



WESTMINSTER
PRESBYTERIAN
CHURCH

ANNUAL REPORT

20 22

2022 Annual Report to the Congregation from Session





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Senior Pastor, Head of Staff



Jo Forrest

Just as we turned the calendar from 2021, wanting to rid ourselves of the anxiety and illness created by COVID, the stop-start nature to plan, cancel, mask, and test frustrated everyone. Thankfully, by the spring thaw the illnesses and transmissions

abated, allowing us to blossom.

On February 24, 2022, Vladimir Putin launched an unprovoked assault by Russian forces on the people of Ukraine. The world watched in horror as women and children fled to Poland as family members took up arms in defense of homes and farms. Westminster immediately responded with financial aid and each week continues to pray for an end to the war.

Any review of Westminster's 2022 ministry must be understood against the backdrop of the pressures we felt in the community and on the world stage. Inflation reared an ugly head, sending prices climbing for families and the church – our gas bill doubled! Employment remained tight as open positions went unfilled from grocery stores to hospitals and even among our support staff. Hate crimes and mass shootings targeting Blacks, Asians, Jews, and other minorities continued, along with the heartbreaking deaths of small children in school.

Our faith guides us through these challenges and calls us to follow Jesus, being the change our world needs. Because of your support Westminster became a place of comfort and conviction to love God and neighbor.

The priorities articulated in 2021 continue to shape our decisions. We risked new spending to nurture growth while pruning expenses in other areas. This community responded. Children invited other children. Pool parties and ice cream socials engaged new families. Hands-on service teemed with people. Each week the youth program welcomed new faces. Our growth can be counted one person at a time across all ages as well as the quiet care we offered to those in illness or tragedy.

Your generous giving and a keen focus on expense management, amidst the inflation, kept us on target with the budget. Each month the church repays our endowment for the loan it made following the theft discovered in 2018. Although we must rebuild the endowment, the monthly payments weigh on the operating budget.

Thank you to those who pledged to the 2023 campaign. Some generously increased their commitments. Like other churches and non-profits, we must inspire those who do not give or give modestly to contribute. We are at a precarious point – we need to spend to support our growth, the aging infrastructure, pay down debt, and develop new funding sources.

We remain ever grateful to the Reverend Louise Rogers for her leadership, wisdom, and care. Blessings to her and her family.

Read this report. Rejoice in the creative ministry across generations. The year 2022 can be marked as a turning point for Westminster. We emerged from the tumultuous years nimble and committed to the gospel of Jesus Christ. Because of you, this church is strong and ready to follow where Christ leads. I am deeply grateful to serve you.

—Jo

Our Priorities

The great command issued from the ancient of days to love God and built upon by Jesus to **love God and neighbor** echoes throughout our faith and calls us forward. Westminster embraced Jesus' twofold command at her inception and each successive generation brings these lofty ideals to life through concrete ministries. Westminster has and will continue to thrive when focused on spiritual growth in this community. We look to the future with these clear priorities:

Accept **EVERYONE WITH LOVE**

Witness the deep affection among members and the sense of belonging to one another and God through Westminster.

Inspire **WONDER AND MEANING**

This soul-stirring ranges from the vibrant music offered in worship, hearing Jesus' stories with an open heart, the tender children's message during the Bridge, to packing food bags and working together on behalf of someone who is hungry.

seek **JUSTICE, WITHOUT EXCEPTION**

Our work in mission and outreach is motivated by the desire to salve the wounds where people hurt and driven to courageously seek the change that will make our community stronger.

Energize **THE NEXT GENERATION**

Honest conversations, silly games, and constant care encourage a little one's imagination feel Jesus' love.

Associate Pastor for Congregational Care



Louise Rogers

This past year, 2022 has been full of blessings as we continued to open the doors of Westminster Church wide to invite everyone in. What once was thought to be routine is now greatly appreciated post COVID as we “considered how to

stir up one another to love and good work.” Hebrews 10:24.

Stirring up one another in love is found throughout our life at Westminster. From the very youngest to those with the wisdom of age, Westminster is a vibrant place for worship, care, fellowship, learning, prayer, and service to one another. Weekly worship anchors our life together with three distinct worship experiences. Sunday morning centered us in praise to God as we also prayed for one another. The educational seminars offered opportunities to learn about great faith leaders, humor, and the Scriptures. Seasonally, Ash Wednesday launched the season of Lent with prayer stations and worship led by the youth. Advent offered many ways for families to come and connect with one another.

DJ Cupcake taught us about God’s love at Vacation Bible School where children and young people celebrated God’s love. Adults met for studies on Hope along with “Difficult Teachings of Jesus.” On All Saints’ Day the chime tolled for the 21 saints who had died in the past year and now live in the church triumphant. Christmas Eve worship featured melodious choirs with candlelight singing of

“Silent Night.” Deacons and other volunteers delivered poinsettias to numerous individuals to extend love to their homes.

I give thanks for the Deacons who touched lives through good works of care calls, blood drives, collections for our troops and extended communion for shut ins. The Giving Gala returned with a special evening that collected over \$25,000 for youth programs at the Bair Foundation. Outreach continued to carry God’s message beyond our walls and this year welcomed a refugee family to the South Hills. Throughout the year at Westminster, I was blessed to work with WECEP, Outreach, Deacons, Children’s & Family Ministry, Worship, Pastoral Care, and Adult Spiritual Development Commissions as their staff liaison along with the dedicated staff at the church.

Ministry extends beyond programs to individual moments of grace. Moments of praying for healing and guidance, tearful goodbyes at graveside, joy at laughing with children on the playground, covenant blessings at the baptismal font, welcoming one another on Sunday mornings, insights when reading Scriptures, connections on our journey of faith.

In November I accepted a position to move to Pittsburgh Presbytery to serve as an assistant minister to all of the Presbyterian churches in Allegheny County. Leaving Westminster after many years of joy filled ministry is so very difficult. I know that God will continue to guide and provide for this wonderful congregation.

In Christ’s Service,

—Louise

2022 Church Statistical Report

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FROM OUR PASTORS

Membership			
Prior Active Members	1299	Adjusted membership	1299
Gains			
Certificate	4	Certificate	7
Youth Professions	21	Deaths	14
Professions & Reaffirmations	15	Deleted for any Other Reason	10
Total Gains	40	Total Losses	31
Total Ending Active Members	1308		
Baptisms			
Presented by Others	18	Average Weekly Worship Attendance	470
At Confirmation	0	Friends of the Congregation	37
All Other	0	Ruling Elders on Session	25
		Do you have Deacons?	Yes
Age Distribution of Active Members			
17 & Under	52	People with Disabilities	
18 - 25	138	Hearing impairment	42
26 - 40	202	Sight impairment	32
41 - 55	287	Mobility impairment	24
56 - 70	285	Other impairment	
Over 70	344	Gender Distribution	
Total Age Distribution	1308	Women	751
		Men	557
		Non-Binary	0
Youth in Congregation			
Age 4 and under	12	Middle School (6th – 8th grade)	23
Elementary School (K-5th grade)	60	High School (9th – 12th grade)	20
		Total Youth	115
Racial Ethnic			
Asian/Pacific Islander/South Asian	5	Native American/Alaska Native/Indigenous	0
Black/African American/African	1	White	1300
Middle Eastern/North African	2	Multiracial	
Hispanic/Latino-a	0	Total Racial Ethnic	1308
Budgeted Income			
Budgeted Income	2,016,900		
Budgeted Expense			
Budgeted Expense	2,014,668		
Receipts			
Regular Contributions	1,642,935	Bequests	144,343
Capital Building Fund	8,000	Other Income	132,534
Investment Income	100,000	Subsidy or Aid	
Expenditures			
Local Program	1,291,521	Investment Expenditures	
Local Mission	85,980	Per Capital Appt	56,903
Capital Expenditures	527,410	Other Mission	48,060



Worship Commission

Westminster has continued to have three in person services for our congregation to worship as they wish. For those not able or comfortable attending in person we offered livestream worship of the 9:45 a.m. and 11:00 a.m. services. We were able to celebrate the birth and resurrection of Jesus with special services on Christmas Eve, Ash Wednesday, and Maundy Thursday.

