



WESTMINSTER
PRESBYTERIAN CHURCH

ANNUAL REPORT

2021



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



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ANNUAL MEETING AGENDA

Westminster Presbyterian Church
Salem, OR

1:00PM, February 27, 2022

Moderator: Rev. Kelly Wadsworth

Clerk *pro tem*: Jan Carlson

CALL TO ORDER

Opening Prayer

Verification of Call and Quorum

Agenda Approval

Approval of Special Rules of Order for Hybrid Meeting

REPORTS:

Necrology Report

Financial Reports

Presentation of 2022 Budget

Session & Mediator Report

Pastor's Report

NEW BUSINESS

OTHER BUSINESS

ADJOURNMENT

2021 STATISTICAL REPORT

<u>2021 GAINS</u>	<u>TOTAL</u>	<u>MALE</u>	<u>FEMALE</u>
Confirmands			
By reaffirmation of faith	4	2	2
By profession of faith & baptism	1	0	1
Transfers in	2	1	1
Reactivated	2	0	2
TOTAL GAINS	+ 9	+ 3	+ 6

2021 LOSSES

Deaths	16	7	9
Moved away	6	2	4
Transfer out	4	1	3
<u>Transfer to inactive</u>	<u>13</u>	<u>2</u>	<u>11</u>
TOTAL LOSSES	-39	- 12	-27

2020 Annual Report	378	134	244
Net change	-30	-9	-21

ACTIVE MEMBERS	348	125	223
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NEW MEMBERS

Reaffirmation of faith:

Heidi Coleman
Vicki D'Annunzio
Dan Field
Milo Kunnap

Profession of faith & baptism:

Pamela Garland

Transfers in:

Jan Faust
Bill Faust

REACTIVATED

Rae Marie Gleason
Ann Montague

NECROLOGY REPORT - 2021

Mark Lawrence	January 22
Bob Ohmart	January 22
Bonnie Finley	February 10
Cathie Norris	April 16
Linda Stephens	April 19
Tim Holsten	April 20
Sally Jacklin	May 9
Bill Grupe	May 18
Judy Austin	June 25
Norm Frink	July 24
John W. Adams	September 4
Bill Schalk	December 16
Beverly Hunt	December 18
Nita Arant	December --
Jewell Fowler	December 26
Margaret Vander Weyden	December 28

ADULT EDUCATION COMMITTEE

2021 Annual Report

This year has continued to be a challenge and a time to experiment with new formats for learning. We are grateful for the creativity and hard work of the committee: **Diane Stegmeir, Kathy Curlee, Lorna Motte, Wendy Crane, and Bev Mayhew (elder).** **Krishna Horn** served as staff member. In addition we are thankful for members of the congregation who served as small group leaders and facilitators.

Small Groups:

Throughout the year, in light of Covid concerns, we chose to offer several discrete small group options. The first, during Lent, met and worked through a devotional called **Where Your Heart Is**. Following that was a group using **Six Weeks on Money**. In the fall, a small group of women met for the study **Get Out of Your Head**.

In addition to these opportunities, the committee continued to support in a general way the several ongoing Bible studies that have resumed.

At-Home Options:

The committee selected and made available to all both a Lenten and an Advent **devotional** (*Where Your Heart Is* and *God is With Us*) to be used at home individually or as a family.

Throughout the spring, we collected and published in the BKS accounts from individuals of how they were able to continue to grow in their faith throughout the pandemic. This series was titled **"Creative Connections with God"**.

Events:

This year the committee offered two instances of **Westminster Reads**, one in the summer and one in the late fall. This is a churchwide opportunity to read a work of fiction that touches on themes of faith and doubt with the option to gather with a group to discuss. The first book chosen was *Year of Wonders* by Geraldine Brooks and the second was *Chasing Fireflies* by Charles Martin.

In the fall, we presented a series called **Dwelling Place**, following the theme of temple and care for the earth. This began with a Saturday morning intergenerational walk around the property with John Scott, a neighbor and professor with knowledge of native versus invasive plants. It was followed by a Sunday evening hybrid Bible Project study on the biblical theology of temple, including a model-building exercise. The series concluded with another hybrid event with Professor Eric Long from Seattle making the connection between earth care and biblical theology of the temple.

Respectfully submitted,

Krishna Horn
Adult Education Staff Person

CHILDREN'S MINISTRY COMMITTEE

2021 Annual Report

This year we've continued to adapt to the ever-changing COVID landscape while working to support the spiritual development of the children of Westminster and beyond. We are grateful for the hard work and flexibility of the members of our committee: **Carole Brewer, Terri Crall, Teri Mohny, and Carolyn Lawrence (elder). Krisha Horn** served as staff member. We are grateful also for the support of the congregation through volunteer hours, donations, expertise, ideas, and more throughout the year.

Regular formation activities:

From January-May we continued to offer Zoom **Sunday School** every week for all our children, preschool-5th grade. In October, we were grateful to reopen for in-person Sunday School with two classrooms. Our preschoolers and kindergartners meet for the whole hour during the second worship service. Our 1st-5th graders are trying something new: attending the first part of the second worship service with their families, then joining their class for Bible story and "response" time, which may include art, games, prayer, discussion, and more.

For those who need to miss or are uncomfortable returning at this time, we have continued to make available a small **at-home** Sunday School packet online every week.

During the **summer**, we—as usual—closed the Sunday School and encouraged children to attend **worship service** with their families, providing robust activity bags related to the sermon text. Outdoor worship services were a popular addition for several families. The paper portions of the activity bags were made available online for families worshipping at home.

This fall we were also able to resume **children's bell choir**, New Song, with the upper elementary kids. They shared their music with both services in December, as well as being recorded and included in the Christmas Pageant video.

Service Opportunities:

We continued to be limited in what we could do, but the children were responsive in making encouragement cards for our IHN families and others. They also participated in the One Great Hour of Sharing offering with their fish banks and in the annual backpack drive by donating school supplies during VBS.

Special Events:

In May, following months of gathering online, we were pleased to finish up the Sunday School year with an outdoor **Pentecost Party**. The stations included story, craft, carnival games, and teacher appreciation. It was a joy to gather in person once again.

In August, we were able to move back to an in-person format for **Vacation Bible School**, discovering that everything is more fun outdoors on perfect summer mornings. We welcomed kids from Westminster and from the community in about equal numbers and enjoyed a lively and engaging week.

In November we held a “hybrid” **Advent Craft Fair** for Westminster kids plus a few friends and grandkids. Children and teens were able to make an Advent wreath and the ever-popular gingerbread house at the church, and then to take home an assortment of four crafts to do later.

In December the kids (and adults and teens!) worked hard to put together a recorded **Christmas Pageant**, which was shared at the **Children’s Christmas Eve service** both in-person and online. The pageant was a collaborative effort with the children getting to think through their roles and choose their own words. Youth musicians also shared their talents.

We look forward to another year of working with the youngest members of our church and reaching out into the community with our special events. If **YOU** are interested in joining the planning committee or in being part of a specific event, please let one of us know--there are many ways to get involved with various commitment levels! No experience needed.

Respectfully submitted,

Krishna Horn
Children’s Ministry Staff Person

FAMILY MINISTRIES 2021 Annual Report

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

PARENTS' NIGHT OUT: Due to pandemic restrictions, we put all of our exciting PNO plans on hold until it is again safe to hold this event. Fingers crossed for 2022!

rites of passage: Milestones in the lives of members/families were recognized. Recent retirees were recognized in January. Newly licensed teen drivers were recognized in May. September saw special face masks presented to sixth graders, Bibles presented to third graders, and CDs to kindergartners.

EASTER EGG HUNT: The weather cooperated for our Easter Egg Hunt! Outdoor games and other activities, as well as the much-anticipated Easter Egg hunt were enjoyed by MANY kiddos (25 children and 9 youth).

PARENTING THROUGH A PANDEMIC – An in-person program presented on two evenings in conjunction with Liberty House and funded by a Presbytery Mental Health Grant. Childcare provided by Family Ministry Committee.

SUMMER HIKE – June 27 saw a hearty intergenerational group gather for a hike at Fort Hoskins Park, a lesser-known park near Philomath.

SUMMER FAMILY BBQ: A small but merry group of all ages gathered on the patio to enjoy BBQ with Master Chef Mike Goodenberger at the grill!

TRUNK OR TREAT: A safe, masked, socially distanced and incredibly creative Trunk or Treat was held in the WPC parking lot a few days before Halloween, sponsored by Family Ministry Committee and Youth Committee.

THE COMMITTEE: Family Ministries Committee usually meets the first Wednesday of each month at 7pm. More members are always welcome as are volunteers to help with individual events and activities. Members include Rachelle Hughes (Elder), Kirsten Adams, Mike Goodenberger, Katie Nelson, Nancy Crawford and Krisha Horn (staff). We thank the congregation for their support and look forward to a new year full of fun, fellowship and service.

Submitted by Rachelle Hughes, Elder/Committee Chair

LIBRARY COMMITTEE 2021 Annual Report

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

Despite the Church being closed to worship services, the library has been busy in 2021. Although the staff have only met sporadically, we have been carefully maintaining circulation statistics and keeping the circulation of materials going.

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.

Since the church reopened for worship in late March, we assumed that the library circulation would reflect the absence of user for the first three months of the year. How wrong we were! In 2019, we had a total of slightly over 400 items checked out during the entire year. In 2020, even in the throes of the pandemic, we have had a total of 204 items circulated, and in 2021 we had a total of 311 items circulated. Westminster folks are readers!

We will be maintaining the library as usual in 2022 and are meeting again on Mondays to maintain the library's records. We have a number of new book and video acquisitions that will be ready to go out in 2022.

Respectfully submitted,
Susan Ray

FELLOWSHIP COMMITTEE 2021 Annual Report

Again, as in 2020, COVID-19 has taken a toll on the Fellowship Committee in 2021. Events that we had hoped to hold again had to be postponed.

We were unable to have any Dinners with Friends, the annual All-Church Picnic, and other fellowship-related activities because of the Delta variant and then followed by the Omicron variant.

The church opened to in-person worship on Palm Sunday in March, but Coffee Hour was not restarted until summer when we could hold it outside. As the weather grew colder, we cautiously moved Coffee Hour into Boulder Hall, as we had always done in the past, but limited our offerings to tea and coffee. Gradually, as attendance began to grow, we also added instant cocoa, which the Mid-Hi kids gravitated to almost immediately. We slowly began reintroducing cookies to our food offerings thanks to Vik and the kids' Christmas cookie decorating efforts.

The monthly Women's Night Out, now officially under the auspices of the Fellowship Committee, did not return in 2021, but we did hold the Annual Cookie Exchange in December. The attendance was small, but there were lots of cookies to share.

At present, we are continuing with Coffee Hour, and looking forward with hope to start Women's Night Out again as soon as the Oregon Health Authority determines that such assemblies are safe.

Members of the Fellowship Committee in 2021 included Nancy Crawford, Betty Flick, Marcia Poehler, Susan Ray, and Susan Wiggins.

Respectfully submitted,
Susan Ray, Elder for Fellowship

STEPHEN MINISTRY 2021 Annual Report

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

As the COVID-19 pandemic has continued through 2021, the Stephen Ministry Program continues to adapt its activities to follow the guidelines for attempting to contain the spread of the disease. The Stephen Ministry Team continues to keep in touch with our care receivers on a regular basis, by phone or in person. We meet on a monthly basis via Google Duo or Zoom for our ongoing supervision. Here at Westminster, we call it Affirmations.

