



WESTMINSTER
PRESBYTERIAN CHURCH

2017 ANNUAL REPORT

*to the Congregation
from Session*

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From Our Pastors

SENIOR PASTOR, HEAD OF STAFF

In retrospect, 2017 will have laid some of the foundation for Westminster's growth and development over the next several years.

Staffing changes will contribute significantly. In January, Jason Freyer was ordained as associate pastor for youth, contemporary worship, and media, and his new role has expanded the range of Jason's contributions to the life of the church. Then, after a year-long process, the APNC nominated Louise Rogers for the position of associate pastor for congregational care, and the congregation enthusiastically voted to call her over the summer, so that Louise is already connecting with many individuals and groups in important ways. We thanked Dave Fetterman for several years of service in Christian education and pastoral care, and rearranged some responsibilities, now that we have three full-time pastors again.



Meanwhile, Carrie Kushner has brought new energy to our fellowship around meals, as the Wednesday night suppers especially have grown dramatically, and Nadina Robusto provides new coordination for music at the Bridge service. Heather Flitsch joined us to provide administrative support for children, youth, and family ministries when Tracey Mattes moved on after a dozen years, and Holly Jones took up leadership of the Junior Choir from Lisa Hoffmann, who left to focus on her growing family. We were saddened by the death of Bill Singleton, who oversaw so many projects for our physical plant in the last ten years, even as we welcomed Charley Richardson to oversee the work of our custodians and the general day-to-day upkeep of the church. We hope to have a half-time project manager early in 2018, and all these changes have been accomplished for essentially the same personnel budget, by striving to reconfigure staff responsibilities as efficiently as possible.

In addition to all the work of our various commissions and other groups, the Strategic Planning Team articulated a number of themes for Westminster's direction in the near future, and conducted a congregational survey with the generous assistance of Westminster member Craig Marshall and Marshall Marketing. A first draft of the survey results are available on the church's website, and a summary of the strategic direction themes appears later in this annual report.

– Jim Gilchrist

ASSOCIATE PASTOR FOR CONGREGATIONAL CARE

The temperature on December 26, 2017, was 18 degrees when the outside door near the chapel opened and in came the deacons and helpers to deliver flowers to fellow members. I was surprised to see so many people arrive early on such a frigid day. One person remarked, “I love doing this; it’s my favorite part of Christmas!” A dad with kids soon came to collect their flower for delivery. So many active hands and feet were living out the joy of Christmas.

This is just one of the many caring acts I have seen in the past five months that I have been honored to serve as the associate pastor of congregational care and education at Westminster Church. The congregation welcomed me with smiling faces and open arms, not to mention the beautiful receptions on the initial Sunday and the installation in October. I have found a rich array of caring ministries at the church which are carried out in a wide variety of acts of grace shared from one person to another. As we move forward, our opportunity is to continually be asking, where is God leading us. Where can we help one another in the church and the wider community? *For from his fullness we have all received, grace upon grace.* – John 1: 16

Many thanks to all who offer care through visits, meals, prayers, shawls, listening, communion, services, and much more. Thank you all for welcoming me into your community and into your lives as we seek to glorify God together.

With joy for the journey,



– Louise Rogers

ASSOCIATE PASTOR FOR THE BRIDGE, YOUTH & MEDIA

2017 was an incredible year of firsts for me. On January 8, with nearly every friend imaginable at my side, I took my ordination vows for the first time. Almost immediately after came a whole bunch of other firsts. My first baptism. My first time presiding over communion. My first wedding. My first funeral. Most of these firsts came with equal parts exhilaration and fear and joy and trembling. As the year has wound on, and I have had more experience and practice, the fear and trembling are subsiding, and all I'm left with is profound joy and excitement.

They don't tell you in seminary how great your first time behind the table will feel. To stand there with the great privilege of distributing body and blood, but to do so to a community you have known and loved for these many years, is an experience I just don't have words for. They don't tell

you in seminary how much you will sweat in the heat of an outdoor wedding during a Pittsburgh summer, nor do they tell you how much you will relish looking at the young couple before you make their vows before God and family in sheer joy and bliss. They don't tell you in seminary just how big your smile will be when you walk a baby down the aisle, happy to introduce the newest member of the church family. They don't tell you these things because there's no way they could. Words will fail you at every attempt.

What a beautiful, profound thing it is to take all of this, the joy of ordained ministry, and continue the work of youth ministry. What a beautiful thing it is to bring all of this joy to the work of worship leadership in the contemporary service. And what an exciting challenge it has been this year to explore new ways of sharing our story through media. (Have you checked out our new videos page on the website? You should do that.) This is a beautiful new evolution in ministry here at Westminster, and I'm beyond delighted to share in it with you all. Thank you for allowing me the privilege of serving Christ with you!



– Jason Freyer

Worship Commission

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

The Worship Commission is responsible for the 8:00 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 up to six-person teams with a head usher, arranging for the celebration of the Lord's Supper, providing the elements, scheduling servers, and overseeing setup and cleanup, and providing general oversight to the Music and Arts program. Meetings are scheