeted Income				
Offering Income				
400101 Current Pledges	39842.74	490354.58	9645.42	98.07
400201 Identifiable Loose Off.	4110	47235.85	2764.15	94.47
400301 Loose Offering	391	3619	1381	72.38
400401 Prior Year Pledges	0	1040	-740	346.67
401001 Prior Year Cash Carryover	4166.67	50000.04	-0.04	100
Total Offering Income	48510.41	592249.47	13050.53	97.84
Other Budgeted Income				
401101 Preschool Reimbursement	1000	5050	-505	111.11
401601 Per Capita	221.57	9717.48	-917.48	110.43
401801 Interest/Dividend Income	0	1334.89	-334.89	133.49
402001 Vacation Bible School(1)	0	483	-173	155.81
402101 Facility Usage, net	415	2290	-790	152.67
405001 Misc. Budgeted Income	0	2378	-78	103.39
406003 Lambert Charitable Fund	6167.81	6167.81	-530.81	109.42
Total Other Budgeted Income	7804.38	27421.18	-3329.18	113.82
Total Budgeted Income	56314.79	619670.65	9721.35	98.46
Non-Budgeted Income				
450601 Life Paxes	150	214.02	-214.02	0
Total Non-Budgeted Income	150	214.02	-214.02	0
Total Revenues	56464.79	619884.67	9507.33	98.49
<b>Expenses</b>				
Worship and Music				
508001 Cleaning Robes	0	0	150	0
508101 Soloists	144.57	299.57	0.43	99.86
508201 Music	283.78	765.15	-265.15	153.03
508301 Musicians/Special Events	45.55	895.55	104.45	89.56
508401 Keyboard Maintenance	0	650	325	66.67
508611 Music Equipment	33.98	193.47	606.53	24.18
508701 Blended Music/Copyright	0	485	15	97
508801 Handbell Maintenance	0	-307.15	307.15	0
509101 Worship Aids/Literature	81.4	400.8	59.2	87.13
Total Worship and Music	589.28	3382.39	1302.61	72.2

	Actual (This Period)	Actual (This Year)	Annual Budget Remaining (This Year)	Annual Budget % Used (This Year)
<b>Christian Education</b>				
510101 Curriculum	0	905.65	341.35	72.63
510201 Supplies	60	951.81	311.19	75.36
510401 Library	0	420.02	1.98	99.53
511001 Vacation Bible School	0	1578.29	0.71	99.96
511101 Gift Bibles	0	57.09	67.91	45.67
520101 Youth Program	225.78	1263.95	156.05	89.01
530101 Adult Program	0	1884.16	-43.16	102.34
531101 Family Ministry	0	313.34	92.66	77.18
532101 Adult Sunday Night Program	0	391.66	108.34	78.33
<b>Total Christian Education</b>	<b>285.78</b>	<b>7765.97</b>	<b>1037.03</b>	<b>88.22</b>
<b>Per Capita</b>				
750001 Per Capita Assessment	0	18752	980	95.03
<b>Total Per Capita</b>	<b>0</b>	<b>18752</b>	<b>980</b>	<b>95.03</b>
<b>Administration</b>				
<b>Office Expense</b>				
511011 Bank Charges	57.64	646.89	135.11	82.72
550101 Office Supplies	535.07	4501.06	-1411.06	145.67
550111 Paper Stock	42.98	2569.2	-790.2	144.42
550301 Postage	503.5	3754.69	245.31	93.87
550401 Telephone	185.69	3065.43	1934.57	61.31
550402 Cell Phones	0	2094.28	-94.28	104.71
550403 Internet Access	136.85	1258.54	-305.54	132.06
550411 Office Equipment	0	99.99	100.01	50
550601 Advertising	0	150	-50	150
550701 Copies Made	121.76	4087.06	-2687.06	291.93
550702 Leases - Office Equip.	764.34	10340.09	-238.09	102.36
550801 Computer Equipment/Software	0	5062.11	-3662.11	361.58
550901 Computer Maintenance	766.5	12027.69	-5027.69	171.82
551001 Cash Over/Short	0	26.75	-26.75	0
<b>Total Office Expense</b>	<b>3114.33</b>	<b>49683.78</b>	<b>-11877.78</b>	<b>131.42</b>
<b>Building and Grounds</b>				
553601 Alarm Monitoring	-4579.98	4800	0	100
553801 Maintenance & Repair	2903.46	9000	0	100
553901 Custodial Supplies	218.76	2200	0	100
554001 Electricity	1706.28	10500	0	100
554101 Gas	2678.13	7000	0	100
554201 Water and Sewer	759.02	7350	0	100
554301 Garbage	74.53	1525	0	100
554401 Property Taxes	69.29	200	0	100
554501 Insurance/Buildings	-875.16	11600	0	100
554601 Groundskeeping	1933.28	12000	0	100
554701 Equipment Repair	0	250	0	100
554801 Van Expense	1257.51	1300	0	100
554901 Building Repair Fund	5495.58	8000	0	100
554911 Building Equipment	-1719	800	0	100
554921 Audio Visual Equipment	0	1300	0	100
<b>Total Building and Grounds</b>	<b>9921.7</b>	<b>77825</b>	<b>0</b>	<b>100</b>