We provide a series of 4 grief booklets called, collectively, Journeying Through Grief, to family members of deceased members of the congregation. This ministry involves calling family members to see whether they would like to receive the booklets, and give them a choice between having the booklets hand delivered or sent through the mail.

There have been instances when bereaved people outside of the congregation have also been recipients of the series. We began this ministry in 2013, and since that time, 65 households have received the booklets.

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

Staffing: There have been 7 active Stephen Ministry Team members during 2021, 6 of whom were Stephen Leaders. Stephen Leader responsibilities include coordinating the following areas: Referrals, Continuing Education, Awareness Building, Planning Administration and Supervision. Five of the Stephen Ministry Team have had caring assignments. Four of the Stephen Leaders have had a caring assignment along with their responsibilities in coordinating the program. Two new caring assignments were made in 2021. Some of the team are also involved in caring for others in an unofficial capacity. Past care receivers continue to make contact with their previous Stephen Minister from time to time.

Since 2010 the Westminster Stephen Ministry Program has provided care for 27 care receivers. All Stephen Ministry Team members attend an Affirmations meeting once a month. Stephen Leaders each spend approximately 2 to 3 hours a month in planning and coordinating the Stephen Ministry Program.

Respectfully submitted,

Wendy Crane

THE FINE ART COMMITTEE

2021 Annual Report

The Fine Art 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 Committee meets monthly the second Tuesday at 6 pm at the Church beginning in March. A big thank you to each one of the committee members who are willing to assist in the planning and implementation of the Festival. Members are Jean Christian, Virginia Dunn, Betty Flick, Nancy Hammitt, Holly Hilfiker, Judi Liechty, Linda Lowery, Sue Morris, Lorna Motte, Doreen Negstad, Sharon White, Bob Pool, Susan Ray, Helen Schafer, Bonnie Shaughnessy-Smith, Gloria Hill, and Lois Parker. Each one of these members plays a very important part in the success of our Festival.

Work began in March preparing for the 2021 Festival, our 33rd. Because the 2020 Festival was cancelled due to the Pandemic, the 2021 Festival was considered the 33rd, in order to keep our years' consecutive. Sheila met with Pastor Kelly to discuss the Festival. She ensured us that she is in full support of the Show and looking forward to seeing it happen.

Entry information and applications were emailed to our artist mailing list; jurors were contacted; and the Featured Artist and Breakfast Speaker selected. Karen Stevens Designs was selected to handle Festival publicity. Her duties were to include design of our website and the Festival Poster, social media creation and postings and publicity of the Festival. It was agreed to pay her \$500 for her services.

Scholarship – Following the 2020 selection of a scholarship recipient, the committee (Jay & Sue Morris & Jean Christian) suggested considering a different project in 2021 due to a lack of applicants. At our March meeting, it was decided to go forward with requesting scholarship applications. The 2021 Art Festival Scholarship in the amount of \$1,000 was presented to Peter Wirf. Peter has been active in the Westminster Youth Program since Middle School and will attend Chemeketa, possibly studying political science. A reception was held following our July committee meeting, presenting Peter with a certificate acknowledging his scholarship.

Work continued through April, May, and June processing entries from artists. Jurying took place in July and 72 artists were selected to participate in the Festival. These artists represented a varied mix of media and both returning and new artists. Artists were notified of their acceptance and entry fees requested, along with other information about the Show.

The committee discussed numerous revisions to the Festival, keeping in mind the safety of the volunteers, artists and guests. Some of these considerations were eliminating the Saturday

morning breakfast and holding an audience style showcase by our Featured Artist, Kristin Kuhns; eliminating or cutting back on the Thursday evening artist reception, only inviting the artists and one guest and possibly eliminating the refreshments; and limiting the number of items that artists could have on display. Discussion of these and other ideas was to continue at future meetings.

September 8 – A questionnaire was sent to the Festival Committee requesting their thoughts about revisions to the Festival and whether we should go forward. The majority of members felt it would be too risky and sadly voted to cancel our 2021 event.

Artists and other participants were notified and entry fees returned. The artists expressed their disappointment as they had been looking forward to our Show. Several donated their fee back to us. I heard numerous comments from the community about their disappointment about the cancellation. Hopefully, we can begin planning the 33rd Festival for the third time in March 2022.

As everyone knows, it takes many volunteers to put on our Show. We appreciate every one of you, and look forward to your future participation.

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

MISSION PEACE ECO-JUSTICE COMMITTEE 2021 Annual Report

Mission statement (updated 2021): The **Mission Peace Eco-Justice (MPEJ) Committee** is committed to serve, educate, inspire, and encourage our congregation to take steps towards the fulfillment and sharing of God's love through actions of peace, justice and the protection of all God's Creation.

2021 proved to be a year of adaptation and resilience for the Mission Peace Eco-Justice Committee. Local community needs continue to increase, while communication, assistance and support within our community continues to fray. Systems at work in God's Creation, such as our ecosystems, justice system, food systems, economic systems, education systems, and healthcare systems were all strained this year as we adapted to another year of living with COVID-19. With each changing guideline, our committee worked to bring peace and patience to those struggling to find a way. Our strategic planning work at a committee level, and in collaboration with other committees has made our work to respond to community needs as Jesus would a blessing for the Westminster Community, even in times of growing pains.

During 2021, MPEJ directed Westminster Presbyterian Church dollars to the following social service agencies. As a committee, we acknowledge the need for funding and support is great in our community. We supported local missions over 122% of our budgeted amount for 2021. This amount was taken from the Presbyterian Partnership giving funds allocated in the beginning of the year, to adjust to the immediate needs of the community we share. These funds primarily were used to provide supportive housing services. The dollars were generally undesignated, and the organization was able to use them where the need was greatest.

Church in the Park
Arches
Family Promise
Safe Sleep
Salem for Refugees
Salem Pastoral Counseling Center
Presbyterians for earth care
Interfaith Power and Light

During 2021, MPEJ supported our social service organizations with the following donation drives and activities.

5th Sunday Donation Drives: January 31, 2021 - Salem Dream Center; May 30, 2021 - Be Bold Street Ministries; August 31, 2021 - Helping Hands Resources; October 31, 2021 - Salem for Refugees.

Family Promise Adapted ways for Westminster to support this ministry with decreased volunteer capacity and COVID protections. Future support could include drives for paper goods.

Salem for Refugees

Church at the Park

Tree of Giving- patients at the Oregon State Hospital and students at Salem Heights Elementary were recipients of the Giving Tree in 2021.

Life Pax- The Life Pax program was discontinued with the transfer of membership of our Member Marj Kmetz. We thank her and Judi Litchy for their service in this beneficial partnership for so many in the community and for their continued work to minister to our neighbors in need.

The Peace Offering 2021 was \$3000, of which 50% (\$1500) went to general assembly, 25% (\$750) to Presbytery, and 25%(\$750) to the NW HUB.

MPEJ is composed of the following committee members; Deannie Anderson, Jennifer Brundrage, Rebecca Dunsek, Lucy Foster, Karen Freed, LeeAnn Goodenberger, Jackie Hilfiker, Judi Leitchy, Ann Montague, Gary Olsen, Christine Speak, Susan Tanabe, Katie Nelson, and Vicki D'Annunzio with Sally Cook serving as elder.

Respectfully submitted by

Sally Cook, Chair

WORSHIP COMMITTEE 2021 Annual Report

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

Chairs Kenn Bataille (through May) and Lucy Foster (beginning in June); Committee members: Rosamund Irwin, Lynnea Lyman, Arlene Pate, Arlis Shellman, Ben & Bev Silveira, Mary Snethen, Susan Tanabe, and STAFF members: Pastor: the Rev Dr Kelly Wadsworth, Director of Music: Jeffrey Larkin and Director of Contemporary Music Ariana Recher

CHANGES: Once again, the year 2021 was a year with many shifts in the worship service experience. We continued live streaming our services through the year on YouTube, both the 9 am Traditional and the 10:30 Contemporary services. On Palm Sunday (March 28), Westminster welcomed its first in-person worshipers of the year, using a reservation system and check-ins at the door. There were many protections in place to assure participants could safely join in, and many were relieved to be able to come and see each other, even as the online services continued. After a few months, the reservation protocol was dropped, but other precautions continue. We had two Sundays where we held “Blended/Unity” services (January 17, where Pastor Kelly was introduced to us via a live feed from her setting in Seattle, WA, and another one on February 28.) She led her first official service at Westminster on March 15, and her Installation service was held on May 16.

COVID: We continued dealing with COVID-19 and then the relief of the vaccines, and then major disruptions caused by variants. The road to normal life continues to elude us as we deal with this virus and its seemingly endless variants.

SERVICES: Services continued to be streamed on YouTube all year. Weather related emergencies caused cancellation of services on February 14 due to a large ice storm, and on December 26, due to snow. There were some Sundays when issues with the internet connectivity interfered with the streaming as well. During the summer, five Sundays had services conducted outdoors. At first, they were staged at the front of the church, with leadership set up under the covered area of the church, then moved to the south side, using the memorial patio for seating, providing a more comfortable and lovely, mostly shady seating area and very picturesque backdrop for the worship leadership.

The Lord’s Supper was celebrated during the 9 am and the 10:30 services on the first Sunday of each month, other than in April, when it was observed during the Good Friday service rather than on the first Sunday, which was Easter.

WORSHIP LEADERSHIP: We were so fortunate and thankful to have Rev. David Horn assist in the Traditional Services and take a leading role in the Contemporary services every week through March 21, when we returned to having lay Worship Assistants as a part of having in-person worship. He was honored for his dedication as part of that service.

We bade farewell to Rev Lorne Bostwick at the end of January and were blessed to have others

who stepped in to lead us during that “bridge” time as well as a couple of other Sundays during the year: Rev. Ken Smith, Rev. David Mote, Rev. David Horn, and staff member Krisha Horn. Our new pastor, Rev. Kelly Wadsworth led worship on 39 different days.

VOLUNTEERS: Many, many thanks to the many people who work behind the scenes to coordinate and serve to bring our worship services to you. We have an unbelievably versatile Tech crew, led by our Director of Digital Ministry, and his staff and volunteers.

We have so many musicians, and they add uplifting and inspirational touches to all our services. These include the Chancel choir, Westminster Chimes handbell choir, the Worship Team, the Children’s Chimes choir, and many special music soloists and ensembles.

Usher recruitment has been done by Bob Hershey, Jeff Kovach, Sara Morgan, and Matt Crall; Worship Assistant recruitment was done by Mary Snethen.

Banner hanging was done by John Mayhew, Kenn Bataille and his son, and a new team is just beginning to accomplish this task. Arlis Shellman has taken care of the Antependia (the liturgical coverings for the communion table and lecterns) for us.

We have continued to use pre-packaged communion elements, but there is still set up and levels of serving involved, which has largely fallen upon Worship Committee members through the year, but recently is being assisted by Westminster’s large cadre of former and currently serving Deacons and Elders.

Susan Tanabe coordinated the volunteers for Advent candle lighters. Nancy MacMorris-Adix headed up the team that decorated the sanctuary and church for Advent, and then put things away in January.

