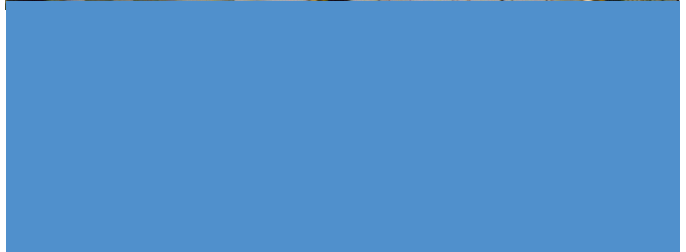




WESTMINSTER  
PRESBYTERIAN CHURCH

# 2019 ANNUAL REPORT

*to the Congregation  
from Session*



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# From Our Pastors

## INTERIM SENIOR PASTOR, HEAD OF STAFF



Next Sunday is the Super Bowl, and whichever team wins will have had, by all measures, a successful season.

Companies have been making their annual earnings reports. The level of their profit is a way to measure success. Report cards

are sent home from school. The grades indicate the level of success in a class.

But how do we measure success for a church? Maybe some of you keep score and the numbers are all important, or you look at the bottom line as if we were a for-profit business, or you give out grades to programs and people based on your personal preferences.

I believe the measure of success for a church is a matter of understanding just whose team we are on, whose business it is and what business we're in, and by what standards we grade our work for the kingdom.

So, I see the measure of success for a church as: Maturity in the Faith, Strength of Community, and Service for Others.

When we understand success this way, we can see that success for a church has to do with:

1. **Growing in Faith:** Are we taking advantage of learning more of the Bible; developing our

spiritual life, making a daily connection of faith to life? How do we help build up the community of faith through worship, stewardship, and prayer?

2. **Fellowship:** How are we caring for each other, serving together, getting to know each other, building friendships, and welcoming everyone? What is the level of generosity and encouragement as we share life together?
3. **Mission:** How are the least of these among us being served? Who is not at the table as we serve and share the love of Jesus Christ and how are we making room for them? In what ways are we providing for others out of the abundance we enjoy?

By these measures, then, Westminster Presbyterian Church had a successful year in 2019. How can that be with what happened financially a year ago? Because God knows how lives have been changed for the better; how, in the midst of difficult days, our church community has grown stronger in faith, hope, and love; and most importantly, how we are prepared to take the next step into the future God has prepared for us.

We live in the confidence that God has hold of us and won't let go. And because of that faith, we can do great things for God and for good.

I look forward to serving with you in 2020.

Blessings and peace,

Dr. Bruce Lancaster

## ASSOCIATE PASTOR FOR CONGREGATIONAL CARE



In January 2019, the officers gathered for the annual retreat. Our key scripture was “Rejoice in hope, be patient in trials, persevere in prayer.” This proved to be a prophetic verse for the coming year!

We give thanks for the faithfulness and providence of God during times of transition. We said good-bye to many cherished colleagues in 2019: Jim Gilchrist, Robin Pyles, Heather Flitsch, Will Hignett, Joan Watson, Carrie Kushner, Cassandra Van Cleve, Cristina Didiano, Michele Charmello, and Perry McCartney who moved from the church staff to pursue other interests personally and professionally. We welcomed Bruce Lancaster, Natalie Brown, Laura Ecklin, Cara Daniele, Eileen Murray, Karen Williams, Kim Dunkovich, and Matt McLane, who brought fresh ideas and gifts in serving on the church staff. The church hummed with activity every week with a wide variety of studies, gatherings, worship,

outreach, meetings, meditations, fellowships, and concerts. Our Christian ministry continues with energy, new perspectives, and a positive outlook in serving God.

Trials came to several families last year as they said good-bye to loved ones. God’s presence was with us as we celebrated the lives of family members and committed the saints to almighty God. On All Saints’ Day we remembered the 38 individuals who were called to the church triumphant this past year. They will forever live in our hearts and memories.

Collectively, we faced the trials of the tragic financial situation. As the year unfolded the true impact of unpaid taxes along with monies stolen from the church was uncovered. We can give thanks for the many church members who brought their individual gifts to seeking solutions to this serious issue. As our year comes to the close, a plan has been developed to address this issue, controls are in place, and we will be much wiser in the future.

Prayer has anchored our life together. God hears us praying as a congregation each week in worship. We pray for each other, our world, and the future, along with our individual joys and concerns. We pray to celebrate the joys of baptisms and weddings. Prayers are offered when our hearts are breaking, and we anoint people near death. We ask for healing and a way forward. God hears all of our prayers. While the prayers may not always be answered in the way we desire, we know our hearts will be changed to be more like Jesus when we persevere in prayer.

Serving the Lord with all of the good people at Westminster Church is an honor. Our future is bright as we seek the Lord’s leading for the coming year.

With joy,

Louise Rogers

## ASSOCIATE PASTOR FOR THE BRIDGE, YOUTH & MEDIA



On New Year's Eve this year, following the prayer and communion service in the chapel, I found myself at home poking around on Facebook and Twitter. I noticed that when it came to how people felt about 2019, it was a decidedly mixed bag. Some people posted incredible stories of growth, of learning, of

wisdom, of development, not to mention seasons of abundance, joy, blessing, and love. But just as many if not more were extremely happy to see 2019 go, to watch it pass them by in the dropping of a crystal ball. For these folks, 2019 had been a year of sorrow, of heartbreak, of disappointment, of loss, and of tragedy. I can't quite remember a year that had such a mixed reaction, at least as far as you can trust the sample size of social media.

What I really landed on was that for me, 2019 was a year of looking backwards. Around Thanksgiving of 2018 our congregation was shaken by the financial situation here at the church, and 2019 was spent (rightly) looking backwards and asking questions. How did this happen? How can we make sure it never happens again? How much damage did we suffer? Will we recover from this damage? And I must say, I could not be prouder of the leadership of our church for working through these questions. New controls are in place to make sure such a crime will not happen to us again. While we did suffer damage, some stepped up in monumental ways in terms both of giving and of good stewardship to bring us to a more wholesome place. And we did recover. I am certain that we are in a much stronger place today than we were this time a year ago, and for any and all who have had a hand in making that a reality, you have my thanks.

2019 was also a year of looking backwards for me personally. This was my third year of ordination, and

there is something about the third year of anything that changes your perspective. Ed and I agreed that we didn't really have our feet under us in youth ministry until we had been here at Westminster three years. It takes about three years to get a lay of the land, to gain the trust of the students, and to discover enough about yourself and how you do ministry to make sense of it all. And so as I crossed that three-year mark of ordained ministry, I found myself constantly looking backwards at what I had learned. Little lessons, like how to properly preside over the communion table, and big lessons, like how to walk with the family of someone who is about to depart this life, came to me in time. And I am grateful for all of these lessons.

Looking back is good. It gives perspective, it helps lessons land and cement themselves in our minds, and it can serve as a means to see what God is up to in our lives in a concrete way. That said, I think 2020 is all about looking forward. As we stand in a much more stable place as a church, it is not enough to notice that we've regained our strength. We ought to ask what we'd like to do with it. What ministries and missions would we like, as a congregation, to get back to? What new and exciting possibilities lie before us? What holy imagination can we bring to our ministry and work here in the South Hills of Pittsburgh, and indeed around the world? I don't know what lies ahead for us, but as a visionary and a dreamer, I am beyond excited to be here to dream with each and every one of you.