Our services were enriched by the music of the adult choir, the children’s choirs, the quartet, and the bell choir. A moving rendition of The Requiem was performed by the adult choir in the fall.

We offered health and safety training for our ushers. Tri-community south EMS taught CPR.



Usher’s health and safety training class

We are thankful to be able to worship together as a congregation.

—Sara Locke / Jo Forrest

The Bridge Worship Service

2022 has been another joyful year of worship and relationship at The Bridge worship service at Westminster Presbyterian. The Bridge community remains a vital and connective member of Westminster’s trio of worship services. A hallmark of this service

throughout the 2022 year has been the energy shared by families young and old.

It is evident before, during, and after each week’s service that the connections made within these walls carry far beyond as

well. Families and friends find themselves reuniting each week, and The Bridge Ladies Night gatherings have become a regular staple carrying the community beyond Sunday mornings. True to its roots, The Bridge remains a place in which several generations of families worship together.

As noted in previous reports, there continues to be high energy and growth behind the young families attending the worship service. Through baptisms, children’s messages, worship packets, and the new Student Table organized by Faith Kemmler, The Bridge provides integrative approaches to worship for families of all ages each and every week.

The Bridge Commission submitted a request to support our Sunday morning musical needs in March of 2022. With the support of the commission, Nadina Bembic spearheaded an initiative to connect with and introduce several new musicians to lead in worship on Sunday mornings. The addition of worship leaders, vocalists, new instrumentation, and percussion have made tremendous strides to support and improve the worship environment. The relationship between these new and long-time leaders of The Bridge has allowed for healthy development as well as the ability to carry on some of this service’s most important characteristics of flexibility,

relationship, and a welcoming worship experience for all. As music has always been an important piece of the service, the congregation was thrilled to welcome these talented and joyful participants to our community.

Because of the weekly setup and tear down needs of this service, The Bridge relies heavily upon the support of volunteers. From coffee and refreshments to weekly table décor and holiday decorations, we remain grateful for those who give of their time and effort each and every week to transform the WROC into a worshipful and sacred space. With plans for volunteer recruitment and training early in 2023, our hope is that this service will continue to be not only a place to worship, but also a place to serve and care as well.

Finally, the Bridge Worship Service’s online presence remains a vital piece of the community’s connection to the congregation and beyond. We are regularly greeted with notes that college students, families, or travelers have joined for worship from a variety of locations and times throughout the week. We are glad to be able to offer connection to those who are unable to worship with us in person. As with all aspects of worship, we continue to strive for improved quality and connection. We look to the new year to improve both sound and video controls for those who choose the online experience.

The Bridge remains a vital piece of this community, and it is a joy to see the developing face of its worshipping congregation. It is a privilege to assist in this service and I look forward to the ways that God will continue to lead us in introducing Christ to this part of his Kingdom.

—Ed Sutter / Nicole Baculik



The Bridge Worship service on Palm Sunday

Chancel Guild

In June, red geraniums were purchased to decorate for Pentecost. They were then used as centerpieces for the churchwide luncheon that followed. Geraniums that remained were planted in the north courtyard. The black metal aisle candle holders were in disrepair. Guild members refurbished them and painted them white, a color more appropriate for Christmas and weddings.

In July, the Children’s Ministry submitted a request for narthex furniture to house children’s Sunday worship materials. A traditional, mahogany Duncan Phyfe 46” Demilune console cabinet was purchased and a custom glass top was made.

Thanks to the congregation’s generous response to the Easter and Christmas Memorial and Honoree requests, we were able to purchase live plants for both Easter and Christmas. Following the worship services, deacons delivered these plants to shut-ins. Palms were purchased for Palm Sunday; deacons delivered palm fronds to shut-ins. In April, 142 plants were ordered; lilies, hydrangeas, daffodils, and tulips decorated the church. In December, 86 live red poinsettia plants decorated the Sanctuary and Bridge Christmas Eve services. Earlier in December, 16 red poinsettia plants were purchased and used as centerpieces for Breakfast at the Manger.

The sanctuary Christmas trees were old and in disrepair; 2 new, 12- foot trees were purchased in January 2023. The old trees were donated to Washington City Mission.

Chancel Guild is responsible for the seasonal décor in the sanctuary, chapel, narthex and other areas of the church including exterior doors. Recently, new artificial plants were purchased to refurbish the sanctuary stair boxes. Throughout the year, artificial flowers

and greenery are purchased to create new arrangements for the sanctuary and other areas of the church.

Chancel Guild also manages certain worship related expenses, providing candles and other items for special worship services throughout the year as needed.

Westminster provides two wedding coordinators who assist the bride during the wedding planning process, rehearsal, and wedding. Chancel Guild provides wedding candles, for a fee, as requested.



Chancel Guild continually seeks new members to join our group as we work together to enhance the worship experience and the Westminster building.

—**Maureen Ludwig**, Interim Chair
Jo Forrest



Day Away Retreat

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 programs including the Westminster Seminars and adult classes. Small groups are supported by our commission and have included Bible Read Along (Rev. Jo Forrest), Fishers of Men (Doug Mitchell), Tuesday Morning Men's Group (Ed Sutter), Book Club (Nana Wilson, Sandy Conaway, George Krock), adult Bible studies (Rev. Louise Rogers), Women 2 Women (Sue Davis), Centering Prayer (Nana Wilson), and the newest offering, Sunday School Unplugged (Rev. Jo Forrest). Information for all the groups is available on the church website.

As pandemic restrictions eased, 2022 saw increased in-person gatherings and a return to more "regular programming" in the life of the church. The following activities and events were sponsored in 2022.

Lent: This year's Lenten season took its theme from the Psalms. Daily devotions were offered again this year in digital and print format. Along with Bible verses, the daily devotions offered a reflection and prayer composed by members of the Westminster community, familiar hymns, and poetry.

Prayer Vigil for Ukraine: On April 7, a 24 hour prayer vigil was held to pray for all the people impacted by war in Ukraine. A total of 36 people (including both members and non-members of Westminster) participated.

Library Refurbishment: This year saw some very welcome improvements to our church library, organized by George and Julie Krock. It provides a cozy gathering place, as well as a nice layout of materials.

Bible Read Along: Rev. Jo Forrest led this group on Wednesday evenings. It focused around reading various books of the Bible together followed by discussion.