Many thanks to these, and the great team of unnamed volunteers! It would be impossible to name, or even count all the individuals who have worked together to bring our weekly and special services to you throughout the year. We are greatly indebted to you all!

Respectfully submitted,
Lucy Foster, Chair.

OUTREACH COMMITTEE

2021 Annual Report

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

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

The Outreach committee managed to adapt to our “new normal” under the COVID19 restrictions.

When the church reopened for in-person worship, we took on the responsibility of scheduling the Sunday morning Greeters.

We supported Sharon White as she co-managed the Red Cross Blood Drives in the church.

In August we coordinated Westminster’s donation drive for school backpacks. We had to give up our plans for the “Welcome Back” picnic due to health concerns.

We assisted Pastor Kelly with the New Member Classes in the fall.

We look forward to the time we are less constrained by the pandemic, and the opportunity to welcome others to join the committee.

Lynnea Lyman

BUILDING & GROUNDS COMMITTEE

2021 Annual Report

Committee Members include: Ted Burney, Bill Hubble, Chet Flick, Daniel Field, Bill Nelson. Jean Christian (until November 2021)

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 2021: Accomplishments

Over the past year the following projects have been completed.

- Completed major repair/rebuild of a section of church exterior damaged by water
- Rebuilt the deck outside the Scout Lodge
- Located and repaired a significant leak in the irrigation system
- Installed handrail on Sanctuary stairs
- Upgraded alarm system
- Maintained church van
- Trimmed and removed trees as necessary following a major ice storm
- Started repair work on Winola House
- Worked with Church at the Park to participate in a Safe Park program
- Held a successful 2-weekend campus cleanup event
- We're happy to report that the remarkable sound booth constructed by Chet Flick last year, continues to be the hub of our online worship services and is holding up admirably!

The restrictions in response to COVID-19 continued to be a challenge, however we have worked diligently to maintain the building and grounds of the church.

Looking forward to 2022

The Committee looks forward to adding several new members this year. In 2022 we will focus on:

- The repair of Winola House and determining how it will be used in the future.
- Continuing to participate in the Safe Sleep program, which had a successful start in 2021.
- Dealing 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.
- Maintaining our landscape and in particular, our trees which suffered significant damage in the 2021 ice storm.

Our thanks to Chair Jean Christian, who served on the Committee for many years. Her dedication and commitment is greatly appreciated.

The Building & Grounds Committee continues to serve the Westminster church community in the maintenance of the facilities and property.

Sincerely,
Building & Grounds Committee

BUDGET & FINANCE COMMITTEE

2021 Annual Report

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

The committee is comprised of members of the congregation who have the financial skill and background to accomplish our mission. They are long time members of the congregation; they also volunteer in many of the other programs of the church. Members include, Gary Slangan, prior chair of the committee, Bill Foster, prior chair, and President of the Corporation, T.C. Curlee, and Jim Pate, a retired CPA. They are long time members of the committee. As the newest member and chair of the committee, I have had experience as a Comptroller and the US property and fiscal officer for the Oregon Army National Guard. I, Bill Foster and T.C. Curlee coordinate with the office and act as primary signers of checks prepared by the accounting firm.

The year 2021 was again an atypical year for the church with some programs curtailed, church services held with and without congregants, and many events changed or conducted differently in response to the coronavirus that has changed many things in the lives of the congregation. This report will contain some narrative and some specific numbers to reflect the financial year for the church. Data figures for the year are included in the annual report with the Approved 2021 Budget, the Statement of Financial Position and the Statement of Activities that concluded on 31 December 2021. Specific questions may be directed to any member of the committee.

Budgeted income for the year 2021 exceeded projections in almost every category. Another year of testimony to the faithful giving of our congregation. Offering income was 111% of anticipated, Other budgeted income was at 90% of expected, only because we did not have to use funds from Memorials and Restricted accounts during the year. The overall revenue for 2021 was just short of 108% of budget forecast. An amazing year for giving, considering the transition from an interim pastor to a newly called pastor and the continuing COVID restrictions on attendance and use of the facility.

Expenditures for 2021 were nearly identical to 2020 in amount and percentage of execution. The year ended at 91.55% of the budget expended for all accounts. The additional revenue for the year, along with reduced spending, has resulted in a positive variance of about \$90,000, some of which will be available to utilize in 2022 for anticipated reduced revenue. Some of those funds will be transferred to existing reserve accounts.

The 2022 Budget, which has been approved by Session and included in this Annual Report,

outlines the revenue and expenses for this year. Pledges, the major source of income, have declined twenty percent from the previous year. Initial draft budget submissions to Session were to remain near the 2021 budget. Despite the decline in pledge revenue and the loss of Paycheck Protection Program funds (PPP), Session pushed for increased program and mission funds, anticipating moving forward with plans for the future. The result was a budget increase over 2021 by 6%, which required substantial funds from memorials, restricted accounts, and cash reserves. Although the amount of increase from the previous year seems relatively small, that resulted from the addition of reserve accounts and cash reserves being injected into the revenue stream. This action is not sustainable into the future without additional pledges and offerings and a financial plan that will provide for sustainability.

Last minute additions to the proposed budget for keeping a Facility Manager line item, a COLA increase of 4.9% for staff and family leave provisions for the music staff were approved for addition to the final budget.

As the chair of the Budget and Finance Committee for only eight months, I have been impressed with and eternally grateful to the members of the committee for being stalwart financial custodians for the church resources. They have been helpful to me and to the process of managing the budget. However, I have found it necessary to leave the position of Elder and Chair of the committee with concern for my personal mental and physical health, and the leadership within the church. My resignation was effective January 20, 2022.

Connie and I have met wonderful people and made great friends in our few years at Westminster and will continue to appreciate them for welcoming us into the congregation.

Thank you.

Herb Sims
Former Elder and Chair of the Budget and Finance Committee

Prepared January 25, 2022

WESTMINSTER GIFTS ENDOWMENTS & MEMORIALS TASK FORCE

2021 Annual Report

On May 19th, Session approved creation of a GEM Task Force, comprised of Chair Bill Foster, Jan Carlson, and Jim Pate. Since that time, the Task Force has been meeting most weeks. Until recently, the total amount of Memorial and Endowment funds was under \$100,000. With an aging Congregation and uncertain economic conditions, it is important to have some additional stable income for church operations. Because of the bequests that we have or will be receiving, more thoughtful policies and management is needed than has happened in the past.

Re-establishing a committee to provide oversight of the funds and recommendations to Budget and Finance, Stewardship, and Session is important.

How the funds are invested is an important consideration and the Presbyterian Foundation offers choices that are a good starting point. The new committee would work in close collaboration with Stewardship, Budget and Finance, and report at least annually to Session.

The Task Force made the following recommendations that were approved by Session in October:

- The Task Force recommends a new Gifts, Endowments, and Memorials Committee be established to manage investments on behalf of Westminster Presbyterian Church.
- At this point in time, the Task Force recommends that Westminster make investments through the Presbyterian Foundation and utilize the New Covenant Funds.
- The Task Force recommends that Westminster not set up additional “true endowments” at this time, but “quasi endowments” that allow more latitude for withdrawals of either principal or interest.
- While other options and the use of a private brokerage firm could be an approach for Westminster, the Task Force does not recommend considering this option until a committee is established and the issue has been well researched and discussed.
- The Task Force recommends adopting the Draft Investment Policy which, if needed, will be updated by June 2022.
- The Task Force recommends that Westminster follow the policies of the Presbyterian Foundation and engage in Socially Responsible Investing.
- The Task Force Recommends that gift acceptance be handled by the Stewardship Committee, in consultation with the GEM Committee.
- To keep on track with the ongoing process for developing the budget, the Task Force recommends that investment income in an amount up to \$30,000 be allocated from the GEM funds to supplement revenue for the 2022 budget.

Due to the generosity of former church members, Westminster Presbyterian Church now has approximately \$850,000 for investment to supplement annual revenue.

Bill Foster
GEM Task Force Chair

PERSONNEL COMMITTEE 2021 Annual Report

Committee Members: Pastor Kelly Wadsworth, Pastor and Head of Staff; Ginny Petersen, Committee recorder; Jim Keehner; John Adams; Connie Sims; Greg Barrick; Matt Hale; Marlene Buker, Chair-Session Representative

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

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

Personnel actions for this past year:

- Updated the Childcare Policy
- Completed the first draft of the Westminster Administrative Operations Manual.
- Accepted the resignation of Katy Tillotson, upon her relocation to Idaho.
- Conducted performance reviews of all staff.
- Several Committee members participated on the Church Reopening Committee in response to the Covid crisis.
- New Hires: Reverend Kelly Wadsworth, Ph.D. as Pastor and Head of Staff.
- Prepared the 2022 Personnel budget for review by the Budget and Finance Committee and Session.

In December 2021, Session accepted the resignation of the following members of the Committee: Ginny Petersen, Jim Keehner, John Adams, Connie Sims, Greg Barrick, Matt Hale, Marlene Buker.

Submitted by the Session of Westminster Presbyterian Church

STEWARDSHIP 2021 Annual Report

The theme of the General Fund Annual Pledge campaign for 2021 was “Building On Our Past, Embracing Our Future”. 142 pledging units pledged a total of \$346,703.96.

A huge THANK YOU to Paul Negstad for coming back on the committee this year to help with the pledge drive. Also, THANK YOU to the members of the committee who worked really hard to make this year’s campaign as successful as it could possibly be: Karen Huntzinger, Nancy MacMorris-Adix and Paul Negstad. Also, thank you to the following folks who served as Route Captains for the Pledge Drive :

Ken Archibald	Lorna Motte
Myra Brand	Paul Negstad
Carole Brewer	Pat Randle
Ted Burney	Richard Ray
Jan Carlson	Nancy Ritter
Nancy Crawford	Gary Ryan
Lucy Foster	Sally Schriver
Mike Goodenberger	Jean Severson
Rachelle Hughes	Arlis Shellman
Dianne Johnson	Bev Silviera
Carolyn Jones	Mary Snethen
Lynnea Lyman	Darrell Tallman
Bill MacMorris-Adix	Susan Tanabe
Jean Marshall	Sharon White
Ralph Morgan	
Jay Morris	

And last and MOST IMPORTANT, **THANK YOU** to the 142 giving “units” who pledged to this WONDERFUL church and to its Mission to this Community, to the PCUSA, and to the World.

Special PCUSA Offerings collected included:

\$3,207.38 One Great Hour of Sharing

\$1,260.00 Christmas Joy

Jan Carlson, Stewardship Committee Chair

NOMINATING COMMITTEE

2021 Annual Report

The Nominating Committee recruits members to serve as deacons and elders for 3-year terms. One third of deacons and elders complete their term of service each year. We are deeply grateful to all who step forward to make these long-term service commitments to our church.

Nominating Committee members are elected by the congregation annually, except for the elder serving as chair and the deacon representative. The pastor serves *ex officio* without a vote. WPC bylaws require the committee have a minimum of five members, including the chair and deacon.

In the first half of 2021, the elected committee members were Ken Archibald, John Brosy, Dolores Byrnes, Peggy Hershey, and Deacon Sharon White.

In the second half of 2021, the elected committee members were Ken Archibald, Dolores Byrnes, Nancy Crawford, and Deacon Sharon White.

Nominating Committee members deserve heartfelt thanks for their careful evaluation of prospective candidates, as well as follow-up calls. Ken Archibald also deserves special recognition for his seven seasons of dedicated service, both as general member and Chair (2017-19).