In fact, that is my invitation to all of us this year. Come dream with us as a church. Stop by my office for a cup of coffee and a conversation about where we see the church going. How can we be a more welcoming and affirming place for the teenagers of our community? What new and innovative ways can we worship God, both in our Sunday gatherings and in our daily lives? What new media exist in the world for us to tap into and share the love of Jesus Christ? I am excited to be a part of this journey with you all, and I welcome the dreams and visions of all in this place!

– Jason Freyer

# Worship Commission



The goal of the Worship Commission is to provide meaningful worship experiences to glorify God and help participants in the knowledge, love, and service of God.

The Worship Commission is responsible for the 8:30 and 11:00 a.m. Sunday services. The Bridge service has its own commission. The activities of the Worship Commission include overseeing the arrangements for the traditional Sunday services, recruiting and training ushers who serve in teams with a head usher, arranging for the celebration of the Lord's Supper (providing the elements, scheduling servers, overseeing Communion setup and cleanup), and providing general oversight to the Music and Arts program.

Westminster's musical groups continue to flourish. While the ensembles' primary goal is to lead worship, the wonderful byproduct is the sense of community and fellowship that is evident in all of the groups. The quartet and Chancel Choir participated in weekly Sunday services as well as Maundy Thursday and Christmas Eve. The Chancel Choir sang the Christmas portion of Handel's Messiah with the Academy Chamber Orchestra. In the fall, they performed a very well received Nothing Sacred concert, with proceeds from the freewill offering going to Rise Against Hunger. The Chancel Choir has 70 members on the roster. On any given Sunday, there are 40 to 50 singers in the choir loft.

The Cherub and Junior Choirs continued to lead worship the first Sunday of the month. They led worship at the 5:00 p.m. Christmas Eve service and led worship on Mother's Day when they presented their annual musical. Holly Jones is in her third year as the director of the Junior Choir. Beth Ketterman continues to serve as the director of the Cherub

Choir. Once again, she organized a very successful Pocket Change Project. In this, the tenth year, they exceeded their goal of supporting their 100th Haitian child at La Croix. The Cherub and Junior Choirs helped lead worship at our Pocket Change Project churches, and they hosted those choirs at Westminster.

The Westminster Ringers, under the direction of Jim Marshall, continued the tradition of beautiful and inspiring bell music as they rehearsed weekly and played on the third Sunday of the month and on the Christmas concert.

The Music & Arts Series has continued to provide diverse performances through our primary mission of bringing high-quality concerts to the South Hills as we feature local, national, and international talent. Our continuing goal is to enrich one's appreciation of the arts through the timeless message and power of music. It is our hope that this outreach will enable people to experience our beautiful facility and consider attending worship with us. This past year we welcomed the Pittsburgh Camerata, the Mendelssohn Choir of Pittsburgh, and Resonance Works to Westminster for self-produced concerts. The popular Organ Summer series was organized by Jim Burns and Sara Kyle. Guest organists appreciate the opportunity to play our fine organ in a beautiful space with excellent acoustics.

Scott Carson leads the ushers who serve in up to four different worship services. Last year 88 church members volunteered to usher and the Worship Commission thanks them for their service. We would like to take this opportunity to ask other Westminster members to join our team in making Westminster a welcoming place to worship by contacting Jan Baumann to be included in our

list of ushers. Being an usher is a wonderful way to serve the congregation and visitors while having the opportunity to get to know more members of the Westminster family. In addition, an updated policy regarding usher training relating to the physical security of the worship locations as well as the security of service participants was developed and will be implemented in 2020.

Communion continues to be served on the first Sunday of each month. Gluten free communion wafers are available at all three services. Andie Noah serves as the general coordinator and Cara Daniele, kitchen manager, orders and organizes the communion bread for the volunteer teams. The communion preparation teams rotate monthly and prepare the elements for all three Sunday services.

The Worship Commission has been proactive in providing Westminster Church with an inspiring, faith focused, meaningful, and joyous religious experience each Sunday morning and during all of our special Christian celebrations. Our devoted and appreciated team of ministers, musicians, ushers, custodians, staff, and dedicated volunteers who contribute to worship have led us all to experience a closer and deeper walk with our Lord and Savior, and we are truly blessed as a congregation to have them.

– Christine Hestwood, Music and Arts Director  
– Jay Descalzi, Chair

## The Bridge Worship Service



2019 was another stellar year of worship at the Bridge contemporary service. Our goal is and always has been to offer worship that is attractive to those who prefer contemporary worship music, without compromising on the liturgical excellence Westminster is known for.

We have seen a continued and steady increase in the number of musicians who participate in worship, thanks in great part to our worship coordinator Nadina's work and enthusiasm. The beauty of the Bridge is that you never know which collection of musicians you might see on the stage, but you can be totally certain that they will play skillfully and with great passion.

We were sad to see one of our steady preachers at the Bridge, Cassandra Millis, move on following

her marriage to Ray Van Cleve, with whom we're still just a little bit angry for taking a job all the way in Connecticut. We are eternally grateful for Cassandra's witness and service, and she is truly missed down in the Bridge.

As we look forward to 2020, one of our goals is to continue to offer tremendous worship, but also to work toward uniting our congregation. Though separate styles of music may be compared and contrasted, all three worship services are a part of Westminster's vibrant ministry, so we look forward to exploring new opportunities for fellowship, community, and discipleship in the church at large. If you would like to be a part of that exploration, please stop by and see Jason Freyer or Nadina Robusto at any time!

– Jason Freyer

# Chancel Guild



Chancel Guild manages Sunday memorial flowers; seasonal décor for the sanctuary, Galbreath Chapel, and reception areas of the church; wedding coordination; and certain worship-related purchases.

Peg Kinsey administers the memorial flower program for weekly worship, Easter, and Christmas. Peg receives payments from and sends thank you notes to donors, writes bulletin memorials with donor names, and provides name and address information (with directions) for deacons to deliver the memorial flowers to shut-ins or church members who are ill or need encouragement. Chancel Guild members divide the large chancel bouquets into smaller arrangements after the 11:00 a.m. Sunday service. Donati's Florist provides memorial and seasonal flowers and palms. Several Sundays are available for donors to provide Sunday memorial flowers.

For Palm Sunday, Easter, Thanksgiving, and Christmas, Chancel Guild decorates the sanctuary.

At Christmas we also decorate Galbreath Chapel, as well as the north and south entries, Memorial Parlor, and the sanctuary trees. Except during winter months Chancel Guild provides wreaths at seven church entrances.

Two wedding coordinators assist the bride during her wedding planning process, rehearsal, and wedding. Chancel Guild provides candles (for a fee) as requested.

In 2019 Chancel Guild replaced the Easter banners for the sanctuary. We also purchased white wedding banners with a circle of pastel flowers representing the unity of marriage.

Many helpful hands make our tasks fun as well as meaningful. You are welcome to join us as we enhance our beautiful church and worship experience.