Grief Care: Multiple sessions of this very meaningful support group were offered throughout the year. Leaders have included Rev. Louise Rogers, Barbara and Hetz Marsh,

continued

Adult Spiritual Development Commission —*continued*

Linda Craig and Sandy Conaway.

Faith Conversations: Rev. Jo Forrest led a casual faith discussion group on Thursday mornings through the summer.

Spiritual Retreat: “A Day Away” was held September 16 at Spiritan Center, Bethel Park. This year, we were able to return to a full day format that included a meal. There were 17 participants. Rev. Louise Rogers led our day with the theme based on Life of the Beloved by Henri Nouwen. The group had time to engage in fellowship with one another, enjoy the beautiful grounds of the Spiritan Center and connect more deeply with God.

Couples Group: Ed and Elise Sutter led a faith discussion group for couples for three consecutive Wednesdays in November.

Advent: Devotions for adults and families as well as virtual devotions for Advent were available in November and December.

Adult seminars (Ted and Sara Kyle, Co-Chairs): These programs occurred in person in Galbreath Chapel and online via Zoom. The

programs are recorded and available on the website under News & Media. The seminars continue to inspire and to provide a wide range of topics for study and discernment.

Also of note:

- The portable labyrinths are available for program presentations and rental to interested groups and organizations.
- 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.
- The Gallery, the Permanent Collection, and Members Showcase, continue to be a source of beauty and inspiration.
- The WROC programs are now being overseen by the Membership Commission.

—*Megan Exley / Louise Rogers*

Children’s & Family Ministry Commission

Throughout the winter and spring, we affectionately referred to 2022 as the “mustard seed” year for Children’s & Family Ministry. Like many other churches, we were in a season of rebuilding. As we planned and discerned and rebuilt, we were reminded what God can do with just a tiny mustard seed. With the love and support of the people of Westminster, we have seen that seed

grow and flourish throughout the fall as we welcomed families back with a host of new and long-beloved programs.

Sunday School continues to be offered during both the 9:45 and 11:00 services. As we finished out the 2021-2022 program year, 11:00 a.m. Sunday School saw a decline in attendance. To our great surprise, 11:00 a.m.

Sunday School has seen steady growth in the start of the 2022-2023 program year. Both services offer one class for PreK through 4th grade with devoted Sunday School teachers and eager middle and high school assistants. At 9:45 worship, we have been blessed with an abundance of new children and families participating in worship and Sunday School.



Breakfast at the Manger

In addition to Sunday School, Sunday mornings offer opportunities for children of all ages to experience God's love. Over the summer, we transformed the coloring pages offered at 8:30 and 11:00 worship into worship bags featuring child-friendly worship materials, fidget toys, coloring pages, and activity sheets. At The Bridge, students 4th grade and older can now find the Student Table, a place to sit together as we learn what it means to actively participate in worship. Students at the Bridge can utilize fidget toys, scratch paper, and worship guides. Additionally, the children's message at the Bridge continues to be a source of great joy for all who participate. Families continue to appreciate the availability of the Wiggle Room for their little ones at all three worship services.

Other notable Sunday events include the annual Palm Sunday Easter Egg Hunt, 3rd grade Bible Sunday where we presented 16

children with Bibles, and Sacrament Classes for 2nd graders and their parents. We were also blessed to baptize a number of children throughout the year and provide their families with books and Bibles to guide them on their faith journey.

The 5th and 6th graders of JAM (Jesus and Me) were glad to resume regular in-person meetings and adapted well as we moved between the JAM room and Fellowship Hall depending on COVID risk levels. In February, they hosted a valentine making event, creating valentines to send out to members of the congregation. On Ash Wednesday, the students participated in the prayer stations and worship. It was a moving and meaningful evening for many who had never experienced the imposition of ashes. After summer break, JAM kicked off its year with a pool party to celebrate the end of summer. The group continues to grow as students bring friends for both special events like the annual Bair Giving Tree shopping trip and regular Wednesday meetings.



Food Truck Party Barefoot School VBS

In June the church turned into a Food Truck Party for Barefoot School. Over 200 children and volunteers came together to sing, dance, play, and explore as we learned about how

continued

Children’s & Family Ministry Commission —*continued*

everything we have comes from God. DJ Cupcake led the party, sharing the message of God’s abundant love with everyone at the party. We were privileged to once again invite families to a celebration luncheon after Barefoot School. Many thanks to the wonderful and talented people who take part in planning, preparing, and executing this week of fun for the children in our community.

Families gathered throughout the year for a variety of fellowship events. In August, we enjoyed a pool party with plenty of swimming, pizza, conversation, and play. Though rainy, Super Sunday provided a great morning of fellowship to kick off the 2022-2023 program year. The Fall Festival returned in October where families from Westminster, WECEP, and the community came to enjoy crafts, games, pumpkin picking, and food truck eats at Gilfillan Farm.

This holiday season saw the return of two beloved Westminster events: Breakfast at the Manger and Family Gingerbread Night. Breakfast at the Manger was a lovely way to kick off the Advent season. After a delicious pancake breakfast, JAM students acted out the Christmas story for those in attendance. Children then made crafts to celebrate the season as parents enjoyed fellowship together. Family Gingerbread Night hosted 25 families who expressed their creativity with icing, graham crackers, candy, and cardboard boxes. The results were delightfully festive!

As the 2022-2023 program year kicked off in the fall, a range of new classes began on Wednesday night for children of all ages.

Little Ones and Loved Ones (LOLOs) offers children 3 and under and their caregivers

an opportunity to build community as they begin exploring faith concepts. Each week, children and caregivers hear a Bible story and explore centers that connect to the Bible story and help little ones work on developmental milestones. LOLOs currently serves approximately 10 families who are grateful to have a Christian community for their little ones.

Kids’ Connection began as a place for elementary schoolers to connect with God and each other during Lent. For five Wednesdays, children from PreK through 4th grade gathered to learn about the stories of Holy Week, build community, and play together. After such a positive response, we decided to make Kids’ Connection a permanent Wednesday offering beginning in the fall. There are now two Kids’ Connection classes that gather on Wednesday evenings: PreK-2nd grade and 3rd & 4th grade. Led by



Kids’ Connections students create Last Supper art

an amazing team of volunteers, children in the younger class explore key stories from the Old and New Testament each week through videos, activities, and games. The 3rd

and 4th graders gather each week with Debb Egli as they continue to develop their faith by exploring key themes such as how to read the Bible, what it means to welcome all or follow Jesus, parables, prayer, worship, and more.

Throughout the fall and heading into the new year, it is so clear that our mustard seed has begun to grow into a safe place for families to find refuge in its branches. We have seen an abundance of families participating in church life at Westminster. They have expressed their joy in finding a welcoming

community who is invested in walking with them at all stages of their faith journey. As I reflect on our year, I am immensely grateful for the unending love and support this church family has provided to our staff, volunteers, children, and families. Thank you for your commitment to guiding and nurturing our children, by word and deed, with love and prayer, as you encourage them to follow Christ and be faithful members of his church.

—Faith Kemmler / Rick Ralston

Youth Commission

For Veritas and all of Westminster’s youth programming, 2022 has been a year of reclamation. Each segment of the program year and all that the ministry entails has shown signs of new vitality and life after several years of transition and change. We have been thrilled at God’s providence for our students, families, volunteers, and staff in this past year.