Class of 2024

Newly elected Elder-Chairs: Lucy Foster-Worship, Sally Cook-MPEJ, Herb Sims (B&F), and Jean Christian (B&G).

Newly elected Deacons: Mark Anderson, Pat Buzzard, Betty Flick, Shirley Layne, Linda McCreery, and Maggie Sather.

We recruited deacons for five resignation vacancies: Birdie Worley (completing Suzie Heringer's term); Barb Friday (completing Betty Flick's term); Ellen Chambers (completing the Keehners' term); Nancy Crawford (completing Sonya Olsen-Hasek's term); and Nikki Fennell (completing Pat Buzzard's term).

The committee secured candidates for the Class of 2025 deacon (6) and elder (5) positions, and they were approved by Session in October 2021. These candidates will be presented to the congregation for election at a Called Congregational Meeting in Spring 2022.

- Elder Carol Richmond, Chair (Class of 2022)

PASTOR NOMINATING COMMITTEE 2021 Annual Report

With the arrival of the Rev. Dr. Kelly Wadsworth in March 2021 as our new minister, the work of your elected Pastor Nominating Committee wrapped up.

Here is a look back to what we did in 2021:

January: The year began with a Jan. 4 letter from the PNC to the congregation, presenting Pastor Kelly as the person called to be our next minister. (Under the constitution of the Presbyterian Church (U.S.A.), the PNC is who chooses and nominates a candidate for the congregation to vote on.) To introduce Pastor Kelly, the PNC put together a video for Sunday worship. Thanks to the online skills of Office Manager Jean Severson, additional get-to-know-her videos and documents were posted on the church website, including a timeline of the PNC's work.

In early January, the PNC hosted Pastor Kelly and her family for an overnight visit to Salem. She toured neighborhoods with a real estate agent, checked out the community and schools, and enjoyed a rainy picnic lunch at Woodmansee Park with PNC members. PNC members and Westminster's interim/transitional pastor, the Rev. Dr. Lorne Bostwick, took her around the church facilities. She then met with the PNC for additional conversation.

The following weekend, PNC members hosted nine separate Zoom sessions for members and friends of Westminster to talk with Pastor Kelly. They were well-attended. During a congregational meeting conducted via Zoom on Jan. 17, Westminster members voted 151-0 to call Pastor Kelly as our new minister.

February: The PNC helped facilitate Pastor Kelly's arrival preparations and organized welcoming activities for her family.

Our Feb. 16 monthly report to Session included this explanation of our concluding work:

"As its final task under denomination and presbytery guidelines, the PNC is to provide welcoming activities for Pastor Kelly and her family, working in concert with Session and others. The PNC's role is to complement, not supplant, what Session plans as far as welcome worship, etc.

"PURPOSE OF CONGREGATIONAL WELCOMING ACTIVITIES

Help Pastor Kelly and family feel welcome and help them acclimate to the congregation and community.

Enable the congregation to connect with Pastor Kelly.

Support our new pastor's health and well-being — physical, emotional, spiritual, social and financial — and thereby also support the mission and ministry of the congregation, creating an environment where Pastor Kelly's leadership gifts can thrive to best serve our congregation."

During our presentation, we encouraged elders to read and consider two online resources for successfully welcoming and nurturing pastors: "50 Ways to Welcome Your New Pastor" (<https://bit.ly/3AOMfep>) and "50 Ways to Support Your Pastor's Well-Being" (<https://bit.ly/3HkYKBc>).

Although PNC welcoming activities would happen in March, we suggested that Session and other groups continue the welcome throughout the year, including a one-year anniversary celebration.

March: PNC members coordinated donations of household items, meals, and restaurant gift cards for Pastor Kelly, including stocking her apartment pantry before her arrival. PNC members were at the church to greet her on her first day of work, and members took her to lunch that day. When Pastor Kelly subsequently bought a house, PNC members prepared to help with the move-in but weren't needed; her children surprised her by doing all the unloading themselves.

Most PNC members also participated in Pastor Kelly's installation service in May. PNC members continue to serve Westminster on Session and committees, in worship and music ministry, and in other ways.

Throughout the PNC's work together, we held to the covenant that we wrote:

Our Covenant

Prayer always is the answer.

Our collective discernment of God's will outweighs our personal preferences.

We will listen from the heart, to ensure we understand, before responding.

We will support and respect confidentiality.

We will support one another.

We will respect people's time.

We will strive for consensus but recognize that might not always be possible.

Prayerfully,

Dick Hughes, PNC chair

BOARD OF DEACONS 2021 Annual Report

Eighteen members of the Board of Deacons meet with the pastor on the fourth Wednesday evening of each month.

Mission Statement “To show God’s love to all people. We do this by ministering to anyone in need both within and outside our congregation.”

Westminster’s congregation is divided into 18 Care Groups, each the responsibility of a Deacon. Throughout 2021 Deacons have mailed cards and notes, emailed messages, phoned, and visited in homes and at church with members of their Care Group.

During the summer, the pastor invited each group to meet with her at the Church. Urgent Care Group member’s needs were immediately communicated to the pastor and quarterly reports were no longer used.

- ♦ 1 Deacon attends and reports to Session at their monthly meeting
- ♦ 1 Deacon is Nominating Committee Representative
- ♦ 2 Deacons are Fellowship Committee Representatives
- ♦ All Deacons helped organize, serve and clean up memorial service receptions for Care Group members who passed away in 2021
- ♦ 1 Deacon purchased and delivered 6 New Home starter kits to Family Promise/Interfaith Hospitality Network

Committees that are on hold because of Covid-19

- ♦ Rides to church
- ♦ Home Communion
- ♦ Deliver flowers weekly
- ♦ Congregations Helping People

Deacon Account Balance, #808004 \$1,981.99
#808005 \$ 108.97

Submitted by Bobbie Clyde, Moderator, June-December, 2021

GALLEY CLIPPER 2021 Annual Report

Our Mission: Because, in the spirit of Christ's teachings, we feel no one in our community should go hungry, the members of Galley Clipper support the Marion-Polk Food Share throughout the year. We volunteer at the Food Share distribution warehouse and the Queen of Peace Catholic Church Table of Plenty pantry and as drivers for the Meals-on-Wheels program.

Due to all the variables presented by Covid-19, our ship didn't get underway until April this year! We gathered at the Food Share warehouse, 1660 Salem Industrial Drive NE, the third Wednesday of each month between 1:00 and 1:15 p.m. After suiting up like workers in a microchip facility with hairnets, aprons, vinyl gloves, and, of course, masks, we usually repackaged bulk foods, such as pasta or frozen vegetables, into smaller packages or bagged fresh vegetables and fruit.

We work in an assembly line, each with a specific, repetitive task. Although we don't take ourselves too seriously, we do take our assignments very seriously—priding ourselves in completing our job efficiently and rapidly! However, make no mistake about it, the minutes fly by with plenty of lively conversation and fellowship. And, naturally, we treasure our "required" mid-way break with a fine variety of the famous Oreo cookies and ice water to wash them down. By 3:30, we're ready to jump ship and head for home.

Our 2021 manifest of fabulous crew members included Kenn and Nancy Battaile, Vicki Childs, Jean Christian, Nancy Holman, Bill Hubble, Keith Keppel, Melinda McDonald, Jay Morris, Nancy Mussman, Arlis Shellman, Susan Ray, Donna Armstrong, Carol Richmond, Bonnie Shaughnessy-Smith, and Reg and Linda Tenney. (Some of our volunteers don't attend Westminster, but were recruited by our Clipper members.)

If what we do and participating in a worthwhile and rewarding community service appeals to you, please contact me at (503) 362-8042 or kjarchibald@yahoo.com. We'd be glad to welcome you aboard!

Ken Archibald, Skipper

CHARITY CIRCLE 2021 Annual Report

It was not an easy year. We met on-line via emails when we each summed up our understanding of the monthly lesson. The Presbyterian Women's Bible study this year was entitled "What My Grandmothers Taught Me". It focused on the women in Matthew's genealogy of Jesus. Most of us in the group are grandmothers but we are all granddaughters and the material was easy to relate to.

We met in person twice, once in May at the church and then again, a December luncheon at Danny's on the Green. Our fellowship sharing is special. Members are:

Evelyn Aiken, Dolores Winter Byrnes, Rebecca Dusek, Sherry Kuhns, Audrey Puscas, Lydia Slangan, and Bonnie Shaughnessy-Smith.

We sadly lost long-time member Jewell Fowler and will honor her memory with a brick on the south patio.

Respectfully submitted,

Rebecca Dusek

Scouts BSA Troop 108

2021 Annual Report

The youth and adults of Troop 108 thank Westminster Presbyterian Church for sponsoring and supporting the troop as an element of youth and community ministry. The Bruce Marsh Scout Lodge is an excellent base for the scout program, and we appreciate that Westminster provides buildings and grounds for use by the troop.

We started the year with a Virtual Campout with each scout connecting online while camping in their own backyard. We started with online troop meetings and then resumed meeting at the lodge, often outside in the parking lot. We were able to attend summer camp at Camp Pioneer after putting it off last summer. We traveled as a group to each area of camp to limit our exposure, and had a great time. We had campouts at Willamette Mission State Park, Camp Cooper and Smith Rocks (including rock climbing). We had a backpacking trip to Tahkenitch Dunes. We had a joint event with Pack 122 at the end of the summer to launch water bottle rockets outside the lodge. At Halloween, we participated in the Westminster Trunk-or-Treat and then had a joint party with Pack 122 at the lodge.

In 2021 four scouts completed the requirements for the highest rank, Eagle Scout: Elijah Gauger, Byron McCrea, Braedyn Perez, and Olivia Sproed.

At the start of 2022 we have 19 boys, 5 girls, and 25 adults registered with the troop. We have a new Scoutmaster for the Girls Troop.

Respectfully submitted January 31, 2022

Devin Sproed, Charter Organization Representative

Christy McClaughry, Committee Chair

James Hudson, Scoutmaster (Girls Troop 9108)

Matt Crall, Scoutmaster (Boys Troop 7108)

CUB SCOUT PACK 12 2021 Annual Report

The youth and adults of Pack 122 want to thank Westminster Presbyterian Church for sponsoring and supporting our Cub Scout Pack this past year. The COVID pandemic has dealt many setbacks to the Cub scout program on a local and national scale. While many Cub Scout packs throughout Oregon have folded or lost most of their membership, Pack 122 has continued to add members and has one of the strongest programs within the Cascade Pacific Council.

The Pack consistently held steady with a membership of around thirty (30) youth in 2021. We were not able to hold meetings on a regular basis when the year began, but our pack provided a great number of outdoor activities for all our youth members. We hiked at Silver Falls State Park, camped out at Volcanos Stadium, and attended two Cub Scout Day Camps at Camp Baker in Florence, Oregon. Many of us contributed numerous hours to help our local communities by helping with local food drives and the Solve beach Clean-up. Most of our youth had the opportunity to attend Summer Camp this past year. We provided two separate weeks at two separate Scout camps to meet that need. Currently our Pack is having regular den meetings and a monthly Pack meeting while meeting state COVID guidelines.

In the 2022 calendar year, Our Cub Scout Pack looks forward to joining with the church in additional community service support.