– Joy Mahrer and Marsha Gnagey, Coordinators





# EDUCATION & SPIRITUAL FORMATION

## Children's & Family Ministry Commission

Our mission for Children's & Family Ministry:

- Provide a welcoming Christ-centered ministry for children and families
- Guide children and families on a path of lifetime faith
- Allow children to discover God through age appropriate learning programs and fellowship
- Provide parents resources needed to raise a spiritual child
- Give families the opportunity to serve God and care for others through prayer, actions, and mission

We strive for our children to develop in their faith by the end of sixth grade through:

- **Biblical knowledge** (know the stories/ "information" in the Bible)
- **Personal knowledge** (grow their own faith through a personal relationship with God, learning to pray, worship, and share and live their faith every day)
- **Moral knowledge** (use their faith as a basis for making right decisions)

We also provide parents the tools, guidance, and supplemental materials to enable them to be spiritual guides for their children. We believe that children

are active learners, learning best by interacting in fun activities that include their friends and family, using a variety of teaching methods and experiences.

With this mission in mind, we have provided the following programs for the children of Westminster this year:

**Sunday School** – Our Sunday school programs are offered during the 9:45 and 11:00 a.m. worship services. At the 9:45 a.m. service, children in PreK through fourth grade participate in a large group Bible lesson. At the 11:00 a.m. service children are grouped by age (2s & 3s, PreK and kindergarten, first and second, third and fourth, and fifth and sixth grades). Children have opportunities for small and large group Bible lessons. Also, on the first Sunday of most months, children in PreK through sixth grade attend worship with their families.

We teach our children utilizing the Tru Sunday school curriculum. "Tru is a spiritually forming, parent empowering curriculum that equips children, leaders, and families to know Jesus and live out a vibrant lifetime of faith." Through various activities and readings, children see the whole Bible and how God's big story connects their own story. They explore the Bible scriptures chronologically. God is at the center of every lesson. The children experience lessons through

hands-on and creative activities which allow learning about God to be fun and engaging.

**Baptism Book and Bibles** – When a child is baptized into the church, families are given a special baptismal book. This book allows the family to begin that spiritual journey with their young child. We provide second and third graders with a new Bible during a Bible Sunday worship service. These children have the opportunity to participate in extra Bible study teachings so they become familiar with the basics of how to read and use this Holy Book. Also, children in PreK through first grade are offered a picture story Bible during a hero and heroine Bible study.

**JAM** – JAM (Jesus and Me) is our Wednesday evening program for our fifth and sixth graders. This program offers an opportunity for students to continue to grow in their faith and experience age appropriate fellowship within a safe and fun environment. Children interact with a dedicated group of adult leaders and mentors, as well as with their peers. They work in small groups, participating in a Bible study and prayer, an activity that helps them apply the Bible lesson to their own lives, a team-building game, and mission opportunities.

**Sacrament Education** – Starting in second grade, our children are given the option to participate in a two-session sacrament education class. These classes are held in both the fall and the spring. The focus is on teaching the children about the meaning behind the two sacraments of our Presbyterian faith, baptism and communion. Once completed, the children are invited to join their parents in celebrating communion in the worship service of their choice.

**3rd and 4th Grade Workshops** – These workshops, offered several times a year, encourage children to explore a faith building topic in a fun, engaging way. The topics included “The Apostles’ Creed,” “The Lord’s Prayer,” “The Ten Commandments,” and “I Have My Bible, Now What?”

**Jubilation Station** – This was the second year we offered this program for PreK through second grade on Wednesday evenings while families can continue to enjoy fellowship after dinner. This program provides an opportunity for sharing an interactive, engaging Bible story, along with some fun games.

**Vacation Bible School** – Vacation Bible School was held the second to the last week in June 2019. This event serves both our congregation as well as the community at large. Children in kindergarten through sixth grade are invited to attend, with an additional preschool program serving the children of volunteers. The age appropriate curriculum allows the kids the ability to learn Christian based ideas and principles through an engaging and fun theme in a weeklong setting. This year we served a little over 208 children, with the help of over 112 teen and adult volunteers serving in a wide variety of leadership, teaching, behind-the-scenes, and support roles. The fifth and sixth graders helped work on the SHIM Garden and they were responsible for advertising the “Food to Go” mission collection.

**Family Events** – Periodically throughout the year, Westminster families are invited to participate in a variety of events designed to provide opportunities for fellowship and education, often across generational lines. This year activities included a Valentine’s Bowling Party, a Lent Family Coloring Project, a Family Pool Party, Pumpkin Picking, Gingerbread Factory, and Breakfast at the Manager. These activities encourage families to partner together, supporting one another and building lasting relationships as they raise their children to follow God’s plan.

**Mission Activities** – We encourage the children to participate in various mission opportunities throughout the year. For “Food to Go,” children brought in nonperishable food items for children in different parts of the Pittsburgh area that qualify for free breakfast and lunch during the school year. JAM children participated in a Christmas shopping trip for the Bair Foundation Project for local foster children. They were able to buy over 70 Christmas gifts. Children made Advent wreaths for congregation members that may not be able to make it to church. Cards and care notes were written and given to the Deacon mission “Treats for Troops” and JAM kids made a craft and card for members unable to get to church. The church also shared an “Advent Wreath to Go” and devotional booklet with families to carry on the Advent celebration into the home.

– Natalie S. Brown

# Youth Commission



2019 was a very active year for Westminster's youth ministry. After developing our ministry's values in 2018, we were given a new foothold for all that we planned and took part in over the year. Check out how we dug into some of our values this past year:

**"We will shape teenagers who will change the world.**

Jesus trusted teenagers to change the world, and so do we. Through our efforts to offer discipleship to students, we look forward to the world they will shape and we delight in offering students the lifelong opportunity to take the lead in that work."

This year we took some serious steps in offering a few students the opportunity to take leadership roles at Westminster. Not only do we continue to support and encourage teenagers as deacons in the church, we've also invited a few students to help design and lead a Bible study for the adults of our congregation. Both the student leaders and participants are learning what it means to grow from the experience and from those who are on the path of faith by their side.

**"Serving families is serving students.** The most influential people in a student's faith journey can be their immediate family, and as such we commit to offering opportunities for learning, support, challenge, and growth for the family."

One of the newest initiatives we've jumped into this year is the weekly involvement of parents in the confirmation process. Parents are invited to their own class each week that meets during the same time as their students. In this time parents have connected with one another over matters of faith, parenting, and

navigating their role in the lives of their families. This time has proven to be of high impact.

**"We are called beyond ourselves.** We take seriously the call to be the hands and feet of Christ, and as such will work to repair the broken world through our service and mission, and to continue to spread the good news of Jesus Christ to any and all we meet in our words and deeds."

One of the most exciting moves we've made this past year is to create new mission partnerships. High school students traveled to Washington, DC, to serve families and individuals who are experiencing homelessness with the Church of the Pilgrims. Middle school students spent a week in Romney, WV, to partner with the Jeremiah Project on home repair mission work. Each of these trips continues to bear fruit in the lives of our ministry, and we look forward to continuing these partnerships in the future.