One of the more exciting signposts of the past few years, Veritas returned to overnight retreats early in 2022. Partnering with Hampton Presbyterian, our youth travelled to Crestfield Camp on our first weekend retreat in more than two years. As we wrapped up the 2021-2022 program year, it also became clear that a new core of students had staked their claim in the Veritas family; we ended the program year with comfort and hope for the future.

Remaining with the theme of reclamation, summer provided opportunity for the development of both our students and our staff. Most notably, in July of 2022 Becky Boyer joined Westminster’s full-time staff as the Associate Director of Youth Ministry.



Annual evening at Gilfillan Farm

With precious little time to get her feet wet, Becky was ushered into a week full of events and programming with the students of Veritas. Keeping with her aptitude to be “boots on the ground” with our youth, she immediately got to work in connecting with our students and planning for the upcoming program year.

Summer also allowed for our return to short-term summer mission. Working again with Group Workcamps, several middle school

continued

Youth Commission —*continued*



Hearing a scripture lesson

and high school students travelled to Elkview, WV for a home repair trip. Not only did these teenagers paint, build, and connect with the residents of their worksite, they were also challenged to consider what it might look like to “Go Serve” in all aspects of their life and faith.

Throughout the year, our confirmation program remained a strong and vital component of the life of Westminster, and we are deeply grateful for Cassandra Millis who volunteered her time, talents, and effort in leading the past several classes of confirmands. As Becky stepped into her first semester of Veritas, she also picked up the mantle of this ministry area. The confirmation program continues to challenge our young people to view and articulate their faith in ways that are both true and unique to their personal journeys.

As Veritas moved into fall and another program year, we focused on the theme “Be Transformed,” based on the words found in 2 Corinthians 5:17. Throughout the fall we asked the question “Who am I?” and looked to scripture to help us understand the pressures and influences of the world around us.

While each of these projects, endeavors, programs, and relationships are vital and important parts of the year, what stands out most boldly is the growth and connection that have been felt through the fall term of Veritas. With limited exceptions, the staff, youth, and volunteers of Veritas were introduced to new students at nearly each of our fall gatherings. The Veritas family has grown via families, friends, church membership, and student invitation. No matter how you cut it, the community of Veritas is stoking its own growth. Students invite students, families encourage their children, and yes, students invite their parents.

With new opportunities for mission, service, and study, this growth will continue to draw the Veritas family ever-closer to Jesus. Through multiple years of uncertainty and



Playing a game in the WROC

change, it is deeply encouraging to partner with passionate leaders, volunteers, and students. I remain continually grateful for the opportunity to work alongside this community.

—Ed Sutter / Jerry Malarkey



Westminster's Brand Celebration on March 6, 2022

Communications Commission

As we approach the third anniversary of when COVID seemingly froze time around the planet, the data is in, and yes, the world has changed. It has affected how we work, play, and worship, and there is no going back. Our leadership, including the Endowment Commission, understood this fact and blessed the Communications Commission with the resources to retool how we connect with our congregation through digital technology.

In 2021, Endowment funded three initiatives, including (1) upgrading our core IT and cybersecurity infrastructure (completed); (2) launching of new brand and communications materials (completed); (3) upgrading our member and financial management systems (in progress).

2021/22 Accomplishment: Initiative 1

Upgrade of Core IT and Cyber Security Systems

Like our church's physical plant, our Information Technology (IT) infrastructure requires regular maintenance and upgrades. No more so in 2023, as we reframe how we engage with our staff, volunteers, congregants, and community post-COVID.

This laid the foundation for additional projects completed in 2022, including the launch of our new brand and the kickoff of our financial systems modernization.

Project Accomplishments Include:

- WIFI security, speed, and coverage upgrade
- New physical server for Print Room



The Westminster Brand Celebration photo booth

continued

Communications Commission —*continued*

- Video conferencing enterprise license agreement
- New security firewall
- New backup & recovery server hosted in the cloud
- Migration of email to cloud-based - MS Office 365
- Migration of file shares (document management) to cloud-based - Microsoft SharePoint

including our logo and core messaging, and has been extended through all digital and print media. This was an incredibly exciting project and the highlight of 2022 for our Commission. The new logo and brand material launched in March have permeated all our digital and print platforms. Special thanks to Carolyn Brooks and former staff member Jeannie Schott whom we missed dearly, but, was blessed with an amazing opportunity to continue using her talents to share the good news of the gospel to a much larger audience in Western PA.



Everyone enjoying the Westminster Brand Celebration

There is a long list of notable benefits to this project, but none more critical than protecting our institution from cyber and ransomware attacks.

2022 Accomplishment: Initiative 2

Extending the Pulpit

“Extending the Pulpit” was a ground-up redesign of our brand identity material,

Coming soon in 2023: Initiative 3

Church Management Software Upgrade

This software is designed to streamline church administration, providing functionality for various needs, including communication, membership management, small groups, event registration, check-in, and donor management. In addition, we will be upgrading our core financial software and automating as many church processes as possible, freeing the staff from mundane, non-value-add tasks that prevent us from focusing on what is paramount - our ministry. Special thanks to Commission members Carol Galbreath and Anna Hiner for leading this effort.

This year, additional valuable contributing members serving on the Communications Commission include Carolyn Kerr, Sara Kyle, and Jan Baumann, and two new members, Paul Conley and Bill Bingham.

—*Steve Schmitt*, Chair / *Jan Baumann*

Membership Commission

Continuity with growth best describes the 2022 Membership Commission. Throughout the year, members of this commission:

- have worked to ensure the smooth assimilation of new members to the church via the twice a year Inquirer's Gathering;
- have continued with the expansion of the Forks 'n Fellowship groups for the membership;
- have staffed, and occasionally decorated as needed, the Welcome Center, Super Sunday events, etc.;
- have supported the varied work of the Volunteer Ministry led by Jan Baumann. Together Westminster has directly supported people experiencing food

insecurity and those experiencing homelessness through Rise Against Hunger, Food to Go, QuickKits, Street Moms, and Grow Living Stones. The proceeds of the rummage sale support additional local missions.;

- organized and hosted the first Veteran's Luncheon where they welcomed member veterans from WWII to Desert Storm and their guests.

—*Susan Castelli*, Chair / *Jan Baumann*

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. Recently we have begun to include social justice issues such as hunger, economic inequality, racism, incarceration, and environmental concerns. In 2022 we focused on working to end racism.

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

Bread for the World Racial Wealth Gap Simulation: As part of our ongoing focus

on racial justice, our Peace and Justice team organized congregation members in a simulation from Bread for the World to help us understand the historical roots of the very large disparity in wealth experienced between Black and White families today. Fifty-one Westminster members gathered in Fellowship Hall on February 6 for this exploration led by Rev. Liddy Barlow of Christian Associates.

Grace-Westminster Book Club: Beginning in 2016, members of Grace Memorial Presbyterian Church and Westminster have

continued

Peace and Justice —*continued*

met weekly for ongoing discussion. This racially mixed group, over the last 6½ years, has explored 38 books that address topics such as mass incarceration, the death penalty, poverty, inadequate schools, limited job opportunities, and other racial justice issues.

