



Westminster Presbyterian Church Annual Report 2022

ANNUAL CONGREGATIONAL
MEETING
JANUARY 29, 2023

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ANNUAL MEETING AGENDA

January 29, 2023

Gregg & Beth Neel, Co-Moderators, Jan Poujade, Clerk of Session

Call to Order & Quorum Declared – Gregg Neel

Opening Prayer – Beth Neel

Reflections of the Year 2022 – Beth and Gregg Neel

Congratulating Jonathan Dyer's move from Church Manager to Director of Church Operations

Presentation of the Minutes - Jan Poujade

(January 30, 2022, February 13, 2022, and September 25, 2022)

The Rev. Laurie Newman's request – Tracy Miller, Co-chair of Personnel

The Session, at the request of Rev. Laurie Newman, moves that the congregation ask the Presbytery of the Cascades to dissolve the Associate Pastoral relationship effective February 28, 2023.

Review of the 2022 Finances – Ray Kennedy, Treasurer

The work of community engagement, racial justice, and family dinner church – Chris Dela Cruz

Review of the 2023 Budget – Peggy Woolf, Co-chair of Finance & Administration

Session requests the Congregation affirm the 2023 budget.

Report of the Pastor's Terms of Call – Tracy Miller, Co-chair of Personnel

- Provide a 3.5% increase for the two Associate Pastor positions.
- Provide a 2.5% increase for the Head of Staff Position (divided between the Neels)
- Approve an additional week of vacation for the Neels (from 4 weeks annually to 5 weeks)

Motion #1: The Session moves the congregation approve the pastors' terms of call including an additional week vacation for the Neels beginning Jan. 1, 2023

Motion #2: The Session moves that the Reverends Chris Dela Cruz, Beth Neel, and Gregg Neel's terms of call be altered for March, April, & May and that each of the three pastors receive an additional \$2,000 a month to compensate them for their extra coverage of Rev. Newman's portfolio.

Report of the Capital Campaign – Gregg Neel

Report of the Congregational Nominating Committee – Nancy Johns

Election of Trustees – CLASS of 2024

- Dan Vetter

The Necrology Report – Laurie Newman

Adjournment and Closing Prayer – Laurie Newman

MINUTES of the ANNUAL MEETING
Westminster Presbyterian Church
Via Zoom
(Part 1 of 2 Meetings)
January 30, 2022

Moderator: Rev. Gregg Neel

Clerk: Jan Poujade

- I. Rev. Gregg Neel called the meeting to order at 1:32 pm and declared a quorum present.
- II. Rev. Chris Dela Cruz opened the meeting with prayer.
- III. Presentation of the Minutes: Jan Poujade
 - a. The minutes of the Annual Meeting dated January 31, 2021 and the Congregational Meeting dated September 26, 2021 were presented.
 - b. It was moved, seconded, and carried to approve these minutes.
- IV. Report of the Deep Dive Task Force: Bill Scott and Tracy Miller
 - a. Bill introduced himself and shared his long history with Westminster. He explained though he loves WPC as it is, he realizes we need to make some changes. Rev. Chris was called with a view to the future of WPC including reaching out to younger people, families, and to the community. This report provides recommended changes which align with congregational comments from surveys done by the Deep Dive Task Force.
 - b. Tracy reviewed task force findings and recommendations. The recommendations are in four areas: Welcoming, Worshiping, Connecting, and Serving. Session has agreed to create an implementation task force to address these four areas.
 - c. The Deep Dive Task Force, in conjunction with Finance and Administration Committee, also made the following recommendations:
 - i. The Neels move from a 1.6 Full Time Equivalent (FTE) to share a 1.0 FTE.
 - ii. Rev. Chris Dela Cruz to move from a "Designated Associate" position to an "Installed Associate" Pastor position at Westminster.
 - iii. The budget for 2022 be a balanced budget. (The Session approved a balanced budget for 2022 at the Special Session meeting on January 18, 2022.)
 - d. Discussion.
- V. Review of the 2022 Budget: Bill Scott
 - a. Bill reviewed the process he and Finance and Administration used to develop the 2022 budget. They used input from the Deep Dive Task Force, Finance and Administration Committee, and the recommendations from the 2020 financial audit. The goal was to present a balanced budget that accurately displays all of Westminster's financial activity. The major changes were reducing personnel costs and changing how mission dollars are shared with Presbyterian partners and other mission partners.
- VI. Report of the Pastor's Terms of Call: Louise Jones and Nancy Edwards
 - a. The Terms of Call will be voted on by the congregation at the February 13, 2022 meeting. All pastoral and lay staff have been wonderful to work with and support.
 - b. Recommendations:

- i. Moving the Neels to a 1.0 Full Time Equivalent (FTE) position (0.5 FTE each).
 - 1. Both the Neels and Session feel this is in the best interest of the church and returns the Neels to their original FTE when hired. Our ability to re-distribute some of the Neels' responsibility shows the maturity of lay and pastoral staff.
 - ii. Moving the Rev. Chris Dela Cruz from Designated Associate Pastor to Installed Associate Pastor.
 - 1. Nancy explained Rev. Chris has demonstrated his ability to meet all expectations of his position. This will be a recognition of the contributions Chris has already made and a commitment for WPC to continue to our goal of engaging the younger members and continue our outreach to the community.
 - c. All four terms of call (financial packages) were reviewed.
- VII. Giving Thanks in words for the ministry of Haley Reverie, Associate Director of Music Ministry: Debbie Glaze, Director of Music Ministries
 - a. Debbie Glaze introduced Haley stating that Haley was one of the best students Debbie had in her 18 years teaching at PSU. At Westminster, the children loved her, and she loved working with them. Thanks to Haley for what she brought to the children's music program at WPC!
- VIII. Future of Children's Music Ministry: Debbie Glaze and Rev. Gregg
 - a. Future of music programs is unknown in our current environment with COVID. Currently searching for a new Angel Choir Director and Accompanist.
 - b. Giving Thanks for the new Kolden-Alne Endowment: Gregg Neel
 - i. This endowment was given by Harold and Jan (Kolden) Poujade in loving memory of Jan's mother, Helen Kolden Alne who loved music and children.
- IX. Recognizing Anniversaries of Staff: Louise Jones, Nancy Edwards, and Debbie Glaze
 - a. Melissa Olmsted has reached her 20 years of ministry!
 - i. Nancy Edwards recognized Melissa for her leadership which includes going beyond children's programs. Melissa takes actions in many areas when she sees she can assist. Melissa is very giving of her talents and is a joy to have at WPC.
 - b. Michael Barnes has reached his 30 years of ministry!
 - i. Louise shared the joy of having Michael as organist including his "scamper" music after the Children's Sermon. Debbie has known Michael for 40 years as an excellent musician who knows and loves Westminster and its people. He takes care of all the pianos and organs in the building. When Michael is the accompanist, he makes all singers sound better. Michael is a joy to work with even when his humor interrupts choir practice!
- X. Report of the Congregational Nominating Committee: Nancy Johns
 - a. Nancy moved the following members serve as listed:
 - i. Trustees Class of 2024: Marilyn Bergen, David Greger, Barry Lundberg, and Clark Worth
 - 1. Called for any nominations from the floor. None received.
 - 2. Vote called. Motion carried.
 - ii. Congregational Members to the Nominating Committee Class of 2024: Chelle Ham-

mer and Dennis Hodge.

1. Called for any nominations from the floor. None received.
2. Vote called. Motion carried.

iii. Deacon Class of 2022: Miriam Lissy

1. Called for any nominations from the floor. None received.
2. Vote called. Motion carried.

iv. Elder Class of 2022: Peggy Woolf

1. Called for any nominations from the floor. None received.
2. Vote called. Motion carried.

v. Nancy thanked her committee. She has loved working with them stating they all worked hard and are greatly appreciated.

XI. Ordination and Installation of Officers: The Pastors

- a. The members to be ordained and/or installed were introduced via Zoom. Constitutional and congregational questions were asked by Pastors and the Clerk and responded to by all to be ordained or installed.
- b. The laying on of hands for new Elder Tracy Miller and new Deacons Margi Brown, Christina Carl, Raine Miller, Sharon Ross, and Lynn Sullivan was conducted with all ordained members of the congregation and pastoral staff holding their hands up to the screen of their devices as the prayer of ordination was given.

XII. Necrology Report: Rev. Laurie Newman

- a. Rev. Laurie led us in prayer for those loved ones who have served us well and now reside with our heavenly Father. This was followed by a video presentation remembering each member who died in 2021.

XIII. Adjournment and Closing Prayer:

- a. The second half of the Annual Meeting will be held on Sunday, February 13, 2022 at 1:30 pm via Zoom.
- b. Rev. Laurie Newman closed the meeting with prayer at 2:52 pm.

MINUTES of the ANNUAL MEETING
Westminster Presbyterian Church
Via Zoom
(Part 2 of 2 Meetings)
February 13, 2022

Moderator: Rev. Gregg Neel

Clerk: Jan Poujade

- I. The meeting was called to order by Rev. Gregg Neel at 1:34 pm and he declared a quorum present.
- II. Rev. Laurie Newman opened the meeting with prayer.
- III. Reflections of the Year 2022: Revs. Beth and Gregg Neel
 - a. A video “A Look Back at 2021: Celebrations and Learnings” was shared highlighting activities of 2021. Included were pictures of the Pastoral Staff serving communion in the parking lot, members offering Jesus’ hospitality in numerous settings, encouraging spiritual growth via Noon Prayers, story time in the courtyard with children, the Women’s Retreat on ‘gratitude’, sharing spiritual growth with confirmation of 7 youth who joined as new members in WPC, Pub Conversations with young adults, joining with our neighboring churches to offer Vacation Bible School, and providing 3 Christmas Eve Services. WPC joined neighbors serving others after the Heidi Manor fire, a youth project cleaning up the Gladys McCoy Park, collecting food items for NEFP and Mainspring, and learning new technology to stay connected. We also celebrated the 1-year anniversary of Rev. Chris Dela Cruz joining our staff!
 - b. Those members who have completed their service received thanks. These include those who served on the Deep Dive Task Force and leaders whose terms of service are completed in January 2022.
 - c. In summary, there are 3 learnings from 2021:
 - i. Technology is here to stay.
 - ii. Churches in the 21 Century must innovate and not just replicate. Each church community must find its path forward in serving others as Jesus taught us.
 - iii. And...we must learn how to become a learning church. Trying new things and learning from each through our successes and failures.
- IV. Reflections regarding Livestreaming: Jonathan Dyer, Church Manager
 - a. Jonathan shared that WPC has learned 3 modes technology to continue serving, teaching, and connecting with our community and others. They are livestreaming, virtual meetings, and hybrid meetings:
 - i. Virtual meetings: These are our Zoom meetings where all of us can hear and join the discussion. Jonathan explained the equipment needed and its placement in the sanctuary to allow some flexibility with livestreaming.
 - ii. Hybrid meetings are similar with several attendees in one location and others ‘joining’ via Zoom.
 - iii. Livestreaming is how we present our worship services. You can join, but you are not able to speak to other attendees.

- b. Jonathan stated that technology is great but needs people to make it work. Many thanks to staff and members who have been working to provide the livestreaming of our worship services! They are Jonathan, Dustin Lawrentz and Sandra Hetzel (staff) and Jeff Lewis, Tim Banasek, and Carolyn Zelle (members).
 - c. New option to access our livestreaming: Access is now available using our WPC website. Facebook access will be removed soon.
 - d. Discussion included Jonathan sharing that his college undergraduate degree was in Electronic Media Management! He is finally using his college education!
- V. Review of 2021 Finances: Ray Kennedy, Treasurer
 - a. Reviewed the financial reports. His assessment is that WPC is stable financially. Ray noted changes in the giving pattern with fewer pledges and an increase in member and non-member identified donations.
 - b. Discussion. Rev. Gregg thanked Ray and Sandra Hetzel for their work in 2021.
- V. Approval of the Pastors' Terms of Call: Louise Jones and Nancy Edwards
 - a. The Session moves that the Reverends Beth and Gregg Neel share the Head of Staff position at 1.0 Full Time Equivalent
 - i. Discussion. Vote called. Motion carried. This takes effect immediately.
 - b. The Session moves that the Rev. Chris Dela Cruz move from Designated Associate Pastor to Installed Associate Pastor.
 - i. Discussion. Vote called. Motion carried unanimously.
 - ii. Janet Patin shared a prayer welcoming Rev. Chris as an Associated Pastor at WPC. Presbytery will be notified and will plan the installation. Welcome Chris!
 - c. The Session moves the Terms of Call for all four pastors be approved as presented.
 - i. Discussion. Vote called. Motion carried unanimously.
- VI. Adjournment:
 - a. Thanks was given again to Jonathan Dyer and Ray Kennedy.
 - b. Rev. Chris closed the meeting with prayer at 2:12 pm.