All of these unique experiences are supported by our continued commitment to exciting, fun, and valuable weekly youth group meetings. We still love to pray, worship, and learn together! We are so thankful for our volunteers who give their time, energy and commitment to this ministry. Nearly all our events, programs, and activities rely on the generosity of volunteers, so we extend special gratitude to all who have been involved.

We're looking forward to another wonderful year of serving families and students.

– Ed Sutter

# Adult Spiritual Development Commission

The purpose of the Adult Spiritual Development Commission is to provide opportunities and resources for spiritual development. Programs and events are designed to help adults navigate their spiritual journey and develop friendship and fellowship within the groups and Westminster community.

The commission has oversight of the library and adult classes including the Westminster Seminars and Perspectives and Genesis classes. Small groups are supported by our commission and include Faith in Life, Fishers of Men, Tuesday Morning Men's Group, Westminster Book Group, Adult Bible Study, and Centering Prayer. Information for all the groups is available on the church website under "Adult Ministry."

The Adult Spiritual Development Commission meets approximately six times a year. We invite you to join us and welcome all ideas and insight that will encourage our congregation to grow in faith and foster a connection to God, to each other, and to the community.

This year, Adult Spiritual Development sponsored the following activities and events:

"A Day Away," a day-long retreat at the Spiritan Center in Bethel Park. Louise Rogers and Bruce Lancaster facilitated the day's program based on the book *Liturgy of the Ordinary* by Tish Harrison Warren.

Specific liturgical season activities included Lenten Quiet Prayer in Galbreath Chapel and a Lenten prayer study. Louise Rogers and Nana Wilson led a three-week Advent study exploring the scriptures read during this season.

Labyrinth facilitators Mary Kay Mitchell and Barb Myers presented a seminar in March to coincide with the Holy Week Labyrinth. In the fall, a program/walk was provided for a Methodist Women's Group in Murrysville. The portable labyrinths are available for program presentations and rental to interested groups and organizations.

- "Silence for Our Lives," quotes for reflection and spiritual living, became a regular addition to the *Spire*.
- Women 2 Women (W2W), an interactive Bible study, offers a daytime and evening group.
- Pets can be such a blessing and are a very necessary component to the well-being of some of us. Our Pet Ministry remains strong with Blessing of the Pets and Pet Remembrance Services.
- The Gallery, the Permanent Collection, and Members Showcase continue to be a source of beauty and inspiration.
- Grief Care is scheduled at various intervals throughout the year to help our bereaved navigate through the pain of losing a loved one.
- The Westminster Seminars on Sunday mornings continue to inspire and to spiritually develop participants with faith-based topics and spiritual lectures.

"A Day Away" retreat is scheduled for June 20 at the Spiritan Retreat Center. Please save the date for an opportunity to grow spiritually and enjoy a time of fellowship.

– Barbara Myers

# Presbyterian Women of Westminster – PWW

Two small groups of Westminster women called Circles meet most months during the school year for Bible study and Christian discussion. Our major project is organizing the semi-annual rummage sales. Thanks to generous Westminster member donations, purchases, and help during the sales, PWW donated over \$20,000 to local, national, and international charities in 2019. New members of Abigail and Elizabeth Circles are welcome, as are volunteers for the rummage sales.

– Joy Mahrer, Abigail Circle Leader



*“A Day Away” Spiritual Retreat, June 2019, sponsored by Adult Spiritual Development*



# COMMUNITY OUTREACH & MISSION

## Communications Commission

In 2019 the focus of the Communications Commission was to foster an inclusive, transparent, and active church community by strengthening the internal communications of the church staff, ministries, commissions, and members. Additionally, we worked to portray a welcoming image to the external community to attract visitors as well as to support the new pastor search. Our core message this year was “Find Your Place, Find Your Passion, Find Your Peace” at Westminster.

2019 accomplishments:

- The Communications Commission’s charter, matrix, and strategy were reviewed and updated.
- The WPC website was significantly redesigned to portray a welcoming, active, and diverse community. Some of the many updates include:
  - The menu structure was reorganized to facilitate intuitive navigation.
  - Current photos from the life of the church were added throughout the website to add visual warmth.
  - Staff photos and profiles were added to promote increased familiarity of our staff.
  - Commission charters and serving members were added to the website to build awareness about how our church operates. Email addresses were established for each commission to facilitate greater access to the commissions.
- Videos of sermons were added to the website.
- Links to daily devotions were added for additional spiritual support.
- Beginning on June 2, each week’s 11:00 a.m. sermon was videoed and posted to our YouTube channel. A link to each sermon video is available on the WPC website and also included each Friday in the weekly update email.
- A “Welcome to Westminster” video was produced to portray Westminster as welcoming, vibrant, and relevant. The video was shown at all three worship services and is now included on the “Who We Are” WPC website page to provide head pastor candidates with a glimpse into Westminster’s passion and culture.
- An informative but succinct update email was sent to our membership each Friday to help connect all members with ongoing church activities. This email, along with the weekly bulletin, has become a key tool for the Communications Commission.

## Plans for 2020:

- We have a goal to eventually livestream each week's sermon so that homebound and traveling members may continue to participate in worship. To accomplish this, we must build a team of additional video resources to help with the videoing each Sunday. We will also need to purchase microphones for the chancel as well as livestreaming software.
- We will continue to advertise our toolbox of services to commissions and internal committees to support and enhance their ability to reach out and update the congregation with their ongoing focus and work.

- Multiple episodes of the Yellow Chair video series are in process as well as two episodes of Jim Gilchrist's former interview show.
- Weekly and monthly communications including the weekly bulletin, weekly news emails, newspaper releases, website updates, Facebook posts, and the monthly newsletter (*The Spire*) will continue to be produced.

Serving on the Communications Commission this year: Bonnie Bacik (chair), Carolyn Klasnick-Brooks, Jason Freyer, Anna Hiner, Carolyn Kerr, Daryl Kerr, Sara Kyle, Dan Paul, Jeannie Schott, and Josh Shanholtzer.

– Bonnie Bacik

# Membership Commission

As members of the Membership Commission, we seek to mindfully invite, welcome, and continually engage people in the life of Westminster. It is our goal to make people feel welcome and ultimately want to join and be active and connected members of Westminster's community of faith.

In addition to worship, we seek to invite people to participate in the life of the church through volunteer opportunities such as the Rummage Sale or Rise Against Hunger and through common interests such as the Pet Ministry. Opportunities for fellowship include Wednesday night dinners after children's choir or Bible study, and the Welcome Center with cookies and coffee following Sunday worship services. These opportunities provide a chance for people to gather and connect with others.

In 2019, there were eight active members of the Membership Commission and we gathered for five meetings.

There were two Inquirer's Gatherings in 2019 held in May and October. Those who attended these

informal gatherings met with Bruce Lancaster and members of the Membership Commission for a time of sharing. Bruce Lancaster provided an overview of the history and structure of the Presbyterian Church and explained what it means to be a member of Westminster.

In 2019, we received nine new members in May, and five new members in September. In addition, there were new confirmands who joined the church.