	Actual (This Period)	Actual (This Year)	Annual Budget Remaining (This Year)	Annual Budget % Used (This Year)
Personnel				
555101 Pastor's Salary	4363.18	52357.94	0.06	100
555201 Pastor's House Allowance	2949	38337	-2948	108.33
555301 Pastor's Expense Fund	197.87	2206.38	1293.62	63.04
555401 Pastor's Pension & Medical	2055.58	31221	-2641	109.24
555411 Pastor's Dental	155	1860	-96	105.44
555421 Pastor's C'Hse Membership	0	600	0	100
555501 Pastor - Cont Ed	0	0	1500	0
556101 Guest Preachers	0	1500	500	75
556201 Organist 1	1255.62	15067.44	916.56	94.27
556202 Organist 2	0	1099.64	450.36	70.94
556211 Guest Organist	0	550	-50	110
556301 Music Director	2342.08	28104.96	0.04	100
556402 Financial Secretary	3072.16	8012.5	-2277.5	139.71
556501 Simple IRA	518.17	4783.11	916.89	83.91
556601 Accounting Services	1325	15164.56	-1164.56	108.32
556701 Facility Manager	3180	38160	0	100
556801 Youth Ministry Coord.	1823.8	31612.48	4863.52	86.67
556811 Youth Ministry Exp. Fund	68.25	669.71	930.29	41.86
556812 Youth Ministry Coord. Education	0	1000	0	100
556901 Office Manager	2890	35481.99	-1481.99	104.36
556902 Paid Office Helpers	0	0	2000	0
557001 Childcare Wages	387	4174.87	-74.87	101.83
557201 Health Insurance Premiums	892.96	11900.59	-522.59	104.59
557301 FICA	1903.16	17888.86	22.14	99.88
557401 Unemployment Taxes	448.52	7483.14	1186.86	86.31
557501 Workmen's Comp. Insurance	571.25	1865.63	2427.37	43.46
557701 Pay Advances	0	-2000	2000	0
557901 Christian Education Coord	4605.87	55270	0	100
557911 Christian Ed. Exp. Fund	0	368.2	631.8	36.82
557912 Christian Ed Continuing Ed	0	39	961	3.9
558601 Job Search Expense	0	69	231	23
558611 Personnel Contingency	0	425	1375	23.61
558621 Worship AV Tech Support	0	6588	922	87.72
558622 Contem. Instrumentalist/Vocalist	0	4482	1018	81.49
558701 Payroll Service	226.88	3531.36	68.64	98.09
558702 Background Search	13.62	517.34	-217.34	172.45
558802 Continuing Ed for Other Staff	0	0	400	0
558803 Professional Dues - Music staff	0	125	140	47.17
Total Personnel	35244.97	420516.7	13281.3	96.94
Total Administration	48281	548025.48	1403.52	99.74

	Actual (This Period)	Actual (This Year)	Annual Budget Remaining (This Year)	Annual Budget % Used (This Year)
Outreach Commission				
Deacons				
620001 Deacons	0	500	0	100
Total Deacons	0	500	0	100
Missions (57B)				
430201 Extra Mission Giving(1)	-125	-1375	1375	0
551201 Boy Scout #108 Support	0	250	0	100
619001 Local Missions	2141.2	8496.77	3.23	99.96
619011 Interfaith Hospitality Network	0	-50	50	0
619201 Partnership Giving	5940	23760	0	100
619301 Fellowship Luncheon	0	0	400	0
619901 Missions Expense	0	0	250	0
640001 Outreach	0	0	300	0
640022 Stephen Ministry	0	1500	0	100
Total Missions (57B)	7956.2	32581.77	2378.23	93.2
Total Outreach Commission	7956.2	33081.77	2378.23	93.29
Christian Nurture				
619641 Coffee Fund	41.56	846.45	73.55	92.01
732301 Fellowship	0	174.74	625.26	21.84
732901 Stewardship	90.74	1194.41	405.59	74.65
732902 Memorials and Endowment	0	0	100	0
Total Christian Nurture	132.3	2215.6	1204.4	64.78
Other				
742101 Reserve/Contingency	-2614.02	-2680.11	10343.11	-34.97
Total Other	-2614.02	-2680.11	10343.11	-34.97
Total Expenses	54630.54	610543.1	18648.9	97.04
Net Total	1834.25	9341.57	-9141.57	4670.78

## 2018 ANNUAL REPORT



WESTMINSTER

PRESBYTERIAN CHURCH

3737 Liberty Road S., Salem OR 97302