



WESTMINSTER  
PRESBYTERIAN  
CHURCH

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November 29, 2023

Dear Westminster community,

The Session and staff are both saddened for Westminster and excited for Chris as he responds to God's call to a new ministry venture. Chris has been an invaluable part of our community and has moved Westminster into new ministries of justice and compassion. We are so grateful for his time with us.

As we begin the transition process, let us share some details.

- The Session plans to give Chris a going-away gift. If you would like to donate toward a gift, please go to our website, [westprespx.org](http://westprespx.org), click "online giving," and type "Chris" in the memo line. Or, you may send a check and write "Chris" in the check memo. Please give by Thursday, December 21, if you would like to participate.
- We will celebrate Chris on Sunday, December 17, in worship, and then in the Great Hall.
- Chris's last day in the office will be Sunday, December 24. At the congregational meeting on December 10, the congregation will vote to ask the Presbytery of the Cascades to dissolve the associate pastor relationship effective December 31, 2023.
- The Personnel Committee will begin working immediately to begin a search process for an interim associate. The Personnel Committee is in the process of determining how to delegate the work that Chris has been doing.

The Personnel Committee and Session will continue to evaluate our current staffing pattern. Since we have an interim director of children's ministries and a temporary supply associate pastor, this is an opportune time to consider how to staff the church for the future. A plan for searching for permanent calls/hires will be implemented after this evaluation. The Session will communicate with the Westminster community on a regular basis.

Presbyterians have separation ethics when a pastor leaves, and as such, Chris will not be invited back to Westminster to lead or participate in memorials, weddings, or other pastoral events.

While we acknowledge that change is the only constant, change is always hard. Let us remember that God is constant, and we are in God's hands as God leads us in ministry and mission.

Yours in service to Christ,

Jan Poujade  
Clerk of Session

Beth Neel  
Co-pastor

Gregg Neel  
Co-pastor