Overview of Membership Commission efforts in 2019:

- Updated procedures for contacting visitors and potential members
  - New Visitors – a phone call from a pastor or volunteer ministry coordinator, Jan Baumann; letter sent from pastor.
  - Interested in membership – contacted by a commission chair and invited to an Inquirer's Gathering

- New Members – Calls are made by members of the commission at 3, 6, 9, and 12 months to check in.
- Revised the Membership Commission Charter.
- Updated the Membership webpage for the new church website. An email link specific to membership is now included. The account is checked and answered by the commission chair.
- Explored best methods to get information to and from potential members and generated ideas for better ways to engage potential and current members.

#### Membership Commission Goals for 2020:

- Establish better way to warmly welcome, connect with, and involve potential members. Encourage a churchwide effort of actively reaching out and connecting with others.

- Communicate the answer to “Why become a member of Westminster?”
- Establish a mentoring program for new volunteers and new members so they can have a “buddy” and feel better informed and connected to the church community.
- Create an updated brochure and explore options to be included on the website for people to more easily identify in which parts of church life they’d like to participate and to see the benefits of being a member.
- Update information included in the “New Member Packets” distributed at Inquirer’s Gatherings. Include information about commissions of the church.

– Kristin LeBeau and Beth Ketterman, Co-Chairs

## Outreach Commission



Westminster has always placed Outreach as one of its highest priorities. The Outreach Commission is dedicated to Christ’s call to serve by helping to enlighten church members about mission opportunities, and faithfully distributing available donated funds. This commission of approximately 20 members meets monthly to review activities and needs of mission partners, plan and promote service opportunities, and consider the many needs of communities near and far. Mission partners have come to depend on the generosity of Westminster Church.

2019 was a year of great challenge to the church financially and it had particularly great impact on Westminster’s ability to fund the many mission partners that have come to rely on the church’s financial generosity in years past. While there has been no flagging of the church’s commitment and

enthusiasm for service to the many communities that we support, sadly the church was not able to fund these institutions at the level we have in the past. In 2019 Outreach dispensed \$85,188.03, representing 26% of 2018 Outreach outlays.

While the financial priorities of this past year have affected the ability to spend at the levels of past years, it is the hope and belief of the commission that 2020 will see a return to Outreach giving levels that have historically defined Westminster as being among the most generous of churches in the presbytery and arguably in the denomination. From a discouraging year to a hopeful future, the Outreach Commission continues to serve as a reflection of the generosity of a congregation committed to the service of a community and a world in need.

– Paul Conley, Chair



# Peace and Justice



Peace and Justice has been part of Westminster since 1983 when Ruth Rylander led our congregation in joining over 4,500 other Presbyterian churches in the PC(USA) *Commitment to Peacemaking*. In those early days the focus was primarily on international peacemaking. Recently we have begun to include social justice issues such as hunger, economic inequality, racism, incarceration, and environmental concerns. In order to reflect this broadening focus, in 2015 we changed our name to Peace and Justice.

This year, Peace and Justice sponsored these activities and events:

**Grace Book Club:** An outgrowth of our 2016 workshop *Faith, Race, Justice, and Mass Incarceration* event, Grace Memorial Presbyterian Church hosts Westminster for this ongoing discussion. This racially mixed group meets biweekly, and over the last 3½ years has explored 21 books that address topics such as mass incarceration, poverty, inadequate schools, limited job opportunities, and other racial justice issues.

**Summer Discussions:** In July, Peace and Justice sponsored a three-part series: *Caring for Creation: Faith, Science, and Change*. This series explored changes in our climate that are threatening our way of life, how these are particularly challenging

for children, the elderly, and the poor, and ways in which we as Christians might respond.

**Peacemaking Sunday:** October 6 was both *World Communion Sunday* and *Peacemaking Sunday*. We celebrated both by preparing communion breads from all around the world and participating in the PC(USA) *Peace & Global Witness Offering*.

**Letter Offerings:** Following worship in March, Westminster members sent 154 letters to our congresspeople advocating for the *Energy Innovation and Carbon Dividend Act*. In June, we sent 206 letters to Congress in support of Bread for the World's *Better Nutrition, Better Tomorrow* resolution.

**Peace & Global Witness Offering 2019:** A total of \$2,255 was received (a 36% increase over the previous year). A portion of these funds is shared with our presbytery and with PC(USA); the remainder will be used in Westminster's Peacemaking efforts in 2020. (Funds from the 2018 offering were used to provide honoraria for the *Caring for Creation 2019* Summer Series.)

For more information about peace and justice work at Westminster, contact Barbara Myers at [barbwmyers@gmail.com](mailto:barbwmyers@gmail.com) or Bobbie Hartman at [hartman1967@verizon.net](mailto:hartman1967@verizon.net).

– Bobbie Hartman

# Town Hall South

Town Hall South (THS) celebrated its 51st Anniversary Season of bringing nationally and internationally acclaimed speakers to the community. The 2019-20 slate of speakers featured Lou Holtz, Beth Macy, Alan Zweibel, Vijay Gupta, Lynsey Addario. Since its inception in 1969, this outreach program of Westminster has provided such quality speakers with the goal of engaging the public in reflection and dialogue on the key issues of the day.

The subscription only series includes five lectures held in USC High School Theater on the first Tuesday in the months of October, November, December, February, and March. The cost for the series is \$165. A subscription only luncheon series at St. Clair Country Club immediately follows the lecture for those who attended the lecture. The speaker is available to answer questions submitted by the luncheon audience. The cost is \$135 for all five luncheons.

THS also provides service to the community through annual philanthropic gifts to a wide range of local organizations. Last year THS donated \$20,000 to 20 deserving charities. The recipients were: Bethlehem

Haven, CASA for Kids, Inc., CASA of Allegheny Co., Chartiers Center, Domestic Violence Services of Southwestern PA, Family Hospice, Familylinks, Family Promise of Southwestern PA, Girls Hope of Pittsburgh, Inc., Literacy Pittsburgh, Mainstay Life Services, Outreach Teen & Family Services, Inc., Prime Time Adult Care, South Hills Interfaith Movement, Spencer Family YMCA, The Early Learning Institute, Veterans Leadership Program of Western PA, Inc., Washington City Mission, Watson Institute, and Zonta Club of Washington County.

Members currently serving on the THS Board are Suzanne Palko (Chair), Leanne Adamo (Logistics), Bonnie Bacik (Speakers), Kara Bowser (Treasurer), Janette Clements (Graphics), Jill Dietrich (Graphics), Melissa Epler (Luncheons), Abigail Gary (Marketing/Communications), Erin Madson (Corporate Sponsorships), Kristin Matheny (Membership), Nancy Rex (Membership), Vicki Strain (Logistics), Marianne Trachok (Philanthropy/Secretary), Wendy Vespa (Marketing/Communications), and Joan Watson (Philanthropy/Secretary).

– Suzanne Palko, Chair

# WECEP (Westminster Early Childhood Education Programs)

The children at Westminster Early Childhood Education Programs (WECEP), which consists of the Children's Day In Program, Child Development Center, and Westminster Nursery School and Kindergarten, continued to learn, love, and grow in 2019. The Children's Day In program expanded its services to offer afternoon sessions. The afternoon sessions were only offered in the months of June, July, and August when the need increases. This summer also brought completion of the highly anticipated new playground. A ribbon cutting and blessing opened the playground and outdoor classroom in September 2019. In 2019, WECEP provided educational services to over 400 families.