Respectfully Submitted,

Devon Sproed, Charter Organization Representative
Charoltte Berghoffer, Committee Chairman
Michael Vander, Cubmaster

VENTURE CREW 108

2021 Annual Report

The youth and adults of Crew 108 thank Westminster Presbyterian Church for sponsoring and supporting the crew.

The Crew did not meet much early in the year. Later in the year, the crew began meeting and renewed membership. The crew hiked in the Columbia River Gorge, participated in rock climbing at Smith Rocks with Troop 108, and held a planning session for 2022 activities as an overnight event in the church building.

At the start of 2022 the crew has 7 boys and 3 girls registered.

Respectfully submitted January 31, 2022

Devin Sproed, Charter Organization Representative

Christy McClaughry, Committee Chair

Donald King, Crew Advisor

PASTOR'S REPORT 2021 Annual Report

Look, I am doing something new! Now it springs forth – can't you see it? I'm making a road in the desert and setting rivers to flow in the wasteland. -Isaiah 43:18-19

What a year it has been together! Eleven and a half months ago I became your pastor shortly after the February ice storm, in the middle of Covid, and wrapping up Westminster's two year time of transition. One of our primary goals has been to get to know one another and I have sought to listen closely to your hopes and dreams as well as your fears and pains. We did that and then some! I am quite proud of what we accomplished together in the past year.

A review of the year...

When I arrived, Westminster was streaming worship services and the sanctuary was closed. The traditional and contemporary worship teams led Sunday services while masked, socially-distanced, and facing into the cameras. On Palm Sunday 2021, the doors were opened to a limited number of folks through an online RSVP system. This small step in reconnecting Westminster's worshipping community onsite was significant since the March 2020 closure. A short time after, the reservation system was eliminated, although masks and distancing remained all the way through 2022. In June, we began outdoor worship services on the south side of the building which, fortunately, avoided the hottest days on record in Salem (115 degrees). A video storytelling initiative shaped the summer months as the congregation heard from various members and friends about "How covid has impacted me." We were inspired by the endurance of our families as well as the steadfastness of our older members. In the summer each of the 18 Deacon groups were invited to sign up for a post-worship time of fellowship with one another and myself. When we gathered each week, I asked, "Describe something that you are loving this summer?" Stories about bountiful gardens, the sweet reconnection of friends, the healing of nature as well as the deep love of grandparents for their grandchildren were shared. In July, memorial services once were allowed and we were able to honor loved ones who had passed away earlier in the year.

The reinvention of worship from fully online in the early spring, to RSVP in the late spring, to outdoor in the summer, finally settled into a routine in the early fall with hybrid services at 9am (traditional) and 10:30am (contemporary). The contemporary service coordinated with Children's Ministry to foster an all-ages worship experience prior to Sunday school dismissal each week. The Pastor's Bible Study was the first mid-week program to go fully hybrid and most of the committees and programs had hybrid capabilities by late fall. The beauty of Christmas Eve returned with services for children, contemporary and traditional. In all three candles were lit to mark the coming of the light into the world. Communion, sharing of joys/concerns and coffee hour also made their happy return before the end of the year. Westminster had her first hybrid memorial service as well as the first onsite/online new members class. We welcomed 7 new members, 2 baptisms, 2 weddings (onsite/offsite) and 10 memorial services (8 onsite/2 offsite) in addition to outdoor worship, Unity Sunday, All Saint's Day, Advent, three Christmas eve services, and a late December hymn sing (cancelled due to snow). Over the year, our worship was shaped by a number of arcs:

- April/May – Building up the church (Acts)

- June/July – Unraveled: Loving God when our world falls apart
- August – Special topic: How we talk to one another (Ephesians)
- Sept/Oct/Nov – Venturing Out: How the Old Testament moves us into the world (Exodus/1Sam/Prophets)
- Dec – Advent: Hope, Joy, Peace, Love

Additional celebrations also found their place in our covid-world:

- Volunteer recognition Sunday (June)
- New member welcome (October)
- All Saint's ritual (October)
- Art fair (rescheduled due to Covid)
- Stewardship campaign (October/November)
- Recognition of veterans (November)
- Cantata Sunday (December, re-scheduled due to Covid)

All together, each of the Sunday morning worship services was re-invented four times as we responded to new covid developments and adapted to the changes before us.

Listening deeply...

One of our primary tasks together in 2021 was to listen deeply to one another and I sought to do that with great intention. When a pastor 'listens' to a faith community, she listens not only for what is said but what is unsaid, for what is energizing as well as what is tiring, for what is easy as well as for what is challenging.

Over the past 8 years or so, Westminster has been engaged in widespread missional discernment. A time of appreciative inquiry identified some of the values and energy at Westminster. Six themes emerged through that process:

1. Welcoming, non-judgmental life together
2. Rejoice in unity among diversity
3. Honor and celebrate our call to service in our community and the world
4. Love for arts
5. Desire for spiritual growth opportunities together
6. Willingness to change with the times

I would echo that these qualities are alive at Westminster and essential to her call in the world. The appreciative inquiry soon led into a mission study that culminated in 2019. That exploration captured a wholistic picture of Westminster and identified her history and culture as well as strengths and weaknesses. It captured the congregation's desire to be challenged and be a community that values unity amidst diversity. The mission study culminated in a clear articulation of Westminster's call in the world to:

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

And

Westminster Presbyterian Church has been called by God and organized to proclaim the good news of Jesus Christ, to minister to the needs of members of the congregation and the residents of the community, and to promote peace and justice in the world.

Here is a brief snapshot of some of the qualities that this faith community identified as important when living out her mission and call in the world.

Creatively sharing Christ's love

- Our love for the arts
- The beauty of creation
- Dramatic arts
- Liturgical dance
- Festival of Fine Arts

We welcome

- Our warm and welcoming ways can open new pathways to share God's love with a broader community.
- Our non-judgmental ways will allow us to respect the rights, differences, and dignity of others.
- We have a tradition of open-mindedness and humility.

We serve

- Our heart for service will continue to take us into the community and world around us.
- Walking alongside the vulnerable and building bridges of care.

We grow

- Scripture is brought alive when it is made relevant in today's culture and translates to faith-inspired behavior.
- Our congregation has strong traditions of inclusivity and participatory role models.
- Opening the door to building new and diverse relationships.
- It will be vital in the years ahead to interface with the community around us.
- We have work to do to increase our racial and ethnic diversity. Westminster is 99% white while the area around (97302) is 82%.
- The church has an aging congregation with a declining number of pledges.

The 2022 Core Values survey explored how the qualities of welcoming, serving, and growing might be put into practice and shape future action plans. Members and friends indicated that the top places of interest in learning more about are:

- Building congregational vitality
- Dismantling racism
- Scripture-specific studies (Bible studies, university professors)
- Welcome the gay/lesbian community (LGBTQIA)
- Exploring culture, transformation & reconciliation
- Eco-friendly
- Engaging modern questions: diversity, technology
- Working to eradicate poverty
- Respectful communication habits ("Peaceful practices: peacemaking thru dialogue")
- Refugees/immigrants/basic needs (Salem for Refugees/Food Bank/Pantry)

One of the final statements of the appreciative inquiry was: “While our mission direction and values are clear, the final phase of strategic planning remains to be done with a new pastor.” This will be the exciting work of Westminster in 2022. The year ahead beckons us into new conversations that will be both exciting and disquieting. Let imagination and love guide us in this next chapter.

“Believe in a love that is being stored up for you like an inheritance, and have faith that in this love there is a strength and a blessing so large that you can travel as far as you wish without having to step outside it.”

-Rainer Marie Rilke

Ever onward,

Pastor Kelly

2/17/22

EDUCATION & FAMILY MINISTRIES

2021 Staff Report

The year 2021 remained a time of creatively rethinking how we do things in the formational and relationship-building aspects of Westminster. Everything was new once again, as we were able to pivot back to many in-person gatherings but not in the same way that we were used to prior to the pandemic. This creative rethinking required extra energy from all involved, and I am deeply thankful for the members of my committees for stepping up to the task with enthusiasm.

My (part-time) job is to work with and serve as resource to the following committees: **Adult Education, Children's Ministry, and Family Ministry**. For an account of the events and initiatives I supported and helped execute this year, **please see those respective reports**. In addition, I serve as liaison among these three committees, with other committees, and with staff members to work within the bigger picture of what is happening at Westminster. I am grateful for the leadership, support, and empowerment from our new head of staff, Pastor Kelly, in 2021 and going forward.

Respectfully submitted,

Krishna Horn
Director of Christian Education

DIRECTOR OF MUSIC & DIGITAL MINISTRIES

2021 Annual Report

The music is not in the notes, but in the silence between.

Twenty-Two One. A year that was full of life, opportunities, loss, and hope. Although we had been hopeful that COVID would have taken the wayside to our earthly ambitions, it unfortunately continued to affect our community. Regardless of the setbacks, the musicians and crew at Westminster continued to innovate new methods for deepening their spiritual love of music making, as well as providing our Westminster congregation and community with meaningful worship experiences.

Our **Audio & Video Technical Arts Ministry** have been working ever-so diligently to provide and expand upon the technical offers available, including digital worship services, hybrid committee meetings, and additional media content. This summer we offered two separate video series: *UnRaveled*, a series with Pastor Kelly Wadsworth, and *Jireh: Living Through a Pandemic*, which interviewed multiple families in our congregation regarding their time throughout COVID. A huge thank you to those families who were vulnerable and shared their stories through a very public medium. Additionally, this summer we provided multiple hybrid outdoor services for our in-person and online congregations. Not only was this an enjoyable challenge and learning experience, but it also opened the possibilities for providing different types of services in multiple locations (i.e., memorial services, weddings, etc.). This work could not have been accomplished without the assistance of all those who volunteered and committed their time and expertise into the digital arts. Specifically, a large thank you to both **Mike Friday** and **Mat Worley** is necessary. They have faithfully attended rehearsals and Sunday mornings, tweaking, and editing services, and receiving/providing feedback to create the most optimal service possible. Our digital offerings would not be possible without them.

The **Worship Team**, under the artistic direction of **Ariana Recher**, continues to expand and provide meaningful worship experiences through music during the 10:30AM Contemporary service. New voices, instruments, and styles continue to join the ensemble as the Worship Team provides their gifts of song year-round!

The **Chancel Choir** started their Fall season immediately with in-person singing opportunities. They continued to rehearse and record Thursday evenings, where many jokes and laughter ensue. Although many were unable to participate this year due to concerns of the virus, their fellowship, love, and support of one another and their ministry prevail! A new offering the choir provided was its first "Sing-along" choir experience. Realizing that many are unable to participate weekly in our music ministries due to lack of time, we offered a Sunday morning version which allowed families to show up on Sunday morning, learn a quick and easy song, and sing with the choir during service. This experience was an absolute success we look forward to venturing further into these offerings as a more inclusive way of music participation.

The **Westminster Handbell Choir** also returned this Fall, with ringing in their hearts. Due to social distancing, they have continued enjoying their own individual tables while playing; we have even

picked up some new bell ringers! Their hard work and passion for excellence is observable on a weekly basis; thanks be to God for all the gifts they bring. Along the lines of handbells, **Terri Crall** continues to direct the 3rd-5th graders as **NewSong** demonstrates the astonishing ability to sing AND ring hand chimes simultaneously...and do it WELL! We thank them for the musical opportunities they have provided.