MINUTES OF CONGREGATIONAL MEETING

Westminster Presbyterian Church

Sanctuary

Sunday, September 25, 2022 following worship

1. The meeting was called to order at 11:36 am by Rev. Gregg Neel.
2. Rev. Gregg moderated and opened the meeting with prayer. Rev. Gregg determined there was a quorum. The slate of nominees was included in the bulletin.

Rev. Gregg called on Nancy Johns, Nominating Committee Chair to present the ballot.

3. Nancy Johns stated on behalf of the Nominating Committee, she presented the following names to be elected as Deacons to assume office on February 1, 2023, Class of 2025. She requested candidates present to stand and remain standing as their names were called. The candidates are:

- | | |
|-------------------------|------------------|
| • Stephanie Baker-Jones | • Denise Hudson |
| • Margaret Brown | • Marcia Jory |
| • Amy Jo Butler | • Kristi McClain |
| • Lee Harker | • Kris Sparks |
| • Allison Higgins | • Carol Sweeney |
| • Paul Higgins | • Allyn William |

Rev. Gregg opened the floor for nominations. No names were offered. It was moved, seconded, and carried to approve those nominated.

4. Nancy Johns stated on behalf of the Nominating Committee, she presented Peggy Woolf to be elected and serve as Elder for the Class of 2023. Nancy requested Peggy Woolf to stand and remain standing as she presented the names for the Class of 2025.

And for the Class of 2025, Nancy presented the following names to be elected to serve as Elders. She requested candidates present to stand and remain standing as their names were called.

- | | |
|------------------|---------------------|
| • Terri Banasek | • Matthew Lillard |
| • Christina Cole | • Jean Mittelstaedt |
| • Caroline Kurtz | |

Rev. Gregg opened the floor for nominations. No names were offered. It was moved, seconded, and carried to approve those nominated.

5. Nancy Johns stated on behalf of the Nominating Committee, she presented the following names to serve as Trustees, Class of 2025. She requested each to stand and remain standing if present.

- Dick Allen
- John Barker
- Fran Dyke
- Jim McGill

Rev. Gregg opened the floor for nominations. No names were offered. It was moved, seconded, and carried to approve those nominated.

5. Nancy Johns stated on behalf of the Nominating Committee, she presented the following names to serve as a member-at-large of the Nominating Committee, Class of 2025.

- Scott Karn
- Nicky Larson

Rev. Gregg opened the floor for nominations. No names were offered. It was moved, seconded, and carried to approve those nominated.

7. Rev. Gregg thanked Nancy for her leadership. Both Nancy and Rev. Gregg thanked the members of the Nominating Committee for their work in creating this ballot. The Nominating Committee members were Members-at-Large Joann Engels and Janet Youel, Class of 2022, Leslie Lehmann and Shirley Smyth, Class of 2023, Chelle Hammer and Dennis Hodge, Class of 2024, current Session members Eliz Roser and Janet Patin, and current Deacon is Greg Houser.
8. The meeting was adjourned with prayer by Rev. Gregg at 11:43 am.

WESTMINSTER PRESBYTERIAN CHURCH
Fund Statement Budget vs. Actual
For Period ended, Dec.31, 2022

	Dec	Budget	Over/Under	Jan-Dec	YTD Budget	YTD Over/Under	Annual Budget
Ordinary Income/Expense							
Stewardship							
Pledges & Intents-Current Year	\$ 136,711	\$ 72,500	\$ 64,211	\$ 769,497	\$ 828,000	\$ (58,503)	\$ 828,000
In Excess of Pledges	45,650	-	45,650	58,795	-	58,795	
Pledges-Prior Year	-	-	-	1,825	-	1,825.00	
Member-Identified Offering	31,878	7,595	24,283	90,281	75,000	15,281	75,000
Non-Member-Identified Offering	8,640	3,870	4,770	36,491	28,000	8,491	28,000
Loose Offering	1,002	501	501	6,814	5,000	1,814	5,000
Loose - Coffee Hour	47	-	47	351	-	351	-
Per Capita	1,397	950	447	6,525	9,500	(2,975)	9,500
Total Stewardship	225,325	85,416	139,909	970,579	945,500	25,079	945,500
Other Revenue							
Monthly Rentals	3,993	4,700	(707)	56,295	54,800	1,495	54,800
Other Building Usage	200	834	(634)	3,287	10,000	(6,713)	10,000
Grant, Ramsdell	-	-	-	75,245	71,480	3,765	71,480
Grant, Roberts Motor Co.	-	-	-	2,851	2,712	139	2,712
Interest & Dividends	59	125	(66)	1,348	1,500	(152)	1,500
Miscellaneous Income	-	84	(84)	907	1,000	(93)	1,000
Total Other Revenue	4,252	5,743	(1,491)	139,934	141,492	(1,558)	141,492
Total Revenues	\$ 229,576	\$ 91,159	\$ 138,417	\$ 1,110,514	\$ 1,086,992	\$ 23,522	\$ 1,086,992
Expense							
Pastoral Staff	28,978	29,195	217	354,881	352,238	(2,643)	352,238
Administration	27,888	28,272	384	236,638	255,258	18,620	255,258
Per Capita Assessment	-	-	-	25,320	25,320	-	25,320
Building Operations	26,811	19,368	(7,443)	210,447	224,310	13,863	224,310
Worship and Music	5,845	6,997	1,152	75,673	85,830	10,158	85,830
Christian Education Department	1,720	6,744	5,024	52,414	81,348	28,934	81,348
Congregational Care & Fellowship	(124)	1,408	1,532	2,694	18,950	16,257	18,950
Outreach and Welcome	146	250	104	693	3,000	2,307	3,000
Mission and Service	22,827	14,758	(8,069)	110,920	83,650	(27,270)	83,650
Deacons	58	42	(16)	579	500	(79)	500
Stewardship Department	-	-	-	-	250	250	250
Total Operating Expenses	\$ 114,149	\$ 107,033	\$ (7,116)	\$ 1,070,257	\$ 1,130,654	\$ 60,397	\$ 1,130,654
Excess Receipts/Disb before transfers	\$ 115,427	\$ (15,873)	\$ 131,301	\$ 40,256	\$ (43,662)	\$ 83,918	\$ -
Other Income/Expense							
Total Other Income	-	-	-	-	-	-	-
Excess Receipts/Disbursements from Operations	\$ 115,427	\$ (15,873)	\$ 131,301	\$ 40,256	\$ (43,662)	\$ 83,918	
Net Source/Use of Donor Restricted Funds (See Below)	874	-	5,299	(1,433)	-	(1,433)	
Usage of Board Directed Funds				22,716	22,716	-	
Net Change in Fund Balance	\$ 116,301	\$ (15,873)	\$ 136,600	\$ 38,824	\$ (43,662)	\$ 82,486	
Donor Restricted Revenue							
Special Purpose Offerings	14,962	-	14,962	42,384	-	42,384	10,000.00
Pentecost Offering	80	-	80	3,196	-	3,196	3,500.00
Peace & Global Witness	-	-	-	2,445	-	2,445	2,000.00
Joy Offering	375	-	375	375.00	-	375.00	4,500.00
Pastor's Discretionary	1,150	-	1,150	2,537	-	2,537	8,589.00
One Great Hour of Sharing	-	-	-	7,657	-	7,657	7,000.00
Total Donor Restricted Revenue	\$ 16,567	\$ -	\$ 16,567	\$ 58,594	\$ -	\$ 58,594	\$ 35,589
Donor Restricted Uses							
Released from Special Purpose Funds	\$ 15,693	-	\$ 15,693	\$ 60,027	\$ -	\$ 60,027	\$ -
Total Donor Restricted Uses	\$ 15,693	\$ -	\$ 15,693	\$ 60,027	\$ -	\$ 60,027	
Net Source/Use of Donor Restricted Funds	\$ 874	\$ -	\$ 874	\$ (1,433)	\$ -	\$ (1,433)	\$ 35,589

WESTMINSTER PRESBYTERIAN CHURCH

Statement of Financial Position

As of Dec. 31, 2022

	Dec. 31
ASSETS	
Checking Account	\$ 228,070
Spend Down Account	10,743
Synod Savings Accounts	177,155
Ameritrade Inc.	5,941
Vanguard	556
Petty Cash	250
Total Cash and Cash Equivalents	422,716
Advances Receivable	-
Prepaid Expenses	19,526
Current Assets	442,243
Investments	
Stocks and Securities	15,904
Mission Development Certificate	81,392
Growth Fund	1,519,732
Income Fund	742,485
Total Investments	2,359,513
TOTAL ASSETS	\$ 2,801,756
LIABILITIES & EQUITY	
Liabilities	
Deferred Income	52,603
Accounts Payable	-
Payroll Liabilities	14,041
Accrued Pastor Benefits	9,310
Total Current Liabilities	75,954
Long Term Liabilities	
Amounts Held in Agency (Sp. Purpose Funds)	41,677
Total Liabilities	\$ 117,632
Donor/Session Directed Fund Balances	
Capital Improvement Fund	34,281
Endowment Trust Fund	540,905
Building Maint. Trust Fund	1,160,319
Hensley Music Fund	163,432
Odiorne Scholarship Fund	169,746
Children/Youth Trust Fund	197,352
Pastors Discretionary Fund	173,450
Kolden-Alne Fund	45,706
Total Donor/Session Directed Fund Balances	2,485,191
General Fund Balance 12/31/21	113,595
General Trust Fund	46,514
Change in Net Assets	38,824
Total Net Assets	2,684,124
TOTAL LIABILITIES & EQUITY	\$ 2,801,756

WESTMINSTER PRESBYTERIAN CHURCH TRUST AND ENDOWMENT FUNDS
STATEMENT OF RECEIPTS AND DISBURSEMENTS, UNREALIZED INVESTMENT CHANGES
Dec. 31, 2022
YEAR-TO-DATE

	Endowment Trust Fund	Bldg. Maint. Trust Fund	Kolden-Alne Fund	Hensley Music Fund	Odiorne Scholarship Fund	Children/Youth Trust Fund	Pastors Discretionary Fund	All Trust Funds
Contributions:								
Session Allocated:								
Bequests	\$ 3,431	\$ 15,657		\$ 1,716	\$ 858	\$ 2,573		\$ 24,235
Transfers	\$ -	\$ -	\$ -	\$ -		\$ -		\$ -
Donor Directed	\$ 275	\$ 250		\$ 3,120	\$ 2,955		\$ 75	\$ 6,675
Total Contributions	\$ 3,706	\$ 15,907	\$ -	\$ 4,836	\$ 3,813	\$ 2,573	\$ 75	\$ 30,910
Investment Income								
Dividends and Interest	\$ 9,405	\$ 29,248	\$ 1,010	\$ 4,195	\$ 4,123	\$ 4,919	\$ 4,485	\$ 57,385
Realized Investment Gains (Losses)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Net Income and Contributions	\$ 13,111	\$ 45,155	\$ 1,010	\$ 9,031	\$ 7,936	\$ 7,493	\$ 4,560	\$ 88,295
Change in Unrealized Investment Gains (Losses)	\$ (97,748)	\$ (237,986)	\$ (5,382)	\$ (33,768)	\$ (35,255)	\$ (43,415)	\$ (39,184)	\$ (492,737)
Net Investment Income	\$ (75,232)	\$ (163,583)	\$ (3,361)	\$ (20,542)	\$ (23,197)	\$ (31,003)	\$ (30,139)	\$ (347,057)
Total Change in Investment Value	\$ (71,526)	\$ (147,676)	\$ (3,361)	\$ (15,706)	\$ (19,384)	\$ (28,429)	\$ (30,064)	\$ (316,146)
Expenditures: Sales of Mutual Funds								\$ -
Released Funds (See Detail)	\$ 44,503	\$ 66,919		\$ 33	\$ 8,000	\$ 750	\$ 12,783	\$ 132,988
Excess (Deficit) of Receipts over Disbursements	\$ (116,030)	\$ (214,594)	\$ (3,361)	\$ (15,739)	\$ (27,384)	\$ (29,179)	\$ (42,847)	\$ (449,134)
Expenditures Detail	Endowment Trust Fund							
					Spiritual Direction			\$ 900
					Books-Racial Justice			\$ 5
		\$44,503.45			Celebrations			\$ 2,466
					Racial Justice Audit (Mission Institute)			\$ 25,710
					Racial Justice (The Dialogue Company)			\$ 2,050
					Reckoning with Race Video			\$ 500
					Equity Share Agreement & Attorney			\$ 4,875
					Maundy Thursday Meal			\$ 755
					Turner Syndrome Gift			\$ 1,000
					Oikos			\$ 902
					Racial Justice Audit Retreat			\$ 355
					Racial Justice Play			\$ 595
					Name Badges			\$ 3,496
					Family Dinner Church			\$ 895
								\$ 44,503
	Building Maintenance Trust Fund							
		\$66,918.58			Sidewalk Grinding			\$ 450
					Boiler Work			\$ 27,100
					Grounds Mntnce-Trees			\$ 3,933
					Window/Roof Repair			\$ 5,689
					Office Rehab and A/C			\$ 29,747
	Children & Youth Trust Fund							
		\$ 750			Air purifier			\$ 250
					VBS			\$ 500
	Pastor's Discretionary							
		\$12,782.69			Various			\$ 12,783
	Hensley Music Fund	\$ 33			Choir Retreat			\$ 33
	Odiorne Scholarships	\$ 8,000.00						\$ 8,000
								\$ 177,491