The Children's Day In Program offers parents flexibility with childcare. This drop-in program is for the parent needing only a few hours of care on a given day or days. The program operates 12 months per year and can accommodate up to 12 children ages 2-5. This program is currently open from 9:00 a.m. to noon, Monday through Friday.

The Westminster Child Development Center (WCDC) offers services between 7:00 a.m. and 6:00 p.m., Monday through Friday. This program meets the need of working families looking for extended day programs for their children. The WCDC philosophy is based on educational research that supports children learn best through play. Through a play-based curriculum, we offer children the opportunity to explore, learn, and grow in a safe, nurturing environment. Weekly program enhancements such as music classes, library time, and physical education classes add to the overall learning experience. A minimum of 20 contracted hours per week is required for children to enroll in the program. The Child Development Center is licensed by the

Pennsylvania Department of Human Services and nationally accredited by the National Association for the Education of Young Children (NAEYC). Enrollment is rolling admission and open all year long. Currently a wait list exists. Visit [WECEP.org](http://WECEP.org) to sign up on the WCDC waitlist.

In addition to private Kindergarten, Westminster Nursery School offers a comprehensive PreK and Pre-School and Twos Pre-School PREP programs for children in the community. We also offer half day enrichment programs with an emphasis on academic and creative areas such as science, music, art, and cooking. The curriculum includes hands-on computer experience as well as the use of interactive white boards for all classes. Westminster is the only nursery school in Allegheny County to offer the Teach Smart Interactive White Boards System with 1,100 age-appropriate activities for 2-5 year olds. The nursery school operates from September through May. The kindergarten operates from August until June. Both programs are National Association for the Education of Young Children (NAEYC) accredited. This association is the gold standard for high-quality educational services to young children and their families. The nursery school and kindergarten are licensed by the PA Department of Education. Our theme-based curriculum based on PA State Standards is specifically designed to meet the developmental needs of each age group. There is a focus on six developmental areas including social, emotional, cognitive (includes science, technology, math, and social studies), language, physical, and spiritual. Enrollment is held annually in February.

– Michele Charmello, Executive Director

# WROC (Westminster Recreation & Outreach Center)

The Westminster Recreation and Outreach Center was established in 1995 as a result of a building campaign that intended to offer an additional doorway into the life of the church. The answer was an outreach program with this mission statement: "To reach out to people for Jesus Christ and develop their faith through recreational activities and Christian fellowship." As we approach our 25-year anniversary, the WROC continues to strive to meet our mission by offering a wide variety of programs. In addition to our standard lineup, the WROC offered these programs:

## WROC Talk

WROC Talk, a free speakers series, presented "Understanding the Opioid Epidemic" by Dr. John D'Angelo from Tri-Community South EMS. John shared his experience in our local community with the opioid crisis. Participants learned what has led to the opioid crisis and who is most susceptible to becoming addicted to opioids. Twenty-eight participants joined in the conversation.

Vegetable Gardening was presented by Penn State Master Gardener Barbara Kline. This class covered the basics of planning your vegetable garden, preparing the soil, selecting plant and seed varieties, and tending your plants. Thirty-two enthusiastic gardeners attended the event.

A Plant Based Nutrition Series with Mary Jo Costello, MPM, RDN, was offered on three Wednesday evenings in May. Mary Jo taught a group of 26 participants the basis of plant-based diets, and sorting fact from fiction as it relates to optimal nutrition.

WROC fitness classes continue to be well attended with a variety of aerobic, athletic, strength,

conditioning, and balance classes offered throughout the week.

Pickleball continues to grow with additional sessions offered Fridays from 8:00 to 10:00 p.m. and drop-in play on Sunday evenings from 6:00 to 9:00 p.m. This brings us to four sessions offered weekly and over 75 participants, both church and non-church members.

Yoga4cancer was added to the fitness schedule in June. Yoga4cancer (y4c) is a research based, specialized yoga methodology addressing the specific physical and emotional needs left by cancer and its treatments.

## Special Interests

Westminster Single Women's Group began in May as a result of church members voicing a need for fellowship with other single women. The group includes single, widowed, or divorced women looking to create new friendships and add an assortment of fun and exciting activities to their social calendar.

The group is open to both members and non-members of Westminster Presbyterian Church. This lighthearted, easy-going group is without a long-term commitment. There are currently 53 members who have enjoyed a variety of group activities.

The WROC offered several Bible/book studies throughout the year led by Pastor Louise Rogers. Studies included a Lenten study guided by Adam Hamilton's book *Final Words*; a book discussion of *Too Busy Not to Pray* by Bill Hybels; and an Advent study allowing time to delve deeply into God's word through reading, meditation, prayer, and contemplation.

The WROC office adjacent to the gym was renovated in August of 2019. With the help of volunteers and the Thursday Morning Men's Group, the space is well organized and efficient.

Overall, the WROC continues to incorporate new programs and enhance opportunities for outreach and fellowship. But, as always, our greatest accomplishment is not quantifiable. We have been able to minister and show the face of Christ to many participants. This is our ultimate goal.

– Kathy Long, Director



*Pickleball at Westminster Recreation & Outreach Center, July 2019.*



# CARING COMMUNITY

## Board of Deacons

*Deacons*

The Board of Deacons once again had a very fulfilling year of serving our church members through congregational care. The Deacons met nine times through the year on the fourth Monday of every month, except June and July. We had a total of 32 deacons including two high school youth deacons.

During the 2019 calendar year the Deacons served Westminster through the following committees:

### **BLOOD DRIVE**

*Kathy Crisanti, Chair*

We held three blood drives in 2019: February, May, and September, averaging 40 units donated per blood drive. Vitalant is the organization that now runs our blood drive, and they have merged with other sizable blood banks throughout the country. When large quantities of blood are needed, they have a larger pool to access. We held signups in the north entry after each service and the Bridge, and we put notices in the weekly bulletin and the *Spire*. Most of the donations were from signups and online registration, but we also saw walk-ins on all three donation dates.

### **CARE CALENDAR**

*Cathy Kramer, Erin Madson, Chairs*

The care calendar is a collaboration service opportunity for the entire congregation to volunteer to help church members who need special assistance during their time of need by reducing the stress of preparing and serving a meal. In 2019 a care calendar request was made for a variety of reasons: illness, surgery, recovery, and other needs. The requests were as short as a week and up to a month, sometimes extended once evaluated. Those in need provide the chair with a list of food preferences and nights that delivery would be most helpful. Deacons often provide a cooler to the recipient's home for the duration of the meal delivery. Recipients were extremely grateful for the meals. In addition to the deacons providing the meals, many church members signed up to help support the care calendar. Their help is always appreciated.