Summer Discussions: On July 10, 17 & 26, Peace and Justice sponsored a three-part series: Living with Differences: Sharing the Pew but Maybe Not the Point of View. Dr. Marta McClintock-Comeaux opened the series with Identity Pie: How We Are the Same and How We Are Different from One Another, followed by Dr. Azadeh Masalehdan Block on Cultural Humility & Refugees in our Region. The final session featured Dr. Charles Herring on Diversity, Equity, and Inclusion in Our Schools:

Offering of Letters: On October 2 we led the congregation in writing to Congress in support of the Supplemental Nutrition Assistance Program (SNAP). Westminster members sent 197 letters, a record for us.

Peace and Global Witness Offering 2022: One of PC(USA)s special offerings, this was received on October 2. A portion of these funds is shared with Presbytery, Synod, and PC(USA); the remainder will be used to pay honoraria for the Summer Discussion Series.

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

—*Bobbie Hartman / Louise Rogers*

Outreach Commission

In 2022 Outreach Commission placed a greater emphasis on providing more hands-on mission opportunities and communicating about them to the congregation.

- **Refugee Resettlement Project (RRP)** – Since January, significant time, household items, and monetary donations have been freely given to welcome refugee families through this project. First a family from Africa arrived in March. That family quickly relocated to New Hampshire to be with family there. In late August the RRP team geared up once again to welcome a second family on September 27. They are a lovely family of seven from the Middle East. The team has been highly engaged in helping them with housing, transportation to

medical appointments, enrollment in school, ESL classes, cultural orientation, employment, budgeting, etc. Over 40 church members and friends have been involved in the project. Jo characterized this as “hard and holy work.” The team can attest to that being true. But it is an enormous joy to get to know our new refugee family, otherwise known as “The Blessings.”

- **Racial Wealth Gap Simulation on February 6** – The simulation led 51 participants through exercises demonstrating how 13 public policies from reconstruction to the present day affected white and black families differently. It generated great discussion.



Racial Wealth Gap Simulation

- **Outreach Commission studied in 2022.** We read and discussed the book *Freeing Congregational Mission: A Practical Vision for Companionship, Cultural Humility and Co-Development* by Hunter Farrell.

- **Presbyterian Disaster Assistance (PDA)** - Early each year Outreach commission decides how much to allocate for the work of our mission partners. A percentage remains undesignated so Westminster can respond to emergencies as they unfold. In early March, at the beginning of the

Ukrainian Crisis, Outreach voted to donate \$5000 from its budget to a matching fund from Synod of the Trinity for a total of \$10,000 to Presbyterian Disaster Assistance (PDA) Ukraine Response. In November, in response to



Ukrainians in need of assistance through PDA

the ongoing war in Ukraine, Outreach donated another \$4000 to PDA.

- **SHIM Garden** is planted at the Gilfillan Farm in April and yields hundreds of pounds of nutritious fresh produce during the growing season. Each Monday a dedicated team of volunteers tends and harvests crops.
- **Haiti Child Sponsor Celebration on April 10** – Current sponsors mingled with and promoted child sponsorship at coffee hour in the north entry. As a result, 15 new children from La Croix New Testament Mission were newly sponsored for a total of 82 children sponsored through Westminster.
- **Baby Bundles for East End Cooperative Ministry** – Moms and grandmothers knit and assemble baby gifts for newborns.



Baby Bundles providers

- **SHIM Churchwide Food Collection on September 25** – A ton of food was collected and delivered to SHIM food pantry.

continued

Outreach Commission —continued

- **October 2 Letter Offering sponsored by Peace and Justice Team** – Over 200 letters were prepared and mailed to elected officials to encourage the continuation of SNAP benefits through the Farm Bill legislation.
- **PRISM Garage Giveaway** has been supported by Westminster for many years with furniture/household donations collected and delivered to the event on August 16.
- **The 3rd Meals on Wheels @ The Crossroads Cupcake Baking Event** took place in the church kitchen on July 13. 400 cupcakes were baked, iced, and packaged for delivery in 2 hours by 14 teen and adult participants.
- **Rebuilding Together Pittsburgh WORK DAY on October 29** – 6 volunteers joined the highly organized RTP staff for a day of rehabbing a residence in Homewood.



Rebuilding Together Pittsburgh home rehab team

- **BAIR Foundation Giving Tree** – 300 children were given gifts through this project in its 14th year. Outreach voted to designate \$1740 proceeds from *Then*



PRISM Garage Giveaway transport



Meals on Wheels Cupcake Baking

Sings My Soul Dec. 9 benefit concert by Marianne Cornetti for the use of the 2023 BAIR Giving Tree project.

- Outreach determines which mission partner should receive the **Christmas Eve Loose Offering**. This year **The Lazarus Fund of Pittsburgh Presbytery** was the recipient of \$3,444.00 from the generosity of those donating cash at the Christmas eve services.

—Sandy Conley / Louise Rogers

WECEP (Westminster Early Childhood Education Programs)



Denise Burke,
WECEP Executive Director

From the beginning of my tenure at Westminster Early Childhood Education Programs, LLC (WECEP) in January 2021, I have witnessed what the ministry that many call WECEP means to this church and community.

Through the ups and downs that this world has seen since 2020, one common goal remained evident in this community, WECEP will continue to be a pillar in the lives of children. The love for and commitment to teaching children based on Christian values is one that holds true for all of the staff and families. I am truly honored to tell you about the ministry that I lead, WECEP.

WECEP operates two outstanding early childhood education programs that offer full and part-day programs for children ages 3 months to 6 years old. The WECEP staff is made up of 46 highly experienced and dedicated individuals. A Board of 8 committed volunteers assist in making sure that WECEP remains as one of the highest respected programs in and around the Pittsburgh area.



Lori Feldmann,
WNSK Education Director

The Nursery School (NSK) offers classes for children ages 2 through Kindergarten. New to the NSK this school year is a licensed full-day private Kindergarten Class and a Little Scholars STEAM Class. The Little Scholars STEAM

Class is offered to half-day Kindergarten students in the districts who wish to complete their day by learning 21st century skills with hands-on activities. The NSK also continues to offer comprehensive Transition, Pre-K, Pre-School, Twos Pre-School Prep, Enrichment, Science, and Spanish classes for children in the community. The Enrichment Classes place emphasis on academic and creative areas, such as science, music, art, cooking, and STEM. NSK has a theme-based curriculum aligned with PA State Standards that 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. NSK currently has 213 children enrolled from September through June.



Megan Baumgartner,
WCDC Program Director

The Child Development Center (CDC) has 83 children enrolled, and is considered a year round child care program. The CDC philosophy is based on educational

continued

WECEP —*continued*

research that supports the theory that children learn best through play, so the curriculum is play-based. The classrooms available for both full and part time care are Infant, Toddler Prep, Toddler, Preschool Prep, Preschool, and Pre-K.

WECEP is licensed by the Pennsylvania Department of Education and Department of Human Services, and maintains a 4 out of 4 STARS rating from the PA Office of Child Development & Early Learning. Enrollment

is rolling admission and is open all year long. There is currently a wait list for openings.

Staff at WECEP work very hard to create and maintain an educational community which provides the highest quality early childhood learning experiences in a safe, nurturing, and creative environment that is based on a Christian Foundation.

—**Denise Burke**, WECEP Executive Director / **Louise Rogers**



WROC (Westminster Recreation & Outreach Center)

In 2022 the WROC experienced a resurgence of participants and programs as the community grew more comfortable returning to activities.