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

Thanks to **Ariana Recher** and **Kathleen Knauss** for your continued gifts you provide leading worship from the piano and organ bench. These individuals grace us weekly in rehearsals and services with their expertise and passion for the musical arts; worship would not be the same without their gifts.

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

Blessings,

Dr. Jeffrey Larkin
Director of Music

YOUTH PROGRAM 2021 Annual Report

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

As I enter my 13th year at Westminster, I am reflecting on the traditions and norms I became accustomed to in the first 12 of those years. This last year presented a whole new set of challenges which were not present during the first year of the Coronavirus Pandemic.

Beginning in fall 2020, we were able to meet in person, outdoors and masked for youth activities. In the winter we transitioned to online, but then in the Spring of 2021 we were back in real life, finally meeting again in the youth room. In February we had a super bowl party in the sanctuary, but the youth spent most the time outdoors, just throwing a football and engaging in real-life community once again. It was such a treat to watch them just be kids again. A handful of Spring Sports resumed for students and we were able to support them in their athletic and art endeavors outside the classroom for the first time in nearly two years.

In April we sent care packages to our college students, working young adults and military members. These were well received. In May we had our annual geranium sale on the front patio at church and we celebrated the right of passage of drivers licenses for a handful of youth who earned their license in the past two years. And as graduation approached, we celebrated our Westminster youth graduates in the class of 2021.

In June we received a grant for Mental Health support from the Presbytery of the Cascades Brisbee Foundation. We used this money to host a mental health workshop centered around helping youth survive the pandemic for parents in Salem. We partnered with Liberty House to present this and it was well received by those who participated.

Summer brought a handful of fun events including an after school bike ride, a progressive dinner downtown, indoor climbing at the rock boxx, and lake days at Turner Lake. Lorna Motte graciously hosted our youth out on Turner Lake and it was a summer favorite activity! In August, the youth were very busy. Our youth traveled to Reedsport to do a short-term mission trip installing the new playground equipment at Henderson Park. We raised \$40,000 through private donations and grants to make this happen. We plan to return in March of 2022 to install some additional equipment and do some maintenance at the park.

Westminster youth participated as volunteers at VBS, leading the games station and serving as crew leaders. The Delta variant struck shortly after this and forced us to transition our City Camp overnight camp to a day camp. Vik also got really sick during the week (thankfully tested negative for Covid) and a number of church volunteers stepped up to keep camp on track! We are so grateful for our awesome youth volunteers who made our summer activities possible!

In the fall we returned to the youth room for regularly scheduled youth groups. We welcomed our new 6th grade students and Vik was invited to return to having a presence in Salem-Keizer schools as she was asked to coach Cross Country at Howard Street downtown. We have 8 students who attend Howard Street and most of them were on the Cross Country team so this was an awesome opportunity for outreach and contact time with students in their school setting! Cross Country meets also presented opportunities to see our other middle school students in other schools who were participating and support them in this endeavor!

In October we hosted an AMAZING indoor trunk or treat event with over 150 participants. I can say that the first 50 people through the door were new faces. This event has become a staple in the fall at Westminster and we love the opportunity for outreach to our scouts in Troop 108, our children at Creative Discoveries preschool, and families in the south Salem community. November and December brought some traditions back for the youth including Thanksgiving Youth Group and Christmas Youth Group. Both were highly attended and enjoyed by our students. Many of our youth participated in the children's pageant, Advent craft fair, and Christmas Eve services.

Similar to 2021, we are taking 2022 one day at a time. Mission trips, City Camp, and summer activities are all in the works. We plan to head down to either Texas or Puerto Rico to do hurricane relief this summer. It will be our first distance mission trip since 2019. We are looking forward to the purchase of a new van for the youth and the church congregation! We will stay creative about how to engage the 50 youth we have engaged in our youth program.

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 the second Thursday of the month at Thompson's McMenamins on Liberty at 7 PM. We also rely heavily on a rotation of volunteers who attend middle or high school youth groups once a month. Any interested individuals should contact Vik for more information. I cannot stress enough how important and valued our volunteers are and we could not do what we do without them!

Thank you for all your investment, prayer and support. I am honored to serve our rambunctious and evolving youth group!

Peace of Christ to You All,

Vik Schaaf

Youth Director

vik@salemwestpres.org

Find us on Facebook: Westminster Presbyterian Youth Group

FINAL 2022 BUDGET—APPROVED

19 January 2022

PREVIOUS BUDGETS					2022 BUDGET	
		2020	2021	Change	2022	Change
	BUDGETED INCOME	APPROVED	BUDGET	2020 TO 2021	BUDGET	2021 TO 2022
400101	CURRENT PLEDGES	\$483,994	\$436,050	-9.9%	\$346,700	-20%
400201	IDENTIFIABLE LOOSE OFFERING	43,000	30,000	-30.2%	\$30,000	0%
400301	LOOSE OFFERING	4,500	2,000	-55.6%	\$2,000	0%
400401	PRIOR YEAR PLEDGES	300	300	0.0%	\$300	0%
401101	PRESCHOOL REIMBURSEMENT	4,545	2,200	-51.6%	\$4,800	118%
401601	PER CAPITA PLEDGES	12,000	10,000	-16.7%	\$10,000	0%
401801	INTEREST AND DIVIDEND INCOME	1,000	1,000	0.0%	\$1,400	40%
402101	FACILITY USAGE	1,500	500	-66.7%	\$2,500	400%
405001	MISCELLANEOUS BUDGETED INCOME	2,610	2,500	-4.2%	\$1,000	-60%
406004	PAYCHECK PROTECTION PROGRAM	0	56,436		\$0	-100%
406002	MEMORIALS AND TRANSFER FROM RESTRICTED	10,000	10,389	3.9%	\$181,818	1650%
406003	CHARITABLE FUND INCOME	5,637	6,700	18.9%	\$10,000	49%
	SUB-TOTAL OF NON-PLEDGE INCOME	\$85,092	\$122,025	43.4%	\$243,818	100%
	TOTAL-REVENUE	\$569,086	\$558,075	-1.9%	\$590,518	6%
	EXPENDITURES	2020	2021	% Change	2022	Change
	PROGRAM SUMMARY	APPROVED	BUDGET	2020 TO 2021	BUDGET	2021 TO 2022
	WORSHIP AND MUSIC	\$6,760	\$7,150	5.8%	\$7,470	4%
	CHRISTIAN EDUCATION	9,331	6,780	-27.3%	\$8,510	26%
	PER CAPITA ASSESSMENT	12,000	10,000	-16.7%	\$14,742	47%
	OFFICE EXPENSE	43,272	42,200	-2.5%	\$42,070	0%
	BUILDING AND GROUNDS	113,275	111,330	-1.7%	\$116,503	5%
	PERSONNEL	355,684	358,965	0.9%	\$370,923	3%
	DEACONS	500	500	0.0%	\$500	0%
	MISSION	19,450	19,200	-1.3%	\$26,450	38%
	FELLOWSHIP	3,100	750	-75.8%	\$2,150	187%
	STEWARDSHIP	1,200	1,200	0.0%	\$1,200	0%
	BUDGET CONTINGENCY	3,449	0	-100.0%		
	TOTAL-EXPENDITURES	\$568,021	\$558,075	-1.8%	\$590,518	6%
WESTMINSTER PROGRAM BUDGETS						

		2020	2021	% Change	2022	Change
	WORSHIP AND MUSIC	APPROVED	BUDGET	2020 TO 2021	BUDGET	2021 TO 2022
508001	Music Cleaning and Personal Protection Equipment	\$135	\$80	-40.7%	\$100	25%
508101	Soloists	900	800	-11.1%	\$800	0%
508201	Music	750	750	0.0%	\$750	0%
508301	Musicians and Special Events	2,000	1,800	-10.0%	\$1,800	0%
508401	Keyboard Maintenance	1,000	1,080	8.0%	\$1,080	0%
508611	Music Equipment	300	300	0.0%	\$300	0%
508701	Contemporary Music and Copyright	485	580	19.6%	\$650	12%
508702	Worship Media	0	300		\$300	0%
508801	Handbell Maintenance	450	150	-66.7%	\$150	0%
509101	Worship Aids and Literature	740	1,310	77.0%	\$1,540	18%
	TOTAL-WORSHIP AND MUSIC	\$6,760	\$7,150	5.8%	\$7,470	4%
		2020	2021	% Change	2022	Change
	CHRISTIAN EDUCATION	APPROVED	BUDGET	2020 TO 2021	BUDGET	2021 TO 2022
510101	Curriculum and Teacher Training	\$1,250	\$620	-50.4%	\$500	-19%
510201	Supplies	1100	1000	-9.1%	\$1,000	0%
510401	Library	500	100	-80.0%	\$600	500%
511001	Summer Programing	1250	500	-60.0%	\$1,250	150%
511101	Gift Bibles	125	160	28.0%	\$60	-63%
520101	Youth Program	1600	1600	0.0%	\$1,600	0%
520102	Youth Alumni	200	200	0.0%	\$200	0%
530101	Adult Program	2400	2100	-12.5%	\$2,400	14%
531101	Family Ministry	406	250	-38.4%	\$400	60%
532101	Adult Sunday Night Program	500	250	-50.0%	\$500	100%
	TOTAL-CHRISTIAN EDUCATION	\$9,331	\$6,780	-27.3%	\$8,510	26%
750001	PER CAPITA ASSESSMENT	\$12,000	\$10,000	-16.7%	\$14,742	47%

		2020	2021	% Change	2022	Change
		APPROVED	BUDGET	2020 TO 2021	BUDGET	2021 TO 2022
ADMINISTRATION						
	OFFICE EXPENSE					
511011	Bank Charges	\$782	\$400	-48.8%	\$900	125%
550101	Office Supplies	4,000	3,600	-10.0%	\$3,600	0%
550111	Paper	2,000	1,800	-10.0%	\$1,800	0%
550301	Postage	4,000	4,000	0.0%	\$4,000	0%
550401	Telephone	2,450	2,250	-8.2%	\$2,800	24%
550402	Cell Phones	2,138	1,980	-7.4%	\$1,980	0%
550403	Internet Access	1,700	3,330	95.9%	\$3,330	0%
550411	Office Equipment	400	630	57.5%	\$630	0%
550601	Advertising	200	180	-10.0%	\$180	0%
550701	Copies	5,500	4,950	-10.0%	\$4,950	0%
550702	Machine Leases	10,102	9,180	-9.1%	\$8,000	-13%
550801	Computer Equipment	2,000	2,250	12.5%	\$2,250	0%
550901	Computer Maintenance	8,000	7,650	-4.4%	\$7,650	0%
	TOTAL-OFFICE EXPENSE	\$43,272	\$42,200	-2.5%	\$42,070	0%
BUILDINGS AND GROUNDS						
553601	Alarm Monitoring	\$7,500	\$7,500	0.0%	\$7,500	0%
553801	Building Maintenance and Repair	10,000	11,000	10.0%	\$11,000	0%
553901	Custodial Supplies	2,000	1,500	-25.0%	\$1,500	0%
554001	Electricity	11,025	11,000	-0.2%	\$11,000	0%
554101	Gas	8,100	8,100	0.0%	\$8,100	0%
554201	Water and Sewer	7,700	7,980	3.6%	\$8,379	5%
554301	Garbage	1,750	1,750	0.0%	\$1,750	0%
554401	Property Taxes	200	200	0.0%	\$204	2%
554501	Insurance of Buildings	15,000	18,500	23.3%	\$18,870	2%
554601	Groundskeeping	12,000	10,000	-16.7%	\$14,800	48%
554701	Small Equipment Purchase, Maintenance and Repair	2,000	1,000	-50.0%	\$1,000	0%
554801	Van Expenses	1,300	700	-46.2%	\$300	-57%
554901	Capital Improvements	8,000	4,000	-50.0%	\$4,000	0%
555001	Janitorial Service	26,700	28,100	5.2%	\$28,100	0%
	TOTAL-BUILDINGS AND GROUNDS	\$113,275	\$111,330	-1.7%	\$116,503	5%