### **EXTENDED COMMUNION**

*Mary Schmitt, Chair*

Under the direction of Rev. Louise Rogers, this committee is trained to serve communion to

members unable to come to worship. We bring the elements to those members four times per year on the first Sunday in the months of March, May, October, and December. We serve in teams of two, sometimes serving multiple members. Servers must be ordained deacons or elders, but do not need to be currently sitting. During 2019 we averaged 30 recipients on Extended Communion Sundays.

### **SNAPPY SPIRITUAL TEAM – SST**

*Andi Noah, Carol Couch, Natalie Brown*

This team is ready to act on a “moment’s notice,” typically within 24 hours. It sends cards to members, prays for those on our Joys and Concerns list, and delivers prepared frozen meals to members who may need immediate attention. The SST was new in 2019 and has done great work this year in connecting with the members of Westminster Church.

### **FLOWER DELIVERY**

*Amy Walker, Sue Madden, Chairs*

The Deacons delivered flowers almost every Sunday following the 11:00 a.m. service. Each week, two deacons volunteered to deliver flowers to members assigned to us by Peg Kinsey. Usually, there were 2-5 deliveries to the communities in our area: USC, Bethel Park, Carnegie, Peters, Mt. Lebanon, Bridgeville, and Canonsburg. On Easter we delivered 84 lilies and at Christmas, 76 poinsettias. In addition to deacons, we had volunteers who assisted with the Easter and Christmas deliveries. Many thanks to all who helped us serve our members.

### **TREASURES FOR TROOPS**

*Ginny Douds, Chair*

Treats for Troops: Eight deacons baked approximately 25 dozen cookies to be sent to troops overseas in November 2019. The cookies were collected and packaged in one dozen Ziplock bags and boxed. They were mailed on November 12 to

avoid the Thanksgiving and Christmas rush so the troops could enjoy them sooner.

Treasures for Troops: We asked the congregation for help in collecting personal care items for our troops deployed in the Middle East. We listed the items needed in the bulletin as well as in the *Spire*. The collections ran all four Sundays in March in the north entry. Again there was an overwhelming response from the congregation. Monies were also collected to help with shipping costs. Thank you to Dick Hestwood for standing guard in his dress uniform during our Sunday collections. At the end of our drive, the items were sorted, packaged in boxes, and mailed to the troops overseas. Thank you to Lynn and Knox Brown for assisting with the details and shipping the boxes. Plans are being discussed to run this drive in the Spring of 2020.

### **GIVING GALA**

*Andree Jeffrey and Hedy Pitcairn, Chairs*

The Giving Gala, the Deacons’ annual fundraiser, was held at St. Clair Country Club on Saturday November 2, 2019. It supported SHIM’s program “Empowering Women and Girls.” The program includes Ruling our eXperiences (ROX), Youth Mentoring, and Women’s Group to serve a culturally diverse community of women and girls. The evening was a huge success as we held a live auction, gift card raffle, and raffle of 31 gorgeous baskets. We were blessed to share a delicious meal and fellowship with family and friends that night. We presented a check for \$36, 529 to Jim Guffey, Executive Director of SHIM, at our November Deacon meeting. The Deacons are truly grateful to the members of Westminster for supporting this event and worthy cause.

In 2020, Matt Baculik will serve as Vice-Moderator and Dave Palko as Moderator.

– Jennifer Bollman, Moderator

# Caring Ministries



Congregational Care at Westminster Presbyterian Church is extended through the entire congregation as we seek to be a Christian community of care. We are blessed by the range of services and the dedication of individuals who care for others.

Should you want information on any of the services or groups listed, please contact Louise Rogers, Associate Pastor for Congregational Care, Spirituality, and Education, at [rogers@westminster-church.org](mailto:rogers@westminster-church.org) or 412-835-6630x216.

- **Alzheimer's Association Support Group** – This special group supports those who care for loved ones with Alzheimer's disease or a related dementia. The group gathers the fourth Thursday of the month and is sponsored by the Alzheimer's Association. Anyone is welcome to join us to support each other on this road that can be a combination of sadness and joy. Reservations are not necessary, and there is no cost to attend.
- **Grief Care** – This recovery support group can help individuals face the challenges of loss and move toward rebuilding. The group meets in the fall and spring for five sessions which are led by Sandy Conaway, Mary Lou Dickson, Pat Boyd, and Louise Rogers.
- **Grief Contacts** – Ongoing support is provided through regular mailings of meaningful grief materials to those who have experienced recent loss. Counselors and pastors are also available to meet for ongoing support.
- **Prayer Group** – The Westminster prayer group focuses on prayer for our church's ministry, our community, our nation, and the world, as well as for those in hospitals, those who have suffered a loss or are experiencing other concerns in their lives. The confidential prayer list contains members and non-members of Westminster.
- **Blessing of the Pets** – All people-friendly pets and their owners come to a celebration that recognizes the animal companions that love us unconditionally. A pastor blesses these special family members and the people who love and care for them. The Blessing of the Pets is held once a year, the first Sunday in October, at 2:00 p.m. in the north parking lot.
- **Prayer Shawl Ministry** – Members knit or crochet shawls that are given to persons who are ill, have suffered a loss, or are in the midst of a life crisis. The shawl is a tangible reminder of the abiding presence of God with us.
- **Christmas Remembrance Service** – Missing a loved one can be particularly difficult at the holidays. A special worship service is held in Galbreath Chapel in December to give family members and loved ones time to remember and grieve during the busy Christmas season.
- **In-Home Services** – Visitations are made by pastors to church members who are at home recovering or in the hospital. Meals are provided by the Deacons and through the church. Recordings of the church services can also be delivered on CDs.
- **Deacons** – The Deacons provide a variety of support to the members of the church. They facilitate the Care Calendar in providing meals as needed, serve home communion, deliver flowers, coordinate the blood drive, and organize the Treasures for Troops. In addition, they host the Giving Gala to raise money for the broader community.
- **Welcome Baby Baskets** – Such a joy to have a new baby! Volunteers from Westminster visit families and take a gift to assist them in caring for the new bundle of joy.



- **Samaritan Counseling Center** – Christian Counseling Associates provides family therapy that provides a “blueprint” to navigate chronic conflict. Services include co-parenting, parent-child reconciliation services, parenting workshops, and personalized family counseling sessions with a CCA counselor. The counseling center is located on-site and is available for Westminster members and the community.
- **Care Team** – This group of individuals have been meeting to assess the growing care needs at the church. They are also willing to spend time with church members for individual visits. We hope to expand this team in the coming year.
- **Blood Pressure Screening** – On the first Sunday of the month, medical personnel are located in Memorial Parlor and at the Bridge to take blood pressure to help us care for our bodies.

– Louise Rogers



*Deacons at the Giving Gala fundraiser event, November 2019.*



# STEWARDSHIP & SUPPORT

## Finance Commission

*Finance*

In review of 2019, Westminster had another successful year. We were able to end the year with a small gain, primarily due to lower than planned expenses. Today we present to you a balanced budget for this year totaling \$2,347,090.

We projected general contributions, based on the 383 pledges received through January 14, to be approximately \$252,000 higher than 2019 actual.

We sincerely thank each and every one of you who have given not only of your treasure, but also for your time and talents in many volunteer positions here at Westminster. Without your efforts and

contributions, our actual expenses would be dramatically higher.