Participants were welcomed back without restrictions, new overhead LED lights, and an improved sound system. Fresh promotional materials included a Parkinson's Fitness brochure and a general WROC program brochure along with a refurbished website. The Parkinson's Fitness Program brochure was distributed to physicians throughout the Pittsburgh area. The reputation of Westminster as a strong ministry for those diagnosed with Parkinson's disease is building in the treatment community. We now offer four Level 1 classes and two Level 2 classes with plans to increase class offerings in 2023. Additional heavy bags,



The Zumba class celebrates its 15-year anniversary at Peterswood Park

reflex bags, speed bags, and mats were purchased to accommodate the increase in class numbers.



The Zumba class exercises outdoors at Peterswood Park

The WROC offers fifteen fitness classes weekly and Basketball, Pickleball, and Volleyball six times a week. Approximately 325 participants come through the WROC weekly. New fitness classes in 2022 included Barre Sculpt, Absolute Abs, and an additional evening of Pickleball. Zumba celebrated its 15-year anniversary with a picnic at Peterwoods Park and continues as one of the WROC's most popular classes.

The Westminster Single Women's Group returned in June with a dedicated Facebook page to help launch the comeback. The group had (18) attendees at their kick-off meeting and enjoyed the summer with weekly walks on Gilfillan Trail, visits to the Botanic Gardens, a Washington Wild Things baseball game, monthly dinners, and ended the year with a Christmas High Tea.

WROC Talks (a free speaker series)—one of the WROC's most successful outreach efforts—returned with a presentation from

continued

WROC —continued

Bedner’s Farm and Greenhouse called Success with Perennials and Mary Boch, Consumer Advocate, gave an educational and entertaining presentation called Are You Getting What You Pay For?

Just for fun, the WROC partnered with the Westminster Men’s Softball team to encourage the church community to rally behind the team. Game reports were shared with the church community throughout the season. Cheering on the “home team” was a great way of coming together as a church family.

The WROC is so much more than the programs it offers. The WROC is part of something bigger. It is part of a family—first the church family and then our extended community. We are blessed with fitness instructors and program volunteers that create an atmosphere of Christian Fellowship, a place to be known and to know others.

—Kathy Long, WROC Director

Town Hall South

THS

TOWN HALL
South
SPEAKER SERIES

Following a two-year hiatus caused by the COVID-19 pandemic, the Town Hall South Speaker Series (THS) returned to the stage in the Spring of 2022 with its first-ever evening lecture featuring Admiral James Stavridis.

The 2022-2023 daytime lecture season began in October of 2022 with CNN anchor John King, followed Silicon Valley innovator and visionary by Kevin Surace; global adventurer and host of Netflix’s *The Kindness Diaries*, Leon Logothetis; former *TIME* magazine editor and diplomat Richard Stengel; and star of Broadway’s *The Lion King*, Alton Fitzgerald White.

THS also recently revealed speakers for the upcoming 2023-2024 season, which

include actor Henry Winkler; photojournalist Lynsey Addario; culinary icon Ruth Reichl; NASA engineer Kobie Boykins; and American historian Douglas Brinkley. Subscriptions to the 2023-2024 season are on sale now at townhallsouth.org.

THS is a subscription-only series including five lectures held at the USC High School Theater on Tuesdays during the months of October, November, December, February, and March. The cost of the series is \$185 for general admission or \$210 for reserved seating. A subscription-only luncheon series at St. Clair Country Club immediately follows each lecture for those who attended the lecture. The speaker is available to



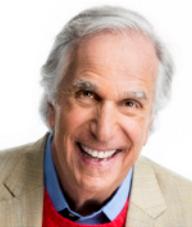
answer questions submitted by the luncheon audience. The cost is \$200 for all five luncheons.

THS also provides service to the community through philanthropic gifts to a wide range of local organizations. Some of the charities supported by THS donations in the past include Blankets Over Pittsburgh, Homeless Outreach; CASA for Kids, Inc. (Washington Co.); CASA of Allegheny County; City Mission with Children's Shelter;

Family Hospice; Boys Hope Girls Hope of Pittsburgh, Inc.; Light in my City; Literacy Pittsburgh; Outreach Teen and Family Services, Inc.; Prime Time Adult Care, Inc.; Street Symphony; Spencer Family YMCA/ Camp AIM; The Early Learning Institute; and Zonta Club of Washington County.

—*Janette Simmons Clements*, THS Board Chair

2023-2024 Town Hall South Speakers Series



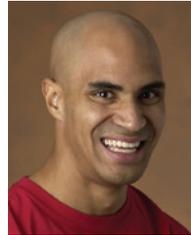
Henry Winkler
October 3, 2023



Lynsey Addario
November 7, 2023



Ruth Reichl
December 5, 2023



Kobie Boykins
February 6, 2024



Douglas Brinkley
April 9, 2024



2022 Giving Gala

Board of Deacons

The Board of Deacons serves the congregation with acts of care and compassion. The Deacons met through the year, some meetings through Zoom, on the fourth Monday of every month, except June and July.

During the 2022 calendar year the Deacons served Westminster through the following committees:

BLOOD DRIVE

We held three blood drives in 2022: February, May, and September, averaging 48 units donated per blood drive. Vitalant is the organization that now runs our blood drive, as 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. All signups were held online. Due to the need for social distancing, the Deacons' involvement was limited this year. We appreciate the participation from the congregation and the wider community.

CARE CALENDAR

The Care Calendar is a collaboration service, coordinated by the Deacons, to provide an opportunity for the entire congregation to volunteer in helping church members who need special assistance during their time

of need by preparing and serving a meal. In 2022 a Care Calendar request was made for a variety of reasons: illness, surgery, recovery, and others. The requests were as short as a week and up to a month. 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.

CARE CALLS

During the summer, the Deacons reached out to the entire membership with personal phone calls. The effort was made to stay connected and let everyone know the Deacons were available to assist as needed and to inform about happenings involving the church community.

FLOWER DELIVERY

The Deacons delivered beautiful Easter flowers and poinsettias to individuals in the congregation. All residents of Friendship Village, Providence Point, and others receive a flower. A special thanks to the Chancel Guild who ordered the flowers and worked with the Deacons.

GIVING GALA

The Deacon Giving Gala was held at Valley Brook Country Club. The event raised over \$25,000 for Bair Foundation. Specifically, this will go toward creating a room for supervised visits for families in the program. The evening included baskets in a silent auction along with many diverse auction items. Entertainment was a big hit! It was a wonderful evening for a marvelous group of young people. Thanks to all the deacons who worked so tirelessly to make this possible!

EXTENDED COMMUNION

The Deacons were able to serve communion to many people who were not able to come to church for services. The Deacons take the elements that are blessed during the service at church. Everyone finds this to be a very meaningful way to serve and connect with God and each other.



SNAPPY SPIRITUAL TEAM – SST

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 has done great work this year in connecting with the members of Westminster Church.

TREASURES FOR TROOPS

The Deacons worked with Operation Troop Appreciation in collecting personal care items for our troops. We listed the items needed in the bulletin as well as in the *Spire*. The collections ran in May 2021 leading up to Memorial Day. The response from the congregation is greatly appreciated.

SURPRISE AND DELIGHT

The Deacons reached out to members with care bags throughout the year. The bags included prayer booklets, special treats, sermons, reading materials, gardening items, and decorations. Palms were given on Palm Sunday. These were given to say “A special hello, we care.”