WESTMINSTER PRESBYTERIAN CHURCH
Endowment Funds Spend Down Analysis
Dec.31, 2022

	Endowment Trust Fund	Bldg. Maint. Trust Fund*	Kolden-Alne Fund	Hensley Music Fund	Odiorne Scholarship Fund	Children/Youth Trust Fund	Pastors Discretionary Fund	All Trust Funds
Allocations								
2020**	23,351.12	51,599.42		8,085.71	7,646.89	7,850.23	7,395.20	105,928.57
2021	24,082.46	52,981.28		6,418.69	7,518.88	8,278.30	7,848.65	107,128.26
2022	25,681.71	56,131.52	\$ 2,500.00	7,240.71	7,999.87	9,100.38	8,588.77	\$ 117,242.96
Total allocations	73,115.29	160,712.22	2,500.00	21,745.11	23,165.64	25,228.91	23,832.62	330,299.79
Released, per requests								
2020	23,351.12	53,650.81	-	32.87	7,646.89	750.00	7,395.20	92,826.89
2021	21,152.33	52,981.28			7,518.88		7,848.65	89,501.14
2022		62,481.51			8,000.00		10,547.69	81,029.20
Total released	44,503.45	169,113.60	-	32.87	23,165.77	750.00	25,791.54	263,357.23
Funds available	\$ 28,611.84	\$ (8,401.38)	\$ 2,500.00	\$ 21,712.24	\$ (0.13)	\$ 24,478.91	\$ (1,958.92)	\$ 66,942.56
Unused funds expiring, Dec. 31								
2022**	(0.00)	(2,051.39)	2,500.00	8,052.84	-	7,100.23		15,601.68
2023	2,930.13	-		6,418.69	-	8,278.30	-	17,627.12
2024	25,681.71	(6,349.99)		7,240.71	(0.13)	9,100.38	(1,958.92)	33,713.76
	\$ 28,611.84	\$ (8,401.38)	\$ 2,500.00	\$ 21,712.24	\$ (0.13)	\$ 24,478.91	\$ (1,958.92)	\$ 66,942.56
** Hensley Fund includes unspent 2019 funds as approved by session \$2,175.02								
***BMTF - Over the next 3 years, \$40,000 will be allocated for a new boiler at \$13,333.34 per year (2022-2024)								

WESTMINSTER PRESBYTERIAN CHURCH
STATEMENT OF ASSETS, LIABILITIES AND FUND BALANCE
ENDOWMENT FUNDS

Dec. 31								
	Endowment Trust Fund	Bldg. Maint. Trust Fund	Kolden-Alne Fund	Hensley Music Fund	Odiorne Scholarship Fund	Children/Youth Trust Fund	Pastors Discretionary Fund	Combined
Assets								
Loan to Capital Improvement Fund	\$ 64,223	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 64,223
New Covenant: Growth Fund	329,952	716,001	26,502	99,934	103,943	132,176	111,224	1,519,732
New Covenant: Income Fund	130,541	374,449	19,203	55,711	51,194	56,052	55,334	742,485
Left in Spenddown	(1,602)	(1,159)		5,611	1,452	6,935	(494)	10,743
Due from General Fund	17,726	71,028	-	2,176	13,157	2,189	7,386	113,662
Total Assets	\$ 540,840	\$ 1,160,319	\$ 45,706	\$ 163,432	\$ 169,746	\$ 197,352	\$ 173,450	\$ 2,450,845
Fund Balances								
Fund Balances, End of Previous Year (2021)	670,046	1,420,068	50,077	191,044	205,065	234,024	220,856	2,991,181
Excess (Deficit), Receipts over Expenditures, Current Year	(164,515)	(314,405)	(6,470)	(36,649)	(44,208)	(46,585)	(55,349)	(668,181)
Fund Balances, Dec. 31, 2022	\$ 540,840	\$ 1,160,319	\$ 45,706	\$ 163,432	\$ 169,746	\$ 197,352	\$ 173,450	\$ 2,450,845
Total Liabilities and Equity	\$ 540,840	\$ 1,160,319	\$ 45,706	\$ 163,432	\$ 169,746	\$ 197,352	\$ 173,450	\$ 2,450,845

Trust Report YTD-Dec.22

	<u>6-General Trust Fund</u>	<u>TOTAL</u>
Ordinary Income/Expense		
Income		
4000 - Revenues		
4201 - Other Revenue		
4235 - Gifts to Trust	3,423.41	3,423.41
4250 - Interest & Dividends	312.82	312.82
Total 4201 - Other Revenue	<u>3,736.23</u>	<u>3,736.23</u>
Total 4000 - Revenues	<u>3,736.23</u>	<u>3,736.23</u>
Total Income	<u>3,736.23</u>	<u>3,736.23</u>
Expense		
0000-2 - Administration		
Printer	183.99	183.99
Printers, Computer	429.97	
Computers	4,860.00	
Bonus-Admin	2,500.00	
Total 0000-2 - Administration	<u>7,973.96</u>	<u>7,973.96</u>
Total Expense	<u>7,973.96</u>	<u>7,973.96</u>
Net Ordinary Income	<u>-4,237.73</u>	<u>-4,237.73</u>
Net Income	<u>-4,237.73</u>	<u>-4,237.73</u>
<hr/>		
General Trust Account Balance 1/1/2022		48,527.53
-50%		(24,263.76)
To Spend for 2022		<u>24,263.77</u>
Expenses YTD 12/31/22		<u>(7,973.96)</u>
 Balance to Spend 2022		 16,289.81
 Synod General Trust Account Balance 12/31/2022		 44,266.27

2023 Budget Receipts

				Changes From 2022 Budget	
		Approved Budget 2022	Proposed Budget 2023	Dollar Increase (Decrease)	Percentage Change
RECEIPTS:					
Stewardship:					
	Pledges + Intent	\$ 828,000	\$ 760,000	\$ (68,000)	-8%
	In Excess of Pledges		\$ 50,955		
	Pledges Prior Year		\$ 2,865		
			\$ 813,820		
Offerings:					
	Member	75,000	90,000	\$ 15,000	20%
	Non-member	28,000	33,000	\$ 5,000	18%
	Per Capita special solicitation	9,500	9,500	\$ -	0%
	Unidentified (Loose)	5,000	6,500	\$ 1,500	30%
	Unidentified - Coffee Hour	-	-	\$ -	
	PCUSA Offerings	17,000	14,000	\$ (3,000)	
	Pastor's Discretionary Fund	8,589	9,206	\$ 617	
	Special Offerings	10,000	10,000	\$ -	
	Capital Campaign	60,000	-	\$ (60,000)	
	Subtotal	213,089	172,206	\$ (40,883)	-19%
	Total stewardship receipts	1,041,089	986,026	\$ (55,063)	-5%
Grants:					
	Ramsdell Grant	71,480	72,680	\$ 1,200	2%
	Roberts Motor Co. Grant	2,712	2,760	\$ 48	2%
	Subtotal	74,192	75,440	1,248	2%
	Investment earnings	1,500	1,500	\$ -	0%
	Contracted Building Usage	54,800	59,500	\$ 4,700	9%
	Other building usage	10,000	10,000	\$ -	0%
	Bequests, Memorials & Special Gifts (See Note 1)				
	Transfers from Trust Funds (see Note 2)	42,000	25,000	\$ (17,000)	-40%
	Miscellaneous	1,000	1,000	\$ -	0%
	Total Receipts	1,224,581	1,158,466	(66,115)	-5%
	Transfers from Other Funds (Net) - See Note 3	-	-	-	-
	Total Receipts and Transfers	1,224,581	1,158,466	(66,115)	-5%

2023 Budget Disbursements

				Changes From 2022 Budget	
				Dollar Increase (Decrease)	Percentage Change
				Approved Budget 2022	Proposed Budget 2023
DISBURSEMENTS - responsible committee/activity:					
Note: personnel costs are distributed to responsible area					
	Pastoral Costs	348,881	364,008	15,127	4%
	Finance & Administration	314,736	265,305	(49,431)	-16%
	<i>Per capita for Presbytery/Synod/GA</i>	25,340	29,002	3,662	14%
	Building Operations	225,440	227,332	1,892	1%
	Worship and Music	85,624	88,199	2,575	3%
	Christian Education	81,186	49,731	(31,455)	-39%
	Congregational Care and Fellowship Committee	18,950	15,100	(3,850)	-20%
	Outreach and Welcome Committee	3,000	1,900	(1,100)	-37%
	Mission and Service Committee	120,289	116,036	(4,253)	-4%
	Deacons	500	900	400	80%
	Stewardship Committee	250	250	-	0%
	Long Term Maintenance	0	0	-	N/A
	Fundraising & Other Off-Budget Expenditures (See Note 3)	0	0	-	N/A
	Total Disbursements	1,224,196	1,157,762	(66,434)	-5%
	Receipts over (under) disbursements	\$ 385	\$ 704		
	Excess, -Deficit as a percentage of revenue	0%	0.06%		
	Note 1: Bequests, Memorials & Special Gifts are not Budgeted				
	Note 2: These are transfers built into the budget				
	Note 3: Unbudgeted transfers & expenditures				

Westminster Presbyterian Church
Report of the Session
2023 Proposed Terms of Call to be approved by the Congregation at the
Annual Meeting

Terms of Call	2022 If there was one (1)	2022	2022	2023 If there was one (1)	2023	2023
	FT Head of Staff	Beth Neel	Gregg Neel	FT Head of Staff	Beth Neel	Gregg Neel
Salary		\$31,200	\$31,200		\$33,035	\$33,035
Housing Allowance		\$25,000	\$25,000		\$25,000	\$25,000
Total Effective Salary	\$104,058	\$56,200	\$56,200	\$106,660	\$58,035	\$58,035
B. of Pensions	\$38,502	\$20,794	\$5,620	\$41,598	\$22,634	\$5,804
Continuing Ed Allowance	\$1,500	\$1,200	\$1,200	\$1,500	\$1,200	\$1,200
Professional Expenses	\$3,500	\$2,795	\$2,795	\$3,500	\$2,795	\$2,795
Dental Insurance	\$1,000	\$876	\$876	\$1,000	\$876	\$876
Total Package	\$148,560	\$81,865	\$66,691	\$154,258	\$85,540	\$68,710
	Neels Total Dollars =		\$148,556	Neels Total Dollars =		\$154,250

<u>Laurie Newman</u>	2022 Effective Salary	2022 Approved	2023 Effective Salary	2023 Proposed
		Terms of Call	Terms of Call	
Salary		\$28,722		\$31,134
Housing Allowance		\$40,000		\$40,000
Total Effective Salary	\$68,886	\$68,722	\$71,297	\$71,134
B. of Pensions	\$25,488	\$25,427	\$27,806	\$27,743
Continuing Ed Allowance	\$1,500	\$1,500	\$1,500	\$1,500
Professional Expenses	\$3,500	\$3,500	\$3,500	\$3,500
Dental Insurance	\$1,000	\$1,226	\$1,000	\$1,226
Total Package	\$100,374	\$100,375	\$105,103	\$105,103

<u>Chris Dela Cruz</u>	2022	2022	2023	2023
	Effective Salary	Approved Effective Salary	Proposed	
		Terms of Call		Terms of Call
Salary		\$44,450		\$44,433
Housing Allowance		\$21,000		\$26,000
Total Effective Salary	\$68,574	\$68,025	\$70,975	\$70,433
B. of Pensions	\$25,372	\$25,169	\$27,680	\$27,469
Continuing Ed Allowance	\$1,500	\$1,500	\$1,500	\$1,500
Professional Expenses	\$3,500	\$3,500	\$3,500	\$3,500
Dental Insurance	\$1,000	\$1,753	\$1,000	\$1,753
Total Package	\$99,946	\$99,947	\$104,655	\$104,655

Pension/Medical is 39% of salary and housing.