**Please note:** The 2020 budget now reflects the Endowment loan principal and interest payment of \$160,550.

The Finance Commission and our church financial manager, Cindy Bingham, strive to be good stewards of our finances throughout the year. Please feel free to stop by the finance office if you have any questions about the 2020 budget. A copy of the detailed budget for 2020 is available in the Library for your review.

# Finance Commission - 2020 Budget

Revenues	2019 Actual	2019 Budget	2020 Budget
General Fund Contributions	\$1,705,127.97	\$1,834,114.00	\$1,948,819.25
Designated Gifts	38,732.23	25,000.00	48,592.00
Children's Ministry Receipts	4,580.04	5,700.00	4,556.04
Youth Ministry Receipts	8,552.73	13,500.00	10,200.00
Recreation Center Receipts	71,586.25	76,000.00	76,000.00
Adult Ministry Receipts	10,515.00	14,300.00	15,605.50
Worship & Music Receipts	4,576.00	0.00	4,600.00
Church Building Use Donations	59,791.65	48,500.00	60,000.00
Special Contributions	182,152.19	139,000.00	180,000.00
<b>Total Revenues</b>	<b>\$2,093,892.96</b>	<b>\$2,167,114.00</b>	<b>\$2,348,372.79</b>

Expenses	2019 Actual	2019 Budget	2020 Budget
Children's Ministries	\$ 12,615.31	\$ 16,700.00	\$ 16,200.00
Youth Ministries	20,358.81	20,210.00	22,501.95
Recreation Center (WROC)	59,379.57	62,000.00	60,000.00
Bridge Worship	2,803.20	0.00	4,000.00
Adult Ministries	25,335.64	21,000.00	26,500.00
Membership	(492.57)	0.00	7,500.00
Deacons	349.97	400.00	349.97
Communications	4,519.22	5,000.00	4,500.00
Congregational Care	2,073.86	2,550.00	4,890.67
Worship & Music	59,852.09	41,450.00	54,365.00
Outreach Ministry	85,188.03	188,833.00	325,288.46
Personnel	1,239,945.26	1,359,203.00	1,218,062.61
Property	310,500.75	284,750.00	241,852.00
Administration	244,089.26	197,052.00	201,412.00
<b>Total Expenses</b>	<b>\$2,066,518.40</b>	<b>\$2,198,748.00</b>	<b>\$2,187,422.66</b>
Endowment Loan Principal/Interest			\$160,557.48
<b>NET SURPLUS/DEFICIT</b>	<b>\$ 27,374.56</b>	<b>\$ (31,634.00)</b>	<b>\$ 392.65</b>

as of 1/21/20

# Stewardship Summary, 2020 Campaign

The results of the 2020 Stewardship Campaign showed positive signs and have resulted thus far in an increase of approximately \$13,000 from the 2019 Stewardship Campaign. In addition, 68 units that pledged in 2019 have not yet pledged to the 2020 campaign.

The dynamics of 2019 pledges versus 2020 pledges are:

- Increase in pledge amount for 2020 – 133 units
- New pledge or resumed pledging in 2020 – 43 units
- No change in pledge amount for 2020 vs. 2019 – 163 units
- Decrease in pledge amount for 2020 – 44 units

A breakdown of the pledge units and the dollar amount pledged for 2020 is provided in the following table. This table provides the number of pledges for a range of pledge amounts:

Pledge amount	Number of pledges
\$0 - \$500	40
\$501 - \$1,000	56
\$1,001 - \$1,500	53
\$1,501 - \$2,000	36
\$2,001 - \$3,000	65
\$3,001 - \$4,000	28
\$4,001 - \$5,000	20
\$5,001 - \$7,500	42
\$7,501 - \$10,000	15
\$10,001 - \$20,000	18
\$20,001 & above	10

*Westminster thanks everyone who gives so generously to support the ministries of this church as we strive to be God's people in this world.*

# Property Commission



The objectives of 2019 were to continue to continue implementation of projects that support the restoration and preservation of WPC. Regrettably, the major projects planned for 2019 were deferred because of the unforeseen financial shock to Westminster in late 2018, which continues to impact operating and capital property expenditures. Projects completed this year under the auspices of the Property Commission were:

- Replaced damaged standard and two lamps in the south parking lot
- Replaced weathered palladium keystone and trim to its left
- Replaced Galbreath Chapel air handler
- Replaced and relocated standby generator
- Excavation of the planter in southeast corner of the gallery-to-narthex walkway, replacement of the inner lining, removal and re-installation of a concrete pad and reconstruction of failed drains

Some of the less noticeable but important projects:

- Replacement of the threadbare carpet in front of the lower level chair storage room
- Moisture management of the east wall of the nursery school director's office
- Plugging the weeping hole in the telephone room on the east side of Room 107
- Creation of a policy, approved by Session, for future donations of art
- Repair of the ceiling over the south walkway

The gardeners who work on the beds, flowers, and shrubs began in the spring as soon as the frost was out of the ground and continued faithfully during the growing season. Many compliments have been received that Westminster's landscaping looks the best it ever has.

The Thursday morning crew continues to save significant money for Westminster by (a) keeping

the interior and much of the exterior painting in first class shape, (b) performing various carpentry, and (c) revising electrics as needed. Their significant 2019 projects were designing and building a new creche, which can be used for other purposes during the year, and modifying the changeable sign announcing events.

Also, two people devoted a great deal of effort to get clear title to the parcel of land at the south end of the south parking lot, where Westminster added five light standards. This required numerous interactions with the USC School Board, Township, and County. In conjunction with this effort the WPC site plan has been updated and placed on file with the appropriate authorities.

The mechanical, electrical, and plumbing assessment of WPC was reviewed, revised, completed, and received from the consulting engineering firm.

The Forward in Faith campaign may allow several projects in 2020, including replacing some doors, waterproofing beneath the gallery-to-narthex walkway, some exterior painting, recoating the spire, replacing the pavers, and milling and resurfacing all travel ways.

Property has a debt of gratitude to Lois Kienholz for supporting the Design on a Dime Team for nearly 20 years.

Thanks to all who served on the Property Commission this year.

It has been a privilege and an honor to serve on the team that supports the restoration and preservation of Westminster.

Respectfully submitted,

Doug Mahrer, Chair

# Personnel Commission

*Personnel*

The Personnel Commission is responsible for developing, interpreting, and administering personnel policies for all members of the staff.

Specifically, we:

1. Develop and administer personnel policies/review and update the Policies and Procedures annually.
2. Recommend needed staff positions
3. Assure every staff position has a job description
4. Review salary actions assuring the adequacy of compensation for all staff and employees with special concern for equal employment opportunity
5. Approve plans for continuing education
6. Provide support, supervision, and appraisal for the senior pastor/head of staff
7. Be a support group for all pastors and staff members
8. Report monthly to Session regarding personnel matters, while maintaining confidentiality

This year, we have focused on responsibly aligning the staff to meet the needs of the Westminster community while being keenly mindful of the financial ramifications that come with those commitments. We have begun a comprehensive look at hiring and evaluation practices, including updating all position descriptions and policies as needed.

– Patrick McClintock-Comeaux, Chair





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