—Kevin Green, LHR / Louise Rogers

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. This past year, 2022, presented unique challenges and opportunities in offering care because we had to be sensitive to the virus among us. However, we still found creative ways to share God's love and compassion to each other.

Christmas Remembrance Service – Missing a loved one can be particularly difficult at the holidays. This past year the remembrance service was offered in Galbreath Chapel with special music and time for prayer and reflection.

Blessing of the Pets – All people-friendly pets and their owners can come to a celebration that recognizes the animal companions that love us unconditionally. A pastor blesses the pets and the people who love and care for them. The Annual Blessing of the Pets is held the first Sunday in October, in the north parking lot.



Prayer Shawl Ministry – Talented members knit or crochet shawls that are given to persons who are ill, have suffered a loss, or during a life crisis. The shawl is a tangible reminder of the abiding presence of God with us.



Prayer Group – The Westminster prayer group focuses on prayer for our church's ministry, our community, our nation, and the world. We lift up prayers for those by name who are in hospitals, who have suffered a loss, or are experiencing other concerns in their lives. The confidential prayer list contains members and non-members of Westminster. Additional prayer support is also found through a Facebook prayer group and through the chat feature during worship services.

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. Pastors support families during times of grief when a loved one dies or experiences trauma.

Grief Care – This support group was offered in the fall/spring for those dealing with loss. The group is open to church members and the community. During the five-week sessions the participants have an opportunity to share life situations of grief as they gain support from one another. The support group had strong participation in 2022.

Memorial Service Receptions – Following a funeral or memorial service, a group of dedicated ladies at the church work to provide receptions in Memorial Parlor for bereaved families. They handle the refreshments and arrangements following the service. Their efforts are greatly appreciated.

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.

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 drives, and organize special collections. Care calls were made by deacons to members of the church to stay connected and to identify any needs.



The Deacons and volunteers collect personal care items for Operation Troop Appreciation

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.

—*Louise Rogers*



Finance Commission

2022 brought into focus, for the Finance Commission, the financial opportunities and challenges facing the church in a post-pandemic world. As the way in which members and the broader community participate in the church evolves, whether it be attending Sunday service virtually or enjoying Wednesday night dinners, the impact on our financials changes as well. Looking back, we can highlight those impacts both positive and negative.

Our General Fund receipts grew slightly year-over-year by \$48,870 which fell short of budget \$71,678. Driving this gap was drop in the fulfillment rate of pledges from 97% in 2021 to 92% in 2022 representing \$106,425. As a result of this lower pledge fulfillment rate combined with not meeting our stewardship goal, we did not change the General Fund budget for 2023.

Fortunately, through the generosity of special contributions we were able to exceed our 2022 Total Revenue budget. Understanding the variability special contributions, the Finance Commission set the 2023 budget with a modest growth in revenue (\$11,793).

On the expense side, we emphasized providing resources for programs and activities that align with the goals of the

church while keeping alignment with the expected revenue. Our 2022 total expenses resulted in a positive variance of \$286,672. However, this includes a one-time reduction of Personnel Expenses for the Employer Retention Tax Credit (ERTC) in the amount of \$290,294. While the credit was recorded in 2022, the associated cash will not be received until 2023. Removing the ERTC from the financials results in our Net Surplus/Deficit at a break-even before we recorded the principal payments for the endowment loan.

Our property drives the greatest variability in expenses. From significant cost increases in utilities to unplanned repairs and on going custodial needs, the sheer size of our physical church is demanding of our financial resources. Furthermore, as the Forward-In-Faith balances are spent, a new long-term approach needs to be defined to ensure the upkeep of our facilities.

From a bottom-line viewpoint, the endowment loan remains a major cash drain with a cost of approximately \$12,000 per month (interest and principal). In reviewing the church's liquidity, the decrease in the cash balance year-over-year is largely attributed to these loan payments. For 2023 we have already secured three loan payment

“sponsors” which is reflected in the reduced endowment loan budget for next year. Similar to property, the Finance Commission understands any actions to significantly reduce the existing loan balance will enable us to ultimately achieve a balanced budget.

Thank you again for the financial contributions that fuel the church and for the ongoing expense stewardship of our staff

that have enabled us to maximize the value of each dollar.

Respectfully submitted,

—**Brian Eccher**, Finance Commission Chair /
Jo Forrest

Personnel Commission

Westminster Church is blessed with a talented and committed staff that have been called to support the ministries of the church. The Personnel Commission is responsible for supporting the staff, developing and administering Westminster’s personnel policies, and ensuring that Westminster Church has the right personnel to achieve the church’s work.

This past year, the Personnel Commission:

1. Supported Westminster Church’s staff
2. Responded to staff questions and concerns
3. Completed Pittsburgh Presbytery’s requirements related to Westminster’s staff
4. Provided reports to Session regarding personnel matters
5. Approved, conducted a search, and completed the hiring of a full-time Director of Finance and Operations
6. Approved, conducted a search, and completed the hiring of a full-time Associate Director of Youth Ministry
7. Reviewed and updated the Westminster

Church Personnel Manual based on staff and Personnel Commission feedback

8. Recognized staff for the exceptional work over the past two years
9. Sponsored staff luncheons
10. Sponsored a staff team building and education event
11. Approved staff payroll changes in accordance with the Westminster Personnel Manual policy
12. Reviewed, recommended, and approved staff changes based on the evolving needs of Westminster Church
13. Recommended a 2023 Personnel budget

The incredible work of Westminster Church and the many lives that it impacts would not be possible without the amazing people called to work for the church. The Personnel Commission is so thankful for all the hard work they do throughout the year. We are committed to supporting the current staff and continuing to evaluate the needs of Westminster Church so that we can continue to do God’s work.

—**Andrew Marsh** / **Denise Rost** / **Jo Forrest**

Financial Report

REVENUES	2021 Actual	2022 Actual	2022 Budget	Variance	2023 Budget
General Fund	\$1,586,452	\$1,634,322	\$1,706,000	\$(71,678)	\$1,706,000
Bequests & Donations	\$48,320	\$181,444	\$160,000	\$21,444	\$148,300
Program and Other	\$280,750	\$212,927	\$150,900	\$62,027	\$167,000
Total	\$1,915,522	\$2,028,693	\$2,016,900	\$11,793	\$2,021,300

EXPENSES	2021 Actual	2022 Actual*	2022 Budget	Variance	2023 Budget
EXPENSES	2023 Actual	2024 Actual*	2024 Budget	Variance	2025 Budget
Ministries/Programs	\$98,887	\$167,725	\$172,725	\$5,000	\$197,255
Outreach & Per Capita	\$240,520	\$216,337	\$218,065	\$1,728	\$194,000
Personnel	\$1,095,362	\$834,276	\$1,184,353	\$350,077	\$1,200,800
Property	\$268,424	\$284,748	\$239,600	\$(45,148)	\$279,250
Administration & Communication	\$266,098	\$224,910	\$199,925	\$(24,985)	\$199,100
Other	\$7,571	-	-	-	-
Total	\$1,976,862	\$1,727,996	\$2,014,668	\$286,672	\$2,070,405

*Expenses include \$290,294 reduction of Personnel Expenses for Employer Retention Tax Credit

Net Surplus/Deficit	\$(61,340)	\$300,697	\$2,232	\$298,465	\$(49,105)
Endowment loan (principal payment)	\$132,186	\$142,404	\$114,000	\$(28,000)	\$85,500
Adjusted Surplus/Deficit	\$1,783,336	\$158,293	\$(111,768)	\$270,465	\$(134,605)

BALANCE SHEET	12/31/2021	12/31/2022
Operating Cash	\$965,796	\$863,958
Endowment Note Balance	\$1,031,768	\$889,364
Bank Loan Balance	\$114,751	-0-

Stewardship Summary | 2023 Campaign

A Future with Hope was the theme of this year's Stewardship Campaign. There were a series of communications to the congregation via sermons, emails, video clips and the *Spire* that discussed our hopes for the future of our church. We described recent giving trends, the demographics of giving and the congregation, and the importance of pledging to the Session's ability to plan for worship, mission, and education.