2023 Health Insurance is 29% of salary and housing an increase of 2% in 2023

Pension is 8.5%, Death & Disability is 1%, and temp disability is .5% of salary and housing

Westminster Presbyterian Church

2023-'25 Elders/Deacons/Trustees and Additional Leadership

* to be elected 1/24/2023; ** to be elected 1/29/2023

ELDERS

Class of 2023

Fred Bridges
Nancy Edwards
Bonnie Magura
Janet Patin
Peggy Woolf

Class of 2024

Karen Gerber
Melinda Hinkley
Tracy Miller
Eliz Roser
Martha Wilson

Class of 2025

Terri Banasek
Christina Cole
Caroline Kurtz
Matthew Lillard
Jean Mittelstaedt

DEACONS

Class of 2023

Tim Banasek
Carol Davidson
Greg Houser
Jason Houser
Judy Lyons
Sylvia McGill
Mari Partenheimer
Margo Salisbury
Kate Thompson
Brad Wheeler
Chuck Wiley

Class of 2024

Margi Brown
Christina Carl
Peggy Ellis
Peter Haub
Kris Hoeveler
Raine Miller
Janell Niemann-Ross
Robin Rolfe
Sharon Ross
Caron Rowland
Lynn Sullivan
Lou Ann Tiedemann

Class of 2025

Stephanie Baker-Jones
Margaret Brown
Amy Jo Butler
Allison Higgins
Paul Higgins
Denise Hudson
Marcia Jory
Kristi McClain
Kris Sparks
Carol Sweeney
Allyn Williams

TRUSTEES

Class of 2023

Janet Goetze
Rich Goheen
Tyler Harvey
Kelly Scott

Class of 2024

Marilyn Bergen
David Greger
Barry Lundberg
Dan Vetter**

Class of 2025

Dick Allen
John Barker
Fran Dyke
Jim McGill

Ministers

Beth Neel (co-pastor)
Gregg Neel (co-pastor)
Laurie Newman (assoc. pastor)
Chris Dela Cruz (assoc. pastor)

Clerk of Session for 2023

Jan Poujade*

Treasurer for 2023

Ray Kennedy*

Nominating Committee:

Members at Large:

2023: Leslie Lehmann
Shirley Smyth
2024: Chelle Hammer
Dennis Hodge
2025: Scott Karn
Nicky Larson

Summary of Membership Reports for 2022 **(Compiled from monthly membership reports during 2022)**

Year-End Count for 12/31/21: 636

Year-End Count for 12/31/22: 624

Note: The tally of 624 members matches what the database says (when pulling report of people with member numbers).

INCREASES (6) (by member #)

Received by Profession of Faith: (0)

Received by Baptism: (0)

Received by Letter of Transfer: (3)

- Helen Lyman, #9326
- Margaret (Peggy) Primm, #9328
- Lee Ann Erceg, #9329

Received by Reaffirmation of Faith: (3)

- Stephanie Baker-Jones, #9324
- Allyn Williams, #9325
- Sue Miller, #9327

Restoration to Membership: (0)

DECREASES (18)

Member Deaths: (10) *(by death date)*

- Margaret R. "Peg" Robson, #9231, born 6/16/1926, died 1/14/2022
- Virginia Rynerson, #9142, born 8/17/1925, died 4/8/2022
- Vern Kirstein, #9019, born 6/4/1927, died 5/10/2022
- Barbara A. Taylor, #5852, born 3/7/1927, died on 5/24/2022
- Linda McDowell, #6103, born 11/6/1944, died 7/24/2022
- Ralph Shuping, #8541, born 9/22/1939, died 9/4/2022
- David Wills, #7858, born 2/7/1951, died 10/18/2022
- David May, #9170, born 9/25/1936, died 11/15/2022
- Marjorie "Madge" E. Street, #8533, born 1/9/1925, died 12/9/2022
- Lucile Newton, #9266, born 9/4/1924, died 12/25/2022

Transfers out: (4) *(by WPC Session approval date)*

- Paula Bloemendaal, #9274, transferred to Westminster Presbyterian Church of Olympia, Washington. Transfer-out approved during 1/25/22 WPC Session meeting.
- Jeremiah Wilgus, #9066, and Katie Wilgus, #9065, transferred to Westminster Presbyterian Church of Eugene, Oregon. Transfer out approved during 4/26/22 WPC Session meeting. (Received into membership at new church on 3/13/22.)
- Dana Anderson, #7957, transferred to Friday Harbor Presbyterian Church, of Friday Harbor, Washington. Transfer out approved during 8/23/22 WPC Session meeting.

Deleted per own request: (4) (by member #)

- David Sprunger, #8329
- Maarten Schreuder, #8965
- Paula-Noel Macfie, #9102
- Lori Lematta, #9271

Removed from membership rolls: (0) (by member #)

CELEBRATIONS

Weddings: (2) (by wedding date)

- Jason Houser (#9296) and Greg Lewis (#9295) were married on May 14, 2022. The wedding was officiated by the Reverend Beth Neel and took place at Westminster (Portland, OR).
- Eileen Parfrey (nonmember) and Scott Dalgarno (nonmember) held their commitment service on May 27, 2022. The service was officiated by the Reverends Beth and Gregg Neel and took place at Westminster (Portland, OR).

Baptisms: (3) (by baptism date)

Adults: (0)

Children: (3)

- Geneva Leigh Yu, born 8/10/2020, baptized Wednesday, 8/10/2022
- Grace Lee Sclafani, born 4/25/2012, baptized 10/23/2022
- Jacob Mitchell Sclafani, born 10/25/2021, baptized 10/23/2022

Annual Report of the Co-Pastors

Our colleague Debbie Glaze is fond of saying, “Change is constant; growth is optional.” It has certainly been a period of change for Westminster, and in the midst of that, we are growing.

We are growing in commitment to our community. Led by the Mission and Service Committee, our congregation has been supporting - in volunteers, resources, and financial gifts - Family Promise, a revolving shelter for families experiencing houselessness. As we continue to move away from the shroud of the Covid-19 pandemic, we are growing in participation in church and community activities.

We are growing in our online presence, not only with Sunday morning worship, but also with interactive Adult Education classes on Sunday mornings, Noon Prayers on Facebook Live, Monday through Thursday, and the occasional wedding and memorial service. We are grateful to Jonathan Dyer for all of his work making our online presence function well, and for those volunteers who have learned how to run soundboards and computers and cameras and Zoom.

We are growing in generosity. Last November, our income for the annual operating budget was far below what had been projected, and for the first time in our eleven years, we sent a letter to those who had pledged asking them to fulfill their pledge and to consider giving over and above the amount they had pledged. To our surprise and delight, the church received \$250,000 in the month of December – almost a quarter of our budget received in one month. Thank you all!

And yes, it has been a year of changes, particularly in regards to our staff. In July, Building Superintendent David Savage left after fifteen years. Since his departure, the staff has been indebted to the Property Committee for overseeing some of David’s work, and the Personnel Committee has worked with staff to determine what our custodial needs are. It’s been a little bumpy at times, but with the hires of Bamba Cuesta-Figuerora, Head Custodian, and Steve Littleton, Weekend Custodian, building operations are running much more smoothly.

In August, our Director of Children’s Ministry, Melissa Olmsted, let us know she was leaving after twenty-one years at Westminster. Melissa’s sunny presence, her willingness to pitch in wherever needed, her love of children and of people in general is sorely missed. Happily, Eliz Rose began work as our Interim Director of Children’s Ministry in January.

We are so grateful to work with our colleagues: Alaina Smith, Anne Stevenson, Bamba Cuesta-Figueroa, Chris Dela Cruz, Debbie Glaze, Eileen Parfrey, Eliz Roser, Jonathan Dyer, Laurie Newman, Leslie Lehmann, Michael Barnes, Sandra Hetzel, and Steve Littleton. They make each day brighter with their good works and good cheer. Our two volunteer “staff,” Jan Poujade (Clerk of Session) and Ray Kennedy (Treasurer) enable the smooth functioning of so much of our administrative work. Thank you, thank you.

Finally, just last week Laurie Newman let us know that she is taking a new call. This fall would have marked Laurie’s twentieth year with us as Associate Pastor for Congregational Care. We cannot imagine how we will manage all the areas of ministry that Laurie has so gracefully led for the past two decades. She has been a wise, loving, and trusted colleague to us, and will remain our dear friend. God-speed, Laurie.

We do not know what changes 2023 will bring us. But we are grateful beyond expression not only for the presence of the Holy Spirit who guides us, but by the love, support, wisdom, work, and faith of this congregation. Onward we go, together.

Beth and Gregg Neel

2022 Annual Report from the Rev. Laurie Lynn Newman, Associate Pastor

In 2022, I have been looking back on the 20 years I've served Westminster. It seems impossible that I could have been your Associate Pastor for Congregational Care for that long, but I have. My first day of work was June 3, 2003. Much has changed in these two decades, especially in the period since the pandemic accelerated changes. But some wonderful things remain. Tops in my mind, is the healing ministry of Westminster that includes the ministry of the board of Deacons, Stephen Ministry, the Taize service of Healing and Wholeness, and pastoral care.

The Deacon Ministry has had a big shift, in moving away from staffing Sunday morning tasks, (e.g. the Sound board, and ushering), to providing congregational care through regular contact with "parish" ministry. We are in transition, and learning how well this model works at Westminster.

In 2022, when the Neels moved back to sharing one full time position, I took over staffing for the Adult Education committee, and gave up staffing of Stephen Ministry. The Stephen Ministry continues with strong Stephen Leaders, and Stephen Ministers. I've enjoyed meeting with the Adult Education committee, and seeing the variety of classes considered, and the intention behind the scheduling. Most challenging has been moving into a hybrid mode, so that we have both in-person and Zoom participation. Hats off to Chair Tom Dyke, and Jonathan Dyer for persisting!

In 2020, I began to do the Taize Healing and Wholeness service (for a few months), solo, via Facebook livestreaming. Then, with the musical talents of Leslie Lehmann and David Greger, and with livestream support of Sandra Hetzel, we moved to livestreaming with just the three of us from the sanctuary for a few more months. Our first in person gathering for Taize was in December 2021, for the Longest Night Service, which included over 70 people in worship, the largest number of participants in quite a while. We experimented in 2022 with a Monday evening service, to see if new people would attend. Kris Sparks began accompanying the service, on piano. After discernment by a small task force, it was determined that moving back to the third Saturday of the month at 5pm, was the preferred time. In the process, we restructured the organization of the service, making roles clear, and providing broader leadership.

We had two new membership classes through the Westminster Outreach and Welcome Committee. In addition, we hosted five Swing Dances open to the community. These intergenerational social events were very well attended by the community, (about 60-80), even during pandemic cautions. About a dozen Westminster people volunteered to help at the door.

I have been especially glad to participate with some of the Racial Justice Working group events, including the weekend with David Campt, and the December retreat after the Racial Audit.

This is a season of continual adjustment, as we try to have virtual and in person events. There are people who still have not returned in person, but do participate online. As 2023 unfolds, we will undoubtedly continue to adjust, and trust that God is leading us in the unknown paths.

I am deeply thankful for Westminster, and the thoughtful warmth of this community of faith.

Annual Report from the Reverend Chris Dela Cruz

Associate Pastor of Youth, Young Adults, and Community Engagement

As I'm sure the other pastors have mentioned, 2022 will be remembered as a time of crisis, transition, and change. I'll refrain from getting into the COVID transitions... and inflation... and our national conversation on racism... and our mental health crisis including among our youth... and our housing crisis... and... oh dear, this year!

And I'm sure Beth and Gregg mentioned the many staff and church structural changes that happened this year, so I'll just touch on personally how much I miss Melissa Olmsted, whom I had the absolute privilege of supervising in her work with Children's Ministries. Among the many brilliant things that could be said about her, whether it is her innovative ideas especially during COVID lockdowns of engaging families with children, her relationships with our families, the many many children who have grown up impacted by her ministry, or the many day-to-day functions in multiple ministries that we certainly cannot take for granted now – it is also undeniable that Melissa just also has a remarkable heart that lifted up our whole church and staff, and personally inspired me to be just a little bit kinder and thoughtful of others.

So I mention all of this change partially so we can all give ourselves some grace – of course we're tired, we've been through a lot! And partially because I believe that even with all that, we did some amazing ministry together. For the specifics adjacent to committees or teams I directly liaison with, Janet Patin will report on **Youth Ministry**, I have prepared separate reports on **Young Adults** and **Community Engagement** and **Oikos**, Linda Buckley will report on **Mission & Service**, and Bill Scott will report on the **Racial Justice Working Group**.