		2020	2021	% Change	2022	Change
	PERSONNEL	APPROVED	BUDGET	2020 TO 2021	BUDGET	2021 TO 2022
555101	Pastor Salary	\$18,000	\$23,790	32.2%	\$15,650	-34%
	Pastor FSA Health		\$0		\$2,850	
	Pastor FSA Dependent Care		\$0		\$0	
555201	Pastor Housing Allowance	40,000	57,090	42.7%	\$46,000	-19%
555301	Pastor Professional Expenses	3,500	3,360	-4.0%	\$3,500	4%
555401	Pastor Pension and Medical Insurance	28,860	29,930	3.7%	\$31,450	5%
555501	Pastor Continuing Education	1,500	1,440	-4.0%	\$1,500	4%
555502	Pastor's 403-B	20,000	0	-100.0%	\$20,500	
556101	Guest Preachers	2,000	3,800	90.0%	\$2,000	-47%
556201	Organist #1	17,896	17,896	0.0%	\$18,773	5%
556202	Organist #2	1,619	1,619	0.0%	\$1,620	0%
556211	Guest Organists	500	450	-10.0%	\$450	0%
556301	Music Director	19,317	19,317	0.0%	\$20,264	5%
556302	Music Director Vacation Substitutes	500	0	-100.0%	\$1,500	
556402	Financial Secretary	3,000	3,000	0.0%	\$3,147	5%
556501	SIMPLE IRA	3,985	3,770	-5.4%	\$3,955	5%
556601	Accounting Service	15,300	20,500	34.0%	\$20,500	0%
556701	Facility Manager	0	12,000		\$12,000	0%
556801	Youth Ministry Coordinator	37,802	30,242	-20.0%	\$31,724	5%
556811	Youth Ministry Coordinator Expense Fund	1,600	600	-62.5%	\$600	0%
556901	Office Manager	36,222	36,222	0.0%	\$37,997	5%
556902	Paid Office Help	1,800	900	-50.0%	\$900	0%
556903	Part Time Assistance for Facility Maintenance	5,000	0	-100.0%	\$0	
556904	General Staff Expenses	0	760		\$1,000	32%
557001	Child Care Wages	5,565	2,680	-51.8%	\$4,000	49%
557201	Health Insurance	6,817	4,150	-39.1%	\$3,321	-20%
557301	FICA	16,812	15,560	-7.4%	\$16,322	5%
557401	Unemployment Tax **Accountant Reduction	8,670	8,300	-4.3%	\$6,300	-24%
557501	Worker's Compensation Insurance	4,386	1,250	-71.5%	\$1,311	5%
557601	Assistant for Children's Ministry	6,420	3,600	-43.9%	\$0	-100%
557611	Director of Children's and Family Ministry	25,359	25,359	0.0%	\$31,037	22%
557612	Technical Video Production Manager	0	15,000		\$14,372	-4%
557710	First Aid and CPR Training	200	200	0.0%	\$200	0%
557913	Children's Ministry Expenses	300	300	0.0%	\$300	0%
557914	Adult Ministry Expenses	300	300	0.0%	\$300	0%
558601	Job Search Expense	300	300	0.0%	\$300	0%
558621	Worship AV Tech Support	7,510	7,510	0.0%	\$7,510	0%
558622	Contemporary Worship Instrumentalists & Vocalists	8,644	5,770	-33.2%	\$5,770	0%
558701	Payroll Service	4,000	0	-100.0%	\$0	
558702	Applicant Background Search for Child Protection Policy	500	500	0.0%	\$500	0%
558802	Continuing Education for All Staff	1,500	1,500	0.0%	\$1,500	0%
	TOTAL-PERSONNEL	\$355,684	\$358,965	0.9%	\$370,923	3%

		2020	2021	% Change	2022	Change
	OUTREACH	APPROVED	BUDGET	2020 TO 2021	BUDGET	2021 TO 2022
620001	DEACONS	\$500	\$500	0.0%	\$500	0%
	MISSION					
619001	Local Mission	8750	8750	0.0%	\$10,000	14%
619201	Presbytery Partnership Giving	10,000	10,000	0.0%	\$15,000	50%
619901	Miscellaneous Mission Expenses	500	250	-50.0%	\$1,250	400%
640001	Outreach	200	200	0.0%	\$200	0%
	TOTAL MISSION	\$19,450	\$19,200	-1.3%	\$26,450	38%
	CHRISTIAN NURTURE					
	FELLOWSHIP					
619641	Coffee Fund	\$1,000	\$250	-75.0%	\$1,000	300%
619642	Kitchen Supplies	400	250	-37.5%	\$400	60%
732301	General Fellowship	1,700	250	-85.3%	\$750	200%
	TOTAL-FELLOWSHIP	\$3,100	\$750	-75.8%	\$2,150	187%
	STEWARDSHIP					
732901	General Stewardship	\$1,200	\$1,200	0.0%	\$1,200	0%
	TOTAL STEWARDSHIP	\$1,200	\$1,200	0.0%	\$1,200	0%
742101	BUDGET CONTINGENCY	\$3,449	\$0	-100.0%	\$0	
	GRAND TOTAL-ALL PROGRAMS	\$568,021	\$558,075	-1.8%	\$590,518	6%

Statement of Financial Position - All Funds

As of: Dec 31st 2021 | Includes Open Transactions

Assets**Current Assets****Cash and Checking**

102001 Checking, Operations	200,940.18
102002 Checking - NEW	48.80
102015 Synod Cash Investment Demand	261,085.87
104001 Petty Cash	300.00
902001 Building Fund - Pioneer Trust Bank	85,744.97
902004 Building Fund - Debt Reduction Account	156,664.65

Total Cash and Checking

704,784.47

Investments

106101 Presbyterian Foundation-Permanent Fund	16,098.57
106102 Presbyterian Foundation - Austin	26,088.68
106201 New Covenant - Weems Memorial Fund	17,668.94
106301 New Covenant - Jean Allen Fund	26,058.70

Total Investments

85,914.89

Accounts Receivable

902021 Due From Operations Cash	7,226.00
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Total Accounts Receivable

7,226.00

Total Current Assets

797,925.36

Fixed Assets**Buildings/Land**

150101 Land	182,476.00
151101 Buildings	2,674,130.00

Total Buildings/Land

2,856,606.00

Equipment

152001 Equipment	315,715.00
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Total Equipment

315,715.00

Total Fixed Assets

3,172,321.00

Total Assets**\$ 3,970,246.36****Liabilities & Net Assets****Liabilities****Current Liabilities**

201201 Payroll Suspense	3,542.52
202001 Due to Building Fund Cash	3,453.00

Liability-Emp. Annuity

200601 Employee Annuity Payable	2,253.83
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Total Liability-Emp. Annuity

2,253.83

Advance Pledges

200101 Advance Pledges	3,750.00
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Total Advance Pledges

3,750.00

Total Current Liabilities

12,999.35

Long Term Liabilities

902201 Building Mortgage Payable	432,397.86
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Total Long Term Liabilities

432,397.86

Fund Principal

002900 Fund Principal-Building	(432,397.86)
002930 Investment - Fixed Assets	3,172,321.10

Total Fund Principal	2,739,923.24
Total Liabilities	3,185,320.45
Net Assets	
002800 Fund Principal-Operations	297,632.96
002940 Building Campaign	(37,364.25)
Missions	
438401 Food Bank	1,950.00
438701 Disaster Relief	500.00
Total Missions	2,450.00
Youth Funds	
427601 Youth Mission Trip	50,975.76
803806 City Camp	1,038.89
823805 Camp Scholarships	2,108.20
Total Youth Funds	54,122.85
Building and Grounds	
803102 Building Debt Elimination	2,585.51
803604 Building Reserve Fund	33,266.45
804102 Building Memorials	1,775.00
804103 Memorial Bricks	2,153.00
804104 Christmas Decorations Account	348.59
Total Building and Grounds	40,128.55
Miscellaneous	
805005 Miscellaneous Contributions	258,136.90
806004 Women's Retreat	240.66
807002 Banners and Art Reserve	291.03
807003 Coffee Fund Reserve	175.00
807007 Library	360.63
807008 Stephen Ministry	1,242.19
807009 Youth Ministry Coordinator Education Fund	772.86
807010 Stewardship Online Pledging	393.00
808004 Deacon's Receipt/Disbursement	1,981.99
808005 Deacon's Community Outreach	108.97
808009 LifePAX	1,993.56
809004 Adult Education	925.81
822704 Choir Robes	690.00
822705 Bells	651.57
843904 Art Fair Receipt/Disbursement	6,961.08
843906 WPC Cash Reserve Account	18,124.15
Total Miscellaneous	293,049.40
General Undesignated	
823707 Undesignated Memorial Fund	(229,524.18)
825105 VonSchimmelman Transportation Fund	3,949.50
828704 General Memorials	15,246.16
828705 WesPres Memorial Fund of Gloria M. Crenshaw	35,588.98
Total General Undesignated	(174,739.54)
Non-Budgeted Income	
450101 Peace & Global Witness	2,996.37
450201 One Great Hour of Sharing	50.00
450301 Christmas Joy	1,260.00
Total Non-Budgeted Income	4,306.37
Education/Children	
825604 Blessing Proctor Memorial	2,768.59
825704 Fields Memorial	500.00
Total Education/Children	3,268.59
Building Campaign	
Receipts	

902401 Building Fund Contributions - Pledges	1,751,619.25
902402 Nonpledge contributions	56,657.69
902411 Building Fund Pledge Advance 2012	73,074.49
902421 Gain/Loss on Stock Sales	374.09
902422 Unrealized Gain/Loss on Securities	457.06
902423 Interest/Dividend Income	10,316.06
902491 Loan Proceeds	1,110,080.00
902492 Beginning Cash Carryover	(41,302.88)
Total Receipts	2,961,275.76
Expenses	
902501 Professional Services	(160,011.37)
902511 Building Construction	(1,356,227.80)
902521 Permits and Fees	(34,360.85)
902531 Inspections/Testing	(16,524.60)
902541 Other Project Related Costs	(27,131.42)
902571 Building Campaign Expense	(3,466.22)
902581 Loan Fees - Interest & Principal	(1,127,672.45)
902582 Appliances/Furnishings	(19,724.96)
Total Expenses	(2,745,119.67)
Total Building Campaign	216,156.09
Endowment	
803201 Presbyterian Foundation - Permanent Fund	16,098.57
803301 Presbyterian Foundation - Iris & Norman Austin	26,088.68
822304 New Covenant - Jean Allen Memorial Fund	26,058.70
822501 New Covenant - Carol Weems Memorial Fund	17,668.94
Total Endowment	85,914.89
Total Net Assets	784,925.91
Total Liabilities & Net Assets	\$ 3,970,246.36