The campaign has resulted in 313 pledges to date totaling \$1,363,788 with an average pledge of \$4,371 and an average of \$1,771 for each of the 770 families in the congregation. The total amount pledged was even with the 2021 campaign, with only 90% of the families pledging for 2022 having pledged thus far for 2023. Of those who pledged in 2022 and pledged for 2023, 41% increased their pledge. We are grateful for your generosity and commitment to Westminster! The following table reflects the distribution of annual pledges made by our congregation.

Stewardship is a year-round activity as we steward our church and its ministries. There are still well over 50% of our family units that have yet to pledge for 2023. A pledge is a response given in joy as an expression of gratitude for what God has given to us by his

Pledge Amount	No. of Pledges
\$0 - \$500	29
\$501 - \$1,000	35
\$1,001 - \$1,500	50
\$1,501 - \$2,000	21
\$2,001 - \$3,000	61
\$3,001 - \$4,000	22
\$4,001 - \$5,000	23
\$5,001 - \$7,500	21
\$7,501 - \$10,000	22
\$10,001 - \$20,000	19
\$20,001 & above	10

grace. It is a promise between you and God that is shared with his church.

We encourage all of you to reflect on the gifts God has given to you, and if you have not already done so, consider making a pledge to return a portion of those gifts to further his work in the world through Westminster.

Thank you to all who have generously supported Westminster in 2022 and who have pledged their continued support of our essential ministries: energizing our youth and families to grow in their faith, inspiring wonder and meaning through vibrant worship, seeking justice through our outreach and volunteer programs, and standing as a witness to God's inclusive love.

—Dave Heilman / Jo Forrest



Endowment & Special Gifts Fund Committee

Our committee, on behalf of this fund and the church, expresses its gratitude to all who have generously donated to the Endowment over the years. God has truly blessed Westminster with this fund and much has been accomplished with all of the grants made since 2012 for Westminster property and programs, and mission related projects.

Assets as of 12-31-22 (all preliminary)

- Undesignated Fund Balance
\$2,704,364 (appr.)
- Balance of Loan to Westminster
\$889,364 (appr.) - all payments made on time
- Special Gifts Funds
\$224,622 (appr.)

Highlights: Our committee met 6 times in 2021 with the following highlights:

- The committee worked with Jeannie Schott to greatly enhance the Endowment’s website page including giving options and a description of recent projects funded.
- A dormant Special Gifts fund was converted to a new “Digital Ministries” fund.
- A Policies and Procedures document was prepared, reviewed, and approved by the committee.
- Communication to the congregation included multiple requests for applications, two *Spire* articles, one email article, and a presentation at worship services.
- Requests for \$165,000 in grants from the corpus were reviewed and approved.

- Financial statements were created and will be part of the consolidated audited financial statements.
- We held information sessions with both of our investment advisers.
- Janis Davis stepped off the committee after decades of service to the Endowment including her work as one of the founders, fund raiser, historian, and adviser. We all owe Janis a big debt of gratitude.

Investments: We continue to use two investment advisers with one concentrating on equities and the other balancing our portfolio with a mix of equities and fixed income. This approach softened the blow for 2022 as our investments showed a 13% loss for the year (versus S&P Index down 18%).

Grants were recommended and approved by Session in the amount of \$165,000 (4% of corpus) for the following:

- Fellowship Hall chairs - \$40,000
- Sanctuary Sound System - \$13,500
- Youth Ministry - Assistant Director and Classroom Updates - \$66,500
- Children/Family Ministry Classroom Updates - \$12,500
- Bridge Service Music - \$2,000
- Westminster Teen/Family Mental Health Seminar Series - \$12,000
- Street Mom’s Homeless Ministry Supplies - \$3,500
- Homewood Oasis Pre-School Construction - \$15,000

Special Gifts Funds: Several special funds donated by families are also administered by the Endowment Committee. In 2022, grants of \$5,000 for the Fellowship Hall chairs and \$3,500 for the sanctuary sound system were made from the Special Property Needs fund. A current balance of all of these funds are as follows:

- McClintock Library Fund - \$18,972
- Special Property Needs - \$79,704
- Kitchen Maintenance - \$5,749
- Music and Arts - \$47,145
- Archives - \$10,259
- Digital Ministries - \$46,482
- Chapel Organ - \$16,311

Thank you to a great committee in 2022. We look forward to funding another interesting set of projects in 2023. Please feel free to contact us any time with questions.

Blessings,
Rob Wagner, Chairperson

2022 Endowment & Special Gifts Fund Committee

Bill Rogers, Brian Eccher, John Wehn, George Pitcairn, Jeff Rex, Jo Forrest, Lois Singleton, Ken Rapko, Linda Serene, and Rob Wagner

Property Commission

The Property Commission's work continued at a fast pace in 2022. It is rewarding to look back at all the positive changes one can see when walking around or through Westminster Church. It is a nice reminder of how much we have accomplished. However just like in our own homes not all the spending is easily noticed or as rewarding as others. When a roof is leaking and the repair is made, it just doesn't satisfy as a new carpet can. The balance of Forward in Faith Funds is now nearing its end. This balance should be enough to finish this spring's exterior paint and wood restoration work. Below is a list of some of the major and minor dollar value projects accomplished in 2022. All were made possible by your commitment to Westminster and its mission to bring Jesus Christ in action here in this community and beyond.

- The Fellowship Hall restoration
- Replacement of all the 65-year-old Copper Box Gutters and sanctuary roof repair
- Exterior wood trim restoration painting and wood replacement
- Several staff offices received updates along with flooring and carpets
- The Bridge worship stage replaced
- WROC lighting replaced
- North wing staircase windows replaced

Looking ahead we find ourselves facing several challenging needs. Each is a major project requiring engineering, thought, and money.

continued

Property Commission —*continued*

- Narthex entrance deck leaking rainwater
- Main electrical service lines and switching equipment needs to be relocated and replaced
- Fire alarm system installation

Once again, my thanks go out to our commission members for their dedication. Charley Richardson for shouldering so much of the worry and work for the day-to-day care of our church. Walter Geroda for his willingness to do whatever it takes to keep us looking good and functioning at our best. Westminster's Thursday crew continues to add high value to the church's appearance and to each other in fellowship each week. We are blessed to have them here.

Peace,

Jay Galbreath, Property Chair / **Jo Forrest**



This document was produced by the staff and many members of our congregation.
Please excuse any misspellings or omissions.



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