Young Adults

Chris Dela Cruz, staff liaison

I will highlight two ministries – our ongoing Pub Conversations and the first prototype of an Alternative Worship Service, which we tentatively dubbed “Family Dinner Church.”

Pub Conversations

Our 20s, 30s, 40s group transitioned from starting the year with Zoom meetings to having actual in-person conversations in pubs! We have to admit, though we had a great regular group in 2020 and 2021, it was clear by the beginning of 2022, people were tired of Zoom. We started gathering in late Spring, first in McMenamins and then in the new Steeplejack Brewing Company. We also transitioned co-leadership, from Eliz Rozer to now co-leading with Ryan Rozer. We have an ongoing group of about 6-12 regulars.

One of the biggest highlights was a series on the Enneagram we had in the Fall, with guest teacher Rev. Julia Nielsen, a certified Enneagram instructor whom I’ve gotten to know through Sacred Organizing (just another example of how the community engagement stuff opens doors in multiple fronts!). If you don’t know, the Enneagram is a combination of ancient wisdom and modern teaching that provides insight to discover your true self and deepen your relationships.

Alternative Worship Service Prototype – “Family Dinner Church”

One of the main recommendations of the Deep Dive Task Force was an alternative worship service. I have been tasked with forming the team and serving as staff liaison for this.

After a series of initial conversations, we convened a “Visioning Space” gathering with a core group of stakeholders: Eliz Rozer, Mary Hodge, Lora Lillard, Matt Lillard and Janet Patin, along with the youth constituency of Ella Higgins, Ella Burgess, Dean Lillard and Leo Lillard. There was a lot of energy and excitement in the room! The youth were engaged with ideas, by the end saying things like “I’d invite my friends to this” and “you should have the youth come early to help prepare the worship!” A youth pastor’s dream.

Here is a first draft of the vision, as we envisioned together (terminology all tentative and placeholders, so don’t judge on branding), something like:

Family Dinner Church: A community space around a sacred meal, centering youth, young adults, and parents with children.

The idea is that seriously the early church’s practice of worship around a literal meal. Yes, worship around tables instead of in pews, thus “family dinner.” We envisioned connection and community, more conversation than top down, more informal and yet rooted in ancient traditions, a place where kids (and adults!) can worship through play and art, where younger people’s insights are taken seriously, where parents can connect and not have to worry about making dinner, where folks of all ages can sit alongside one another to be rooted in the sacred. We are eventually envisioning a monthly gathering in the Great Hall, Sundays at 5:30p-7. On days of Family Dinner Church, it would replace youth group time. This allows us to have a built-in group of folks – the youth and families have already had around this time on their calendars as “church” time anyway.

The goal would not be rushing to a hard launch but a series of soft beta tests (think soft pop-up

launches from entrepreneurs). Beta tests allow us to work out details, not have as much pressure especially for youth leaders, to “succeed” right away.

We had our first prototype on November 13. Over 40 people, included youth and children, came. We had Matt Lillard play guitar and Sandra Hetzel play accordion. The Great Hall was decorated with Christmas lights, the tables covered in paper so kids could draw on them, and we tested out different interactive worship elements. We hope to have the next prototype in January.

Respectfully submitted,

Rev. Chris Dela Cruz

Community Engagement

Chris Dela Cruz, staff liaison

Part of my “Community Engagement” role in my title description has included being the staff liaison of Mission and Service Committee, which Beth was the liaison until the end of 2021. There are other parts of my role, however, that have initiatives started or expanded with my leadership that folks may not be as aware of. It has become a running joke that every time I talk, there’s a new collective or organization name I’m introducing! So I thought it may be helpful to break down what this has looked like in 2022:

What is Barbie’s Village, and what does it have to do with a “Sacred Organizing Core Team” and something called “Leaven”?

As reported in the 2021 Annual Report, we have partnered with the Native American organization **Future Generations Collaborative (FGC)** to work on **Barbie’s Village**. The vision of Barbie’s Village, led by our indigenous partners, is a tiny home village for houseless indigenous families with children, along with a Native children’s and family resource center. It is named after a volunteer leader with FGC who herself experienced houselessness along with her children and husband, whose name was Ken (yes, Ken and Barbie). The goal, in partnership with the Presbytery of the Cascades, would be Land Back – the Presbytery giving the land of the former Presbyterian Church of Laurelhurst to FGC as part of the larger Land Back movement to indigenous communities.

Our other community partner is **Leaven Community: Land and Housing Coalition**, a local community organizing coalition around housing issues that uses the practices of “Sacred Organizing” – a form of organizing developed by a collective of practitioners in the Pacific Northwest rooted in the ECLA within a multi-faith, holistic context. A **Core Team at Westminster** – Kate Thompson, David Groff, John Hasenjaeger, Beth Outterson, alongside a college student, Desire Nahimana – participates in regular gatherings at Leaven, where they learn Sacred Organizing practices that are then used to nurture support in the neighborhood of the future home of Barbie’s Village. Our team, through Leaven’s support, has worked with FGC to organize house meetings in Laurelhurst and Kerns, have attended multiple Neighborhood Association meetings, and continue to build relationships with neighbors as well as with members of FGC.

Our biggest neighborhood event was actually mainly organized by FGC themselves, an Indigenous People’s Day event where the idea of Barbie’s Village was introduced widely to the public, as well as celebrated indigenous culture. The event hosted over 600 people, neighbors, church members, Leaven members, and the indigenous community, and was featured on KGW: <https://youtu.be/k239VfVjJSk>

As part of centering and empowering the most impacted in our partnership, it is our indigenous partners at FGC who are taking the lead in terms of the architect, resourcing the family center, and plans. However, nothing can be built until the details are worked out with the Presbytery. So, much of the work this year was the **Presbytery commissioned Barbie’s Village Task Force** – which includes myself, members of FGC, Leaven, and the Presbytery – to work out details and a lease with the Board of Trustees. Why a lease? So BV will basically happen in two phases, first under a 2 year lease with the Presbytery BoT so that FGC can start building out the resource center in the former church building and begin work on construction of the village (which cannot start until at least Summer 2023), to lay the foundation for a final vote required by the Presbytery to do full Land Back, giving ownership to FGC.

I am also a leader with the Leaven Strategy Team, particularly with a focus on how to get youth involved.

Whew! That was probably a lot, but important to honor all the work done up to this point.

And there was other community engagement work done?

Yes! Westminster is in continued partnership with **iMirJ (Interfaith Movement for Immigrant Justice)**, which this year included update meetings and hosting traveling asylum seekers staying in temporary housing for a holiday gathering that they could have not otherwise had without our space. iMirJ as an organization expanded its work this year, including starting its own sacred organizing cohort specifically with immigrants and hiring an accompaniment director thanks to Westminster's generous gift last year. Westminster's Session partnered with iMirJ to secure a \$25,000 grant for iMirJ from the Presbytery of the Cascades' New Ministry Team.

I am also the staff liaison for **Interfaith Alliance on Poverty**, a coalition of 12 Portland churches including Westminster. Among other things, IAP held educational sessions on redlining and housing, mental health, education and poverty, and hosted City Commissioner Dan Ryan.

I also attended continued regular meetings with **BIPOC Faith Leaders Council for Black Lives**, which has been a healing and important space for people of color faith leaders throughout the state, and has had a transitional internally focused year, whereas in 2023 we hope have a more public role.

I am also a leader with the Together Lab "Bee Team." **Together Lab**, funded by the Lutheran denomination (ELCA) is a coalition of ministry and community organizing leaders in Oregon that equips leaders to build thriving churches, justice movements, and communities. Among other things, my work included regular meetings with the Bee Team to further support that organizing, culminating in a week long retreat that included workshopping conversations around community organizing and race dynamics, supervision and liberation, and thriving congregations.

Westminster also excitedly partnered with them to have a young person, the previously mentioned Desire, to be part of the **Oregon Fellowship**. This Fellowship from Together Lab provides mentorship and leadership development for emerging young leaders involved in faith-based justice and advocacy work (<https://www.togetherlab.org/oregon-fellows>). Starting in October, Desire became a Fellow expanding his organizing work with Westminster as his "residency," and he is a part of regular Fellow gatherings that offer reflection and mutual accompaniment with other Fellows and experienced organizers.

And then there's the racial justice stuff?

Yes. There's a separate report for that. But I just want to add, our work with Barbie's Village, Leaven, iMirJ and all the rest has racial justice elements in them that should be noted.

Wait, you teach a college class too?

Yes! Since Fall 2021, I am teaching a course, "Spirituality, Character, and Service," at Warner Pacific University, which has the most People of Color of any college in the Pacific Northwest. I see this as part of my role of both Community Engagement and Young Adults, and already from teaching, there is one student, Desire, who has become more involved in the Westminster community.

Respectfully submitted,

Rev. Chris Dela Cruz

Eileen Parfrey, Parish Associate

Annual Report 2022

In 2022, as Parish Associate of Westminster, I continued to be active in worship, education, spiritual and congregational care. I participated in the day-long DEI training sponsored by Westminster.

On an irregular basis as requested, I participated in worship leadership as liturgist and served as Adult Human Companion for the puppet Ralph, whom I also drove to church, so he could lead in the children's time. This year, my preaching engagements at Westminster were April 24, October 2, and (with Ralph and Gregg Neel) Christmas Eve, 5:00 service.

The group spiritual direction I have facilitated for persons who had recently been divorced or separated continues on a monthly basis; that group now has five participants.

As part of my role as parish associate, I continue to pray for the congregation, pastors, and staff, particularly providing support for the clergy staff.

ANNUAL REPORT 2022: Director of Music Ministries

We opened 2022 with high hopes of retuning to “normal” in our musical rehearsals and presenting music in worship services. The Omicron variant caused another shutdown of services and rehearsals, but it was, thankfully, fairly short-lived. After the shutdown, most choir members slowly but surely returned to the routine of Thursday night rehearsals and Sunday worship services. Masking became optional but vaccinations continued to be required to sing. Social distancing and the numbers of singers who incrementally returned to choir meant that the Chancel Choir sang from the Chancel steps rather than the Choir loft for the full year. We hope to revisit this practice after the winter months of 2023.

The Concert Bell Choir resumed their rehearsals and monthly worship presentations, and the Jazz musicians led two Jazz Sundays.. Music had to be carefully planned and chosen, as the continuing uncertainty of the numbers of singers and ringers continued, and as members embarked on long-postponed vacations and travel after months of pandemic cautiousness.

Once again, Teresa Wilhelmi provided her iconic brand of piano presentation in the early summer worship services. ,Many soloists from the both the church and the greater community provided music in the summer late service. This not only added variety and interesting music to the summer worship, but helped employ performers who were greatly impacted by the pandemic.

When we returned in the fall, we welcomed a new soprano section leader, Taylor Hulett. We also welcomed several new singers to the choir who bring energy and great commitment. The choir was able to enjoy a Fall Choral Retreat after 2 years of inability to gather, and they worked hard to prepare music for fall and Advent. As well, the choir participated in an Adult Education class, demonstrating their learnings about the presentation of African-American spirituals in worship and giving attendees a glimpse into the various rehearsal techniques used to learn and master large amounts of choral music for worship services. Advent and Christmas seasons are always joyful times for musicians and this year was no exception.

After much research, a new copyright reporting platform was adopted in May of 2022. CCS, or Christian Copyright Solutions, allows us to livestream a great number of choral and instrumental pieces and be in compliance with copyright guidelines. This change has been a major help to all working in the music area of Westminster.

The Music Ministry at Westminster continues to be a vital and dynamic group of people who love to work together to make beautiful and inspirational music for the congregation and their communities. The Concert Bell Choir, led by Anne Stevenson, continues to bring interesting and delightful bell music into worship. The Chancel Choir embraced many genres of choral music, and has unfailingly supported each other through these last long, hard 2 years. The lay leadership in the choir is exemplary, from the Choir Board, chaired by Harold Poujade, to the Music Committee, chaired by David Greger, to the efforts of Cynthia Bauer and Dave Glaze, librarians, to Daniel and Lee Brixius, who painstakingly maintain and organize the robes, and so many others who keep the choir functional.

Finally, we are beyond blessed to have two organists in our midst: Michael Barnes, our Senior Organist who loves this place and his role here, and who brings great organ music and his estimable accompanying skills to the choir and to worship every Sunday, and Leslie Lehmann, who not only plays piano/organ duets with Michael, and piano/flute duets with Gail Gillespie, but who fills in beautifully for Michael when he is not at the organ bench.

Thanks to ALL who make this music ministry a joy and privilege.

Debbie Glaze, Director of Music Ministries

Adult Education

Tom Dyke, Chair

Tom Dyke-Chair, Laurie Newman – staff, Linda Dinan - Secretary, John Stephens, Roy Kruger Mary Ann Seth Wish, Todd Martin, Graham Ross, David Groff, Kim Hoeveler

List of 2022 Sunday morning classes.

- Legislative Update for 2022. **Senator Elizabeth Steiner Hayward**, M.D, 1/9
- Religion for Those Whose Backs Are Against the Walls: Howard Thurman, James Cone, and how Jesus Is Black in America, **The Rev. Chris Dela Cruz**, 1/16
- Body and Soul: Why Do Christians Believe We Have Bodies That Die and Souls That Go to Heaven? **Prof. Stephen Patterson**, 1/23 and 1/30
- Meeting the Climate Challenge: An Oregon Approach, **Prof. Rob Kugler**, 2/6, 2/13, 2/20
- Finding Spirituality in the Songs of Bruce Springsteen, **the Reverend Chris Dela Cruz**, 2/27
- Warm Springs Joint Health Commission and Update for the Reservation, **Heather Crow- Martinez and Danny Martinez**, 3/6
- Our Land Story, **Westminster Presbyterian's Reckoning with Racism Cohort**, 3/13
- Living in Hope Today, **Dr. Elaine Park**, 3/13, 3/27, 4/3
- Health and Healing in the biblical World, **Dr. Richard L. Rohrbaugh**, 4/24, 5/1, 5/8
- Forgiveness, the **Reverend Tracey Miller**, 5/15, 5/22, 5/29
- The Nicene Creed(s), **the Reverend Canon Tom Ferguson**, 9/18, 9/25, 12/11
- Race Audit Report, **Westminster Racial Justice Group**, 10/9
- Portland Government and Electoral Reform: What Changes Are on the Ballot, **Dr. Melanie Billings-Yun**, 10/16
- Practical Prayer, **Caroline Greger, Kelley Scott, and Ellen Lodine**, 10/23
- Putin's Leadership and the Russian/Ukrainian Orthodox Churches, **Prof. Dawn Nowacki**, 10/30 and 11/6
- Chancel Choir Rehearsal, **Prof. Debbie Glaze**, 11/13
- The Time for Mary Oliver's Poems, **the Rev. Beth Neel and Mary Ann Seth Wish**, 11/20
- Book of Hours, **Kaitlin Manning**, 11/27
- Albina Headstart, **Carol Carmichael**, 12/4

Weekly Book Discussions

- Borg and Crossan's "The Last Week: A Day-By-Day Account of Jesus's Final Week in Jerusalem", 2/23 – 4/13, **Lewis Sprunger**
- The First Christmas: What the Gospels Really Teach About Jesus's Birth (Borg and Crossan), **Lewis Sprunger and Linda Dinan**, 11/2 – 12/14

We held 31 classes with over 25 different speakers; the topics were primarily on religious and social justice themes, but with many diverse topics as well. The classes were primarily hybrid Zoom/in-person format in the Great Hall and Chapel. The latter venue has proven to work very well, and relatively minor upgrades to the AV systems need to be completed in the future. The classes generally required a pre-class Zoom check out meeting. The committee met monthly and held a planning retreat by Zoom in January. Each "trimester" of classes was described in a brochure with the speaker's bio and topic briefly described.

In addition, the schedule and brochure for Winter 2023 was completed in December. Another task of the committee was oversight and discussion of the plan for the Church library (ongoing).

We particularly commend Jonathan Dyer for his excellent and extensive help with communications and audio-visual technical set up for online and hybrid classes.

Children's Committee

Committee Elders Karen Gerber and Fred Bridges, Committee members Janet Moore, Martie Tarter, Staff Melissa Olmsted, Rev Beth Neel

The Children's Committee serves the children from birth through fifth grade by nurturing their emerging Christian faith. We nurture faith through providing formal Christian Education and as advocates for issues relating to children. We coordinate with all committees involved with programs and events offered to our children.

FAITH FORMATION

BIRTH-PRESCHOOL

Bedtime Story time on Sunday evenings. A weekly 15 minute gathering that included a story, songs and a closing blessing. This draws 3-6 families.

GRADE SCHOOL

We have restarted worship for life on Sundays. Classroom teachers include Margaret Price, John Dudrey, Laura Wilson and Mary Hodge. We are thankful for these teachers as well as other volunteers who have helped in the classrooms. We have resumed having Acolytes during Sunday worship. Typically, acolytes are recruited from 4th and 5th graders.

LEADERSHIP

The staff leader of the Children's Committee for 20 years has been Melissa Olmsted. In August, Melissa accepted a new position in the Lake Oswego schools. The Reverend Beth Neel stepped in and capably provided leadership for the remainder of 2022. Eliz Roser has been hired as the interim staff leader beginning in January 2023.

FAMILY AND INTERGENERATIONAL ACTIVITIES

We had several activities this year which included all ages from the congregation. In May we celebrated the 20th year of Melissa Olmsted's service to Westminster. We provided Easter baskets for children in April. June featured Vacation Bible School with participants from 5 other congregations. We held an informational lunch with parents of children in the program in September. We held a Fall Festival in October in the Great Hall and In December held "Adventure" also in the Great Hall. The Fall Festival and "Adventure" were well attended and considered to be very successful.

Board of Deacons 2022 Annual Report

2022 started out a bit like 2021 as we zoomed our January meeting due to the Omicron Variant. Finally in February we were able to hold in-person meetings and also run zoom meetings as well. These hybrid meetings went through the year with the exception of the months of May, August and December when no meetings were scheduled. Meetings continue to be held on the second Sunday of each month starting at noon and ending by 1:00. We began the year with 36 members. One member of the Class of 2023 resigned due to health issues.

Deacon Duties:

Parishes: Many of our deacons were kept busy maintaining contact with their Parishes. This has been the first year incorporating this new way of keeping in contact with many of our congregants. As we continue to welcome new classes of deacons, we will be able to have more congregants in a Parish!! The goal was and continues to be assigning 10 family units to each deacon. In this transition to Parish ministry, we hope over time, that all congregants will be assigned to a deacon. This is a gradual process as we change the ministry of deacons. We had a very successful Parish gathering in the Great Hall on September 18th. It was attended by 80 people!

Committees: Many deacons also took on specific committee assignments. Below are the following offices and committees and the people who served in 2022:

Moderator: Kris Sparks

Vice Moderator: Nancy Crean

Treasurer: Judy Lyons

Secretary: Carmen Timberlake

Sunday Ushering: Carol Davidson

Memorial Ushering: Gail Kolden

Memorial Receptions: Liz Young

Worship and Music Liaison: Nancy Crean

Transportation: Sharon Ross

Acolytes: Robin Rolfe, Denise Hudson and Peggy Ellis

Mailbox Ministry: Gail Kolden and Margo Salisbury

Nominating Committee Liaison: Greg Houser

Sanctuary Sprucing: Margo Salisbury and Sylvia McGill

Finally, Thank you to the following who have served as a deacon and will be leaving the board next month:

Nancy Crean	Gail Kolden	Karen Nettler
Caroleigh Robinson	Pattie Sherman	Carmen Timberlake
Lynn Weigand	Liz Young	Miriam Lissy

Respectfully submitted by Kris Sparks

WPC Fellowship and Congregational Care Committee Annual Report for 2022

We began 2022 with very few in person gatherings. The annual Congregational meeting was via Zoom, so no food preparation was needed.

We resumed Fellowship time after worship (aka Coffee Hour) after the Sunday of honoring Michael Barnes, in May. After the pandemic changes, we have 6 active Mariner's groups, (down from the nine we had before). Other small groups have been helping with the Coffee/Tea hosting, including the PRIDE group.

Marcia Bolliger has provided leadership for Fellowship, though there is no current active committee.

Fellowship Funds were used to cater the Maundy Thursday meal from Hoda's. Given concerns about the spread for viruses, we chose to have box dinners.

Other fellowship events for 2022 include: The All Church Fun Day on August 20. It was our first time to try a one-day event, rather than a weekend coast retreat. We catered the gathering, and also celebrated Melissa Olmsted, as she said goodbye to take a new position after 22 years at Westminster.

Women's Retreat on October 8, met at St. Andrew Lutheran in Beaverton. Our guest speaker was the Rev. Susan Kintner, a retired Lutheran pastor. The event was well attended by women of all ages.

On October 28, with the leadership of Kate Thompson, we hosted the a play, produced by Damaris Webb: Walking Through Portland with a Panther. It was very well attended, and conversation afterward, with Kent Ford (whom the play was about) was illuminating.

Marcia led in providing food for the Advent-ure on December 4th. She also provided food for the second Racial Audit meeting on December 3.

Finance and Administration Committee Annual Report for 2022

The Finance and Administration Committee (F & A) works with the head of staff to provide members of Session with the financial information necessary for fulfilling their overall fiduciary responsibilities and management of assigned church committees. F & A meetings are held periodically throughout the year, currently by electronic means. At those times the committee reviews monthly financial statements, funding and spending patterns, financing for major projects, spenddown from funds managed by the Trustees, loan activity, and capital campaign fund raising and expenditures. The committee can then recommend financial priorities to the Session for further action. The committee also assists in all stages of the budget process and is responsible for overseeing the annual review of the church financial records. Sometimes the review is in the form of a professional audit.

The review of the 2021 financial records was done in 2022 by a church member Financial Review Team led by Judy Lyons. The other two team members were Janet Moore and Burt Reif. The team reviewed financial information and controls to assure necessary fiscal responsibility and good stewardship of our financial resources, as well as meet Book of Order requirements. The team's summary recommended that current processes in place be continued.

In 2022 F & A committee members Ray Kennedy, Julia Kuhn, Barry Lundberg, and Peggy Woolf, with guidance from Gregg Neel and Martha Wilson, began working on a plan to consider specifics for helping pastoral staff buy a personal residence. F & A worked with attorney Tim Murphy to develop an Equity Share Agreement for this purpose. The church now has in storage the current final draft version of the agreement for future use.

In late 2022 we had a review of our property insurance by Frinell Risk Advisors. This review is currently helping us engage with our carrier, the Insurance Board, to maximize coverage value.

In 2022 Westminster was blessed with two bequests. We received \$ 7567 from the McCormick estate and \$ 61,058 from the Fairbairn estate.

The Information Technology Subcommittee (IT) is an ad hoc subcommittee of F & A. The IT Subcommittee is led by Church Manager Jonathan Dyer. The IT Subcommittee was not active in 2022 and will be called upon as needed.

Members of F & A through January 31, 2023 are Sandra Hetzel, Ray Kennedy, Julia Kuhn, Barry Lundberg, Bonnie Magura, Gregg Neel, Bill Scott, Anne Stevenson, Martha Wilson, and Peggy Woolf. Each member is chosen to represent different areas of expertise and interests at Westminster, with the goal of supporting the overall mission of the church by representing the congregation in financial planning and transactions.

Julia Kuhn and Peggy Woolf, Co-chairs

Mission and Service Committee

Elders Linda Buckley and Melinda Hinkley, Janet Youel, Miriam Rohrbaugh, David Groff, Eileen Hufana, Caroline Kurtz, Matthew Lillard, Beth Outterson, Allyn Williams, Marcia Blasen. **Pastor Liaison** Rev. Chris dela Cruz. Jack Robinson, Lorin Rice receive minutes or implement independent mission projects.

Added two new members Allyn Williams and Marcia Blasen who took on leadership roles.

CROP walk efforts ably led by Beth Outterson. **Total raised was \$2,245** including: \$935 generated on Outterson/Buckley FB pages, \$810 from congregation, along with annual budgeted CROP gift of \$500.

Refugee ministry: Ably organized by Allyn Williams, hosted an educational dessert night with Anthony Pilchuk, (originally from Belarus) Coordinator for Portland Lutheran Community Services Refugee and resettlement. **14 kits were assembled for the Refugee Care Collective** including youth wrote personal cards. Local share of **Peacemaking offering \$611.25 was gifted to Lutheran Community Services NW Refugee and Resettlement program** Portland

Session requested our committee discern the right local/regional recipient for \$15,000 from reserves – a one-time excess of funds where the congregation received more income than expected during the 2020 lockdowns **to** address hunger and food security, the number one need expressed in the Deep Dive survey. **Session** unanimously approved our recommendation: that the \$15,000 be split between Mainspring (\$7500) and Family Promise (\$7500) for their food and meals fund.

One Hope Fellowship: Linda and David G helped at community clinic in May and a team from WPC now volunteers regularly at the OHF food bank. David G coordinates WPC food bank volunteers.

Adult Education: we sponsored **two speakers:** Heather Crow Martinez from Warm Springs Reservation in March and Albina Headstart Carole Carmichael in December.

Thanksgiving food drive: 1175 lbs of food donated to Mainspring and NEFP.

Elders Melinda, Linda and Pastor Chris met with Terri Banasek Deep Dive implementation chair to brainstorm on how we can operationalize deep dive priorities and conclusions.

2023 budget preparation: We analyzed the distribution of our gifts to partners: Many programs fall under multiple categories.

Our **Mission and Service Bulletin board**, which was empty throughout COVID was re-born with the creativity and nimble hands of Melinda Hinkley and friend. It's beautiful.

On line mission activity sign-up access: Melinda opened up a dialog with Jonathan Dyer and Alaina Smith regarding ways we can offer publicity and on line sign up access for our mission events.

Tabling started again, using the BEAUTIFUL trifold display created by previous mission chair Matthew Lillard. Our goal is to table at least twice per month. Marcia updates current monthly event page.

Family Promise: Linda B and Marcia Blasen have served as coordinators for the roll out. Our first week was Sept 4-11 partnering with Central Christian Church, Pastor Dave Brink. We had one Mariners Group, the Spinnakers, sign on with several members participating through providing breakfast, lunch foods, dinner meal preparation, evening hosts and kids activities (thanks Pastor Chris). Our second quarter's week was Dec 4-11, led single handedly by Marcia Blasen. Our next week is March 5-12,

2023.

Updated organizational chart: Using Matthew Lillard's thorough and in-depth analysis as a launching point, Pastor Chris came up with a model of organizing our efforts thematically. We are heavily prioritizing direct service food ministries, a deep dive priority. Hunger/food scarcity is a critical need and allows for many people to get involved. But international racism and homelessness are also critical needs. Currently, **Hunger programs receive 50% of our discretionary monies to food banks, drives, etc.** But there might be some room for moving some of our dollars to support: **Houselessness, Poverty and Racial Justice, food advocacy (Bread for the World) and other international programs.**

Angel Tree-Raised almost \$11, 750 in gift cards for hand selected needy families from Albina Headstart. Thanks to Denise Hudson for coordinating and Marcia Blasen for facilitating Fred Meyers Gift Cards.

Habitat for Humanity: Jack Robinson single handedly acts as our WPC liaison with Habitat Metro Portland, this year: 1) organized a furniture-building project-recruiting 15 helpers who assembled over 70 pieces of furniture, generating over \$6,000 for Habitat Metro Portland, 2) Advent Gifts that Build-31 members donated \$10,650 breaking previous records, 3) Jack represents WPC at the Habitat faith consortium. Lastly, Habitat has identified a parcel of land in the Cully neighborhood, supported by our \$42,000 capital campaign funds. 15 housing units will be built on it, 4) supported Habitat's Annual Breakfast fund raiser in April, 5) WPC supported Habitat with \$2,000 of our Mission Budget and 6) through our Capital Campaign donated over \$20,000 to Living Cully. Habitat is in the final stages of land acquisition approval for a Habitat site in Cully. Our donation will help fund this acquisition.

Linda Buckley Elder Mission and Service

Nominating Committee 2022 Annual Report

Committee's composition:

The Nominating Committee is composed of three elders, two deacons and two members at large elected by the congregation.

Committee's responsibility:

This committee has the responsibility to annually nominate seven elders, twelve deacons, four trustees and two at large members for the nominating Committee.

The Committee's Process:

The Reverend Beth Neel prepared a list of eligible WPC members able to hold office. Identified were the previous service provided by each eligible member, what year(s) the service occurred, if the individual had a special request (i.e. "not this year", "never ask", etc.). From this list the committee selected prospective candidates and discussed which office would be a good match. A member of the Committee volunteered to make a follow-up phone call. Names of the nominees were forwarded to WPC Program Staff Assistant, Alaina Smith, notifying her of the "ask letters" to be mailed. A follow-up call was made by the Committee member who volunteered to do this, to answer questions and seek their response. After this contact, the whole Nom. Committee was notified via email of the outcome.

Next Step in the Process:

The names of those accepting their nomination for Deacons, Elders and Trustees were presented for election at a Congregational meeting in September. The names of those accepting their nomination for the Nominating Committee At Large were elected at the Annual Meeting in January.

Members of the Nominating Committee: Joanne Engels, Chelle Hammer, Dennis Hodge, Greg Houser, Leslie Lehmann, Janet Patin, Eliz Roser, Janet Youel, Beth Neel (Staff), Nancy Johns, Chair

Respectfully submitted,
Nancy Johns, Chair

Oikos Task Force

Chris Dela Cruz, staff liaison

Members of the Oikos Task Force: Sally Burgess, Kathy Fong Stephens, Karen Karn, Greg Moore

As a reminder, in 2021, Session commissioned a task force to partner with the organization Rooted Good, introduced by Rev. Chris Dela Cruz, to go through a program called Oikos Accelerator. This program, gathering a cohort of congregations nationwide, is “a catalyst that empowers congregations to align money and mission by exploring how to creatively use their church buildings and property to further their mission and build financial resilience.” <https://www.rootedgood.org/the-oikos-accelerator>

Congregant teams go through an “accelerator” curriculum that helps the team discern the congregation’s gifts and talents, assets, surrounding community needs, and potential opportunities to then identify a project.

The curriculum culminated in an October trip to San Antonio, which Karen Karn and Chris Dela Cruz attended, that gathered members from teams from all the congregations in the cohort to come together, learn from one another, as well as have an experience via tours and workshops and speakers to see specific examples in the San Antonio area of how church land and property were used in innovative and financially sustainable ways. For example, community gardens, affordable housing, food trucks, community centers, and more.

After going through most of the curriculum and the trip, here are outcomes from this year:

Through conversation with the Property Committee, for which Greg Moore is a member of, there is movement to clean the space out of the old “Samaritan” space, and see if rental of the space could eventually be done there.

The team has identified the Great Hall kitchen as a space to explore as underutilized and potential for innovative new ministry and partnership. In particular, we are exploring an idea of using the kitchen to possibly be an incubator or resource in some ways for entrepreneurs, particularly BIPOC or other marginalized communities, doing restaurants, food trucks, etc, starting out. Yes there are a lot of questions and logistics pertaining to that, but we are pursuing the beginning stages of all of that.

Respectfully submitted,

Rev. Chris Dela Cruz

Personnel Committee

Members: Jan Hartman, Dennis Hodge, Fred Locke, Karen Nettler, Robin Rolfe, Bill Scott

Staff: The Rev. Beth Neel, The Rev. Gregg Neel

Co-chairs: Nancy Edwards, Tracy T. Miller

Activity this past year:

Updated and implemented the annual review process with input from the staff focusing on accountability and outcomes. Completed pastoral staff performance reviews using the updated annual review process.

Supported all staff members with quarterly one-on-one conversations through a year of change.

Supported Associate Pastor of Congregational Care to restructure the lay support necessary for the Healing and Wholeness Service.

Redesigned Director of Children's Ministry role in light of all the other staff assignment changes in 2021.

Worked with Property Committee to restructure the work to support building management and custodial services. This included redesigning relevant positions.

Supported the transition of duties after the Director of Children's Ministry resigned.

Supported and completed the hiring of two custodial staff positions and one Interim Director of Children's Ministry.

Completed updates of the following policies: Flexible Spending, Leave of Absence/Sabbatical, Mileage Reimbursement, Compensation time, Study Leave, and COVID testing protocol for Communion Sundays.

Renewed agreement with church's Parish Associate and referred to Session for approval

Approved sabbatical request of Associate Pastor of Congregational Care and referred to session for approval.

Supported recognition for significant years of service by staff – Michael Barnes, Melissa Olmstead & Anne Stevenson.

Referred proposed personnel 2023 budget to Session

Began process to think about how to more explicitly include Diversity, Equity and Inclusion as part of Personnel's work. This work will continue next year in conjunction with the next steps of the Racial Justice Audit.

Nominated new Personnel Committee members and refer their names to Session for approval

Westminster is blessed with a wonderful staff and the committee praises their hard work and dedication.

Property Committee 2022 Annual Report

Property Committee Chair: Bonnie Magura, Staff member: Rev. Gregg Neal and Jonathan Dyer
Committee members: Larry Magura, Greg Moore, Doug Youel, Carolyn Zelle, Gil Lissy, Burt Reif, Ron Larson and John Barker.

Projects in 2022:

- Paid first of three repayments to the BMTF corpus of \$13,333.00 for the purchase of a new heating system boiler. Though ordered in 2021, by close of 2022, the boiler was still back ordered due to supply chain issues.
- Wood handrail installed in stair well outside Marcus Whitman room.
- Audio/Visual shelf installed on outside of balcony above the center aisle.
- New AV desk installed in balcony.
- Concrete sidewalk grinding at NE corner of church for safety.
- Repaired broken tiles on sanctuary roof, over pastor's office, and roof leak over SE entry to the CE wing.
- 9 First Aid kits have been installed at strategic locations around the church.
- Co-Pastor office remodel \$23,679.37.
- An HVAC Maintenance contract \$7,500.00 annually was negotiated with Northwest Control Company.
- Recalked Fireside room windows and the window over the awning entrance.
- Replaced 6 street trees and 2 parking lot trees \$3,932.75
- Up graded electrical outlets to 20 amp for office air conditioning units. Oregon Electric \$3,556.25
- 6 Water leak detector and 4 thermal sensors installed and connected to monitoring system as required by the Insurance Board at no cost.
- Replaced light fixture over NE door entrance to sanctuary.
- Repaired circulating pump which supplies heat to the CE wing.
- Surplus furniture and misc. items removed from former Samaritan Counseling Ctr.
- Replaced leaking gasket for boiler #1 to begin fall and winter heating.
- Repaired depression in courtyard play area by SynLawn artificial turf.
- Replaced thermostat in the NW classroom of the day care floor.
- Sanctuary pews repositioned for access to each row and create even spacing.
- New air conditioners installed in all staff offices. \$2,176.21
- Multiple smaller repairs made by members of the committee who provided their time and experience to keeping the church functioning! Special thanks to Greg Moore, Burt Reif, Doug Youel and Ron Larson as well as all the members of the committee!

Staffing:

- Beginning January 2023, Jonathan Dyer is now staff liaison to the Property Committee. Jonathan is taking over the responsibilities of building maintenance operations.
- System Four is providing custodial services for the NCCDC and Hancock Street Preschool in the CE wing.
- Bamba Cuesta-Figueroa is the weekday Head Custodian.
- Steve Littleton is the weekend custodian.

Stewardship Report for 2023

	2022	2023	Difference
Amount Pledged	\$815,003	\$834,398	2.3%
# Pledging Units	225	221	-1.8%

Changes in amounts:

110 pledgers (half!) increased their pledge amount in 2023

13 pledgers decreased their pledge amount in 2023

28 Pledgers from 2022 made no response to the request for a pledge.

Those same 28 made no contribution towards their 2022 pledge (a combined total of \$45,000.)

A few pledgers from 2022 had changes in circumstances that led to them responding that they were unable to pledge this year but would continue to give as able.

What worked:

Advance notice of pledging so people could contemplate and discuss with family.

Minutes for mission

Letters in October with pledge cards

Online pledging availability (increased from 27 for 2022 to 70 for 2023)

Reminder, early Dec, of unfulfilled 2022 pledges led some to fulfill and pledge for 2023

Pledges received in the following percentages by month

Sept	Oct	Nov	Dec	Jan
17%	40%	32%	7%	4%

Westminster Outreach and Welcome Committee

Membership

We held two Exploring Membership Classes, with Laurie as the lead. In total, 12 people participated in the Exploring Membership class. We welcomed 6 new members to Westminster this year - Stephanie Baker-Jones, Lee Ann Erceg, Helen Lyman, Sue Miller, Margaret (Peggy) Primm, and Allyn Williams.

Name Tags

As a result of the Deep Dive Task Force's recommendations, the WOW Committee embarked on a project to get name tags for the Westminster community. Youngin Soh (Raine Miller) was a key volunteer on this project, and spent many hours designing and formatting the name tags. In total, our first order was around 500 printed name tags, and 25 blank ones for visitors. The name tags were delayed due to supply chain issues, but we received them and were able to roll them out in December 2022. We love seeing people at Westminster wearing their name tags, and we feel strongly that this contributes to a feeling of welcome and warmth at our church.

Line Dancing

Through Laurie's leadership, the Line Dancing Group has been going strong, meeting the first and third Tuesday of every month at 4pm in the Great Hall. This group has between 10-20 participants at each event, with 1-2 new people attending each session. We hope to continue this fun and joyful program in 2023.

Swing Dancing

Westminster has been providing venue space for a swing dancing group throughout 2022. In total, we have hosted 5 dances, with an attendance between 60-80 people. The dances attract people of all ages from all around the Portland Metro Area. Many participants are not otherwise connected with Westminster, so we feel that these dances are a wonderful way to connect with the greater community. Although participation has been wonderful, we are in need of more volunteers in order to continue this program in 2023.

Committee Members

The committee was represented in 2022 by the following people:

Staff: The Rev. Laurie Newman

Ruling Elder: Eliz Roser

Additional Volunteers: Youngin Soh (Raine Miller) and Peggy Primm

Administration Commission to Receive New Members: Laurie Newman, Eliz Roser, and Dennis Hodge

2022 Annual Report of the Worship and Music Committee

Committee Members: Beth Keys, Chair; Rev. Beth Neel, Debbie Glaze, Anne Stevenson, Leslie Lehmann, Margi Brown, Jan Poujade, Christina Cole, Janet Goetze, Caroline Greger, Lynn Sullivan; and Nancy Crean and Caroleigh Robinson Deacons Liasons.

The Mission of the Worship and Music Committee of Westminster Presbyterian Church is to plan and support vibrant, inclusive, welcoming worship that inspires and informs faith, shares the love of Christ and promotes service to others.

The tasks and responsibilities of this committee are many and varied. The committee oversees, with the pastoral staff, all worship services: traditional Sunday morning services, summer Chapel services, special liturgical and seasonal services, the Service of Healing and Wholeness and Labyrinth services, funerals, and memorials. The committee develops, reviews, and evaluates styles and methods of worship elements. Taking advantage of the many talented artists and musicians within Westminster's community, the committee develops and provides seasonal and liturgical décor and music presentations to enhance the worship experience and the worship space. The committee is responsible for organization, recruitment and coordination of volunteers who perform the tasks of preparation for these services. The Worship and Music Committee works with the Director of Music and Head of Staff to coordinate the vocal, bell and instrumental music offerings for worship.

An additional responsibility coming out of the pandemic, the committee is to ensure the ongoing continuity of noon prayers held Monday through Thursday via FaceTime. The 15-to-20-minute prayer time is led by and rotates between the four pastors. Worship and Music also continues to oversee providing livestream worship and to recruit and train volunteers to operate the sound board and the cameras. Additional volunteers are needed.

A Task Force formed to discern the ongoing support and leadership of the Service of Healing and Wholeness and the Labyrinth. Subcommittees with individual leadership are being developed to share the duties to provide these important and powerful worship experiences.

After much discussion and upon the recommendation of our Music director, Debbie Glaze, it was decided that the Angel choir will be on hiatus for the time being. There are insufficient numbers of children old enough for the choir. Other ways to incorporate music in children's programming are being explored.

2022 was another year requiring a great deal of creativity and flexibility. The Worship and Music committee and our staff leadership of Beth Neel and Debbie Glaze have responded to the challenges with energy, intelligence, imagination, and love. They have created art pieces, provided special music, seen to the preparation and clean-up of Communion, ordered and displayed plants at Easter and Christmas, obtained and decorated Christmas trees, prepared Epiphany stars and so much more. The committee members have been dedicated and committed and readily volunteered for whatever tasks needed doing. My deepest thanks to each one of you.

Beth Keys

Westminster Youth Ministries Annual Report

Janet E. Patin, chair

“Train children in the way they should go; when they grow old, they won’t depart from it.” Prov 22:6

We rejoice in a year of growth - of ideas, of connections, of faith. With joy, we turned off the Zoom and met in person again. Rev Chris Dela Cruz, now fully installed as Associate Pastor for Youth, Young Adults, and Community Engagement, nurtured old and new endeavors with encouraging results.

Middle and high school youth groups continue to grow, and it’s been exciting to see friends outside the church joining us. Peet’s for Peeps, our monthly Sunday of walking to get hot drinks, sitting together in the balcony for the first half of the service, then retiring to the tower room to discuss the sermon and share joys and concerns, has been an energizing time together. While often mostly middle-schoolers, high schoolers and a variety of adult leaders have spiced the conversation.

Our monthly combined youth group is now christened the NE Youth Collective, with a collaborative group of pastors and lay leaders. We rotate church locations and split up the responsibilities for food, teaching, games, and song, amongst the 7 nearby churches. The initial core of Westminster, Rose City Park Presbyterian, Fremont Methodist, & Central Lutheran welcomed Augustana Lutheran, Salt and Light Lutheran and St Michaels and Angels Episcopal youth. This gives us the critical mass for fun with 20-50 participants, and new friendships are blooming across denominational lines. We did service projects throughout the year, helping with multi-church Vacation Bible school, pet ministry with the elementary kids, and cards of encouragement for the refugee support project.

We had a summer outing to Oaks Park with 15 kids from several of the Youth Collective churches.

We held a Lock-in in November for 11 Westminster middle- and high-schoolers, 4 of whom stayed up ALL NIGHT LONG. The high school retreat at the Neels’ cabin in Washington connected 5 teens for worship and play. We tried some things that didn’t work as well as planned for parents, including overlapping dinner time for the youth groups, and 7 am pickup after the lock-in; no growth without mistakes! Our God is a God of second chances, for which we are grateful.

The first Family Dinner Church was launched with great success, with over 40 people in attendance, about a third of them kids who all crammed into one expanded table. There was ritual and song and Scripture, and a wonderful Filipino dinner provided by the local food cart Baon Kainan. Several of the youth are deeply involved in the planning, performing, and leadership.

The Pentecost Offering on Sunday May 22 is divided 60% to the Presbyterian Mission Agency for at-risk youth & 40% for local youth needs. Our 2022 Pentecost offering 40% was \$1326, which Session designated to be used for NE Youth Collective. Thank you and God bless you for your support, of Rev Chris, our Youth Team, and our amazing children of God.

Janet E Patin, Session member for Youth

Youth Team: Sean Burgess Catie Carver Chris Dela Cruz, pastor
Dean Lillard Janet Patin

Westminster Presbyterian Board of Trustees End of Year Report for 2023

WPC Trustee Board Mission

The Trustee Board preserves and expands Westminster's ministry capacity by *encouraging legacy giving* and *exercising wise stewardship* over the long-term financial assets entrusted to the church. We **educate** our congregation, recommend **policies** to Session, and provide **fiduciary management and control** over the investment and disbursement of these funds.

The Westminster Board of Trustees consists of 12 members who meet every other month. This year's board members were Dan Vetter (Chair); Michael Moore, Janet Goetz, David Greger, and Clark Worth (Development Committee); Marilyn Bergan, Tyler Harvey, and Rich Goheen (Investment Committee), Jane Rabe, Kelly Scott, and Barry Lundberg (Odiorne Committee). We were assisted by Ray Kennedy (Treasurer) and Gregg Neel (Staff).

We met bi-monthly and resumed to face-to-face meetings in May of 2022. Our sub-committees pursued their work as described below.

Development Committee: In early 2022 we happily received a large gift to establish the Helen Kolden Alne fund. A key focus this year was searching past records and working with an external accountant to better understand the originating documents for some of our funds and to determine which are true endowment based on their originally stated purpose, and which are board designated funds. To eliminate future confusion we are refining our legacy giving paperwork, and considering ways to tighten our record keeping. Plans were also laid for a 2-part legacy giving series to be offered in February 2023.

Investment Committee: The Investment Committee monitors the Lockwood Legacy Funds to ensure they are properly invested and diversified. We meet annually with a Planning and Development Officer for the Presbyterian Foundation to review the investment portfolio. Total legacy gifts in 2023 came to nearly \$31,000. With this year's downturn in both the stock and bond markets, our fund balance declined to just over \$2.45 Million, including funds loaned to the church (and being reimbursed by Capital Campaign). Spending from the Lockwood Legacy accounts is limited by our spend-down formula (design to protect each funds corpus) and by the special purposes established for various funds. In 2022 we spent \$133,000 on a variety of projects, most of which would not have been possible without the funds generated by our Lockwood Legacy Funds.

Odiorne Committee: The Odiorne Committee uses proceeds from the Odiorne Memorial Trust Fund to help students who are members of Westminster and have completed at least one year of studies at an accredited college or university. This year four \$2000 scholarships were awarded to Benjamin Bridges, Dovic Patin, Eli Karn, and Charlotta Schreuder.

We encourage you to remember Westminster in your estate planning so that your legacy of support for our community will live on even after you are no longer with us physically. Your Trustees are planning Adult Ed (2/5/23) and Saturday Morning (2/25/23) workshops to explore the WHY and the HOW of legacy giving. We hope you'll plan to come.

Respectfully Submitted,

Dan Vetter

Members of the Lockwood Legacy Funds

Anonymous (4)	Jeff Lewis	Bill Scott
Tim & Terri Banasek	Judy Lyons	Lewis Sprunger
Margaret (Margi) & Don Brown	Jane & Philip Marquis	Anne Stevenson
Jerry & Linda Dinan	Carol Morgan	Kate Thompson
Elaine Durst	Janet Murphy	Kay Tousley
Joanne Marie Engels	Beth & Gregg Neel	Carol Turner
Caroline Greger	Cari Olmsted	Clark Worth & Leslie Lehmann
David Greger	Jan & Harold Poujade	
Karen Hawkins	Jack & Caroleigh Robinson	
Louise Jones	Edgar Rynerson	

Report of the Pastors' Discretionary Fund
Written by Gregg Neel

In September of 2003, the Session established the Pastors' Discretionary Fund after receiving a bequest from the Dorothy Miller Residuary Trust. This fund was set up by Dorothy Miller "to be used exclusively by the Pastors of the church at their sole discretion." The fund is used to financially help those in need.

Each year, using the Board of Trustees Investment policy for all endowed funds, a percentage of the value of the fund is made available to the pastors for their use to help those in need. Additionally, members and friends of Westminster make direct gifts to the fund. Those gifts are used as quickly as the need arises.

If anyone is interested in making a gift, please contact Sandra Hetzel, Bookkeeper, at finance@westprespdx.org. If anyone is interested in the use of the funds, please contact the Rev. Gregg Neel at gneel@westprespdx.org

In 2022, here is how the funds and gifts were used:

	Money	Families
Rent	\$ 8,633.00	13
Electricity	\$ 7,934.28	23
Water	\$ 675.80	2
Other*	\$ 19,108.47	
Gift Cards**	\$ 2,000.00	
Total	\$ 38,351.55	

*Other includes special one-time assistance, purchases, repairs, etc.

**Gift cards are purchased from Fred Meyers and Safeway so that a pastor almost never gives cash directly to persons. Many persons and families were assisted with gift cards valued at \$25 during the year.

Westminster Presbyterian Church Mission Statement

The mission of Westminster Presbyterian Church is:

- * to proclaim and share the good news of Jesus Christ;
- * to be a welcoming and nurturing Christian community;
- * to gather to worship God with reverence, joy and beauty;
- * to seek a deeper relationship with God through prayer, study and fellowship;
- * to respond to human needs, witnessing to God's love and compassion day by day;
- * to foster justice, promote human rights, and advance peace in our neighborhood, our city, and our world;
- * to join with others in this mission.

Westminster's Vision Statement:

Westminster will change the world, one life at a time, by following Jesus as we offer hospitality, encourage spiritual growth, and serve others.

**Westminster Presbyterian Staff
January 2023**

Pastoral Staff

The Rev. Beth Neel, Co-Pastor
The Rev. Gregg Neel, Co-Pastor
The Rev. Laurie Lynn Newman, Associate Pastor
The Rev. Chris Dela Cruz, Associate Pastor
The Rev. Eileen Parfrey, Parish Associate (volunteer)
The Rev. Dr. James Moiso, Pastor Emeritus

Program Staff

Eliz Roser, Interim Director of Children's Ministries

Music Staff

Debbie Glaze, Director of Music
Michael Barnes, Organist
Leslie Lehmann, Assistant Organist
Anne Stevenson, Director, Westminster Concert Bells (volunteer)
Sue McBerry, Director of Music Emerita

Office Staff

Jonathan Dyer, Church Manager
Alaina Smith, Program Staff Assistant
Sandra Hetzel, Bookkeeper
Ray Kennedy, Treasurer (volunteer)

Custodial Staff

Bamba Cuesta-Figueroa, Head Custodian
Steve Littleton, Weekend Custodian

For All The Saints

For all the saints, who from their labors rest,
Who Thee by faith before the world confessed,
Thy Name, O Jesus, be forever blessed.
Alleluia, Alleluia!

Thou wast their rock, their fortress and their might;
Thou, Lord, their captain in the well-fought fight;
Thou, in the darkness drear, their one true Light.
Alleluia, Alleluia!

O blest communion, fellowship divine!
We feebly struggle, they in glory shine;
Yet all are one in Thee, for all are Thine.
Alleluia, Alleluia!

From earth's wide bounds, from ocean's farthest coast,
Through gates of pearl streams in the countless host,
Singing to Father, Son and Holy Ghost:
Alleluia, Alleluia!