Westminster Presbyterian Church
Statement of Activities - Monthly Report

Date Range: Dec 1st 2021 - Dec 31st 2021

Accounts	Actual Dec 01, 2021 - Dec 31, 2021	Actual This Year Year to Date	Annual Budget Remaining This Year Year	Annual Budget % Used This Year Year
Revenues				
Budgeted Income				
Offering Income				
400101 Current Pledges	31,624.79	473,595.53	(37,545.53)	108.61 %
400201 Identifiable Loose Offering	3,738.08	41,898.61	(11,898.61)	139.66 %
400301 Loose Offering	94.00	1,859.00	141.00	92.95 %
400401 Prior Year Pledges	0.00	3,210.00	(2,910.00)	1,070.00 %
Total Offering Income	35,456.87	520,563.14	(52,213.14)	111.15 %
Other Budgeted Income				
401101 Preschool Reimbursement	550.00	2,416.00	(216.00)	109.82 %
401601 Per Capita	15.00	9,733.90	266.10	97.34 %
401801 Interest/Dividend Income	0.00	1,230.12	(230.12)	123.01 %
402001 Vacation Bible School(1)	0.00	135.00	(135.00)	0.00 %
402101 Facility Usage, net	0.00	1,475.59	(975.59)	295.12 %
405001 Miscellaneous Budgeted Income	0.00	175.00	1,825.00	8.75 %
406002 Memorials & Transfer from Restricted	0.00	0.00	10,389.00	0.00 %
406003 Charitable Fund Income	0.00	9,158.16	(2,458.16)	136.69 %
406004 Paycheck Protection Program Fund	4,000.00	56,436.40	(0.40)	100.00 %
Total Other Budgeted Income	4,565.00	80,760.17	8,464.83	90.51 %
Total Budgeted Income	40,021.87	601,323.31	(43,748.31)	107.85 %
Total Revenues	\$ 40,021.87	\$ 601,323.31	(\$ 43,748.31)	107.85 %
Expenses				
Worship and Music				
508001 Cleaning Robes	0.00	0.00	80.00	0.00 %
508101 Soloists	194.60	194.60	605.40	24.32 %
508201 Music	0.00	747.89	2.11	99.72 %
508301 Musicians/Special Events	1,100.00	1,100.00	700.00	61.11 %
508401 Keyboard Maintenance	0.00	850.00	230.00	78.70 %
508611 Music Equipment	0.00	254.98	45.02	84.99 %
508701 Blended Music/Copyright	0.00	617.00	(37.00)	106.38 %

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Accounts	Actual Dec 01, 2021 - Dec 31, 2021	Actual This Year Year to Date	Annual Budget Remaining This Year Year	Annual Budget % Used This Year Year
508702 Worship Media	0.00	255.00	45.00	85.00 %
508801 Handbell Maintenance	0.00	129.00	21.00	86.00 %
509101 Worship Aids/Literature	88.40	770.60	539.40	58.82 %
Total Worship and Music	1,383.00	4,919.07	2,230.93	68.80 %
Christian Education				
510101 Curriculum	0.00	630.00	(10.00)	101.61 %
510201 Supplies	185.68	861.21	138.79	86.12 %
510401 Library	0.00	215.03	(115.03)	215.03 %
511001 Vacation Bible School	0.00	500.11	(0.11)	100.02 %
511101 Gift Bibles	0.00	143.92	16.08	89.95 %
520101 Youth Program	392.37	2,318.90	(718.90)	144.93 %
520102 Youth Alumni	0.00	115.43	84.57	57.72 %
520201 Youth Event Proceeds	0.00	(44.70)	44.70	0.00 %
530101 Adult Program	239.99	738.38	1,361.62	35.16 %
531101 Family Ministry	0.00	252.21	(2.21)	100.88 %
532101 Adult Sunday Night Program	0.00	0.00	250.00	0.00 %
Total Christian Education	818.04	5,730.49	1,049.51	84.52 %
Per Capita				
750001 Per Capita Assessment	0.00	9,854.00	146.00	98.54 %
Total Per Capita	0.00	9,854.00	146.00	98.54 %
Administration				
Office Expense				
511011 Bank Charges	55.76	768.08	(368.08)	192.02 %
550101 Office Supplies	532.75	2,987.97	612.03	83.00 %
550111 Paper Stock	346.50	1,422.58	377.42	79.03 %
550301 Postage	537.48	3,135.56	864.44	78.39 %
550401 Telephone	419.18	2,810.78	(560.78)	124.92 %
550402 Cell Phones	150.00	975.00	1,005.00	49.24 %
550403 Internet Access	548.48	4,481.16	(1,151.16)	134.57 %
550411 Office Equipment	0.00	0.00	630.00	0.00 %
550601 Advertising	0.00	104.86	75.14	58.26 %
550701 Copies Made	0.00	624.63	4,325.37	12.62 %
550702 Leases - Office Equipment	679.48	10,645.38	(1,465.38)	115.96 %
550801 Computer Equipment/Software	206.67	1,789.36	460.64	79.53 %
550901 Computer Maintenance	738.50	6,819.50	830.50	89.14 %
Total Office Expense	4,214.80	36,564.86	5,635.14	86.65 %
Building and Grounds				

Accounts	Actual Dec 01, 2021 - Dec 31, 2021	Actual This Year Year to Date	Annual Budget Remaining This Year Year	Annual Budget % Used This Year Year
553601 Alarm Monitoring	421.71	6,039.48	1,460.52	80.53 %
553801 Maintenance & Repair	180.00	29,282.50	(18,282.50)	266.20 %
553901 Custodial Supplies	0.00	705.71	794.29	47.05 %
554001 Electricity	814.07	8,198.05	2,801.95	74.53 %
554101 Gas	971.13	5,377.86	2,722.14	66.39 %
554201 Water & Sewer	792.14	5,515.19	2,464.81	69.11 %
554301 Garbage	145.95	1,772.00	(22.00)	101.26 %
554401 Property Taxes	0.00	206.15	(6.15)	103.08 %
554501 Insurance/Buildings	4,393.21	21,839.40	(3,339.40)	118.05 %
554601 Groundskeeping	0.00	4,887.50	5,112.50	48.88 %
554701 Equipment Repair	0.00	504.75	495.25	50.48 %
554801 Van Expense	0.00	795.76	(95.76)	113.68 %
554901 Building Repair Fund	0.00	0.00	4,000.00	0.00 %
555001 Janitorial Service	2,150.00	25,132.45	2,967.55	89.44 %
Total Building and Grounds	9,868.21	110,256.80	1,073.20	99.04 %
Personnel				
555101 Pastor's Salary	2,490.60	26,374.56	(2,584.56)	110.86 %
555201 Pastor's House Allowance	4,625.40	48,091.77	8,998.23	84.24 %
555301 Pastor's Expense Fund	2,989.17	2,989.17	370.83	88.96 %
555401 Pastor's Pension & Medical	2,265.87	24,443.98	5,486.02	81.67 %
555501 Pastor's Continuing Education	1,199.79	1,199.79	240.21	83.32 %
556101 Guest Preachers	0.00	4,610.00	(810.00)	121.32 %
556201 Organist 1	1,521.16	18,074.94	(178.94)	101.00 %
556202 Organist 2	405.00	1,619.28	(0.28)	100.02 %
556211 Guest Organist	0.00	0.00	450.00	0.00 %
556301 Music Director	1,664.77	19,647.12	(330.12)	101.71 %
556402 Financial Secretary	286.35	2,536.97	463.03	84.57 %
556501 SIMPLE IRA	318.34	3,830.78	(60.78)	101.61 %
556601 Accounting Services	1,253.14	17,979.33	2,520.67	87.70 %
556701 Facility Manager	0.00	350.00	11,650.00	2.92 %
556801 Youth Ministry Coordinator	2,570.57	31,816.87	(1,574.87)	105.21 %
556811 Youth Ministry Expense Fund	24.50	813.22	(213.22)	135.54 %
556901 Office Manager	3,078.87	36,584.22	(362.22)	101.00 %
556902 Paid Office Help	0.00	0.00	900.00	0.00 %
556904 General Staff Expenses	0.00	4,839.71	(4,079.71)	636.80 %
557001 Childcare Wages	0.00	48.00	2,632.00	1.79 %
557201 Health Insurance Premiums	351.96	4,162.95	(12.95)	100.31 %
557301 FICA	162.82	13,265.07	2,294.93	85.25 %

Accounts	Actual Dec 01, 2021 - Dec 31, 2021	Actual This Year Year to Date	Annual Budget Remaining This Year Year	Annual Budget % Used This Year Year
557401 Unemployment Taxes	182.32	2,872.19	5,427.81	34.60 %
557501 Workmen's Compensation Insurance	6.52	90.51	1,159.49	7.24 %
557601 Director of Children's Ministry	0.00	0.00	3,600.00	0.00 %
557611 Director of Adult Education	2,155.52	25,945.10	(586.10)	102.31 %
557612 Technical Video Production Manager	1,141.14	13,693.68	1,306.32	91.29 %
557710 First Aid and CPR Training	0.00	0.00	200.00	0.00 %
557913 Children's Ministry Expenses	0.00	73.73	226.27	24.58 %
557914 Adult Ministry Expenses	0.00	102.33	197.67	34.11 %
558601 Job Search Expense	0.00	0.00	300.00	0.00 %
558621 Worship AV Tech Support	746.00	7,816.00	(306.00)	104.07 %
558622 Contemporary Instrumentalist/Vocalist	486.00	4,644.00	1,126.00	80.49 %
558701 Payroll Service	24.90	274.45	(274.45)	0.00 %
558702 Background Search	0.00	151.62	348.38	30.32 %
558802 Continuing Education for Other Staff	959.22	1,449.69	50.31	96.65 %
Total Personnel	30,909.93	320,391.03	38,573.97	89.25 %
Total Administration	44,992.94	467,212.69	45,282.31	91.16 %
Outreach Commission				
Missions (57B)				
619001 Local Missions	0.00	10,697.00	(1,947.00)	122.25 %
619201 Presbytery Partnership Giving	0.00	10,000.00	0.00	100.00 %
619901 Missions Expense	0.00	0.00	250.00	0.00 %
640001 Outreach	29.96	227.54	(27.54)	113.77 %
Total Missions (57B)	29.96	20,924.54	(1,724.54)	108.98 %
Total Outreach Commission	29.96	20,924.54	(1,724.54)	108.98 %
Christian Nurture				
619641 Coffee Fund	89.53	193.15	56.85	77.26 %
619642 Kitchen Supplies	0.00	63.63	186.37	25.45 %
732301 Fellowship	76.91	76.91	173.09	30.76 %
732901 Stewardship	0.00	1,462.82	(262.82)	121.90 %
Total Christian Nurture	166.44	1,796.51	153.49	92.13 %
Other				
742101 Reserve/Contingency	0.00	50.00	(50.00)	0.00 %
Total Other	0.00	50.00	(50.00)	0.00 %
Total Expenses	\$ 47,390.38	\$ 510,487.30	\$ 47,087.70	91.55 %
Net Total	(\$ 7,368.51)	\$ 90,836.01	(\$ 90,836.01)	0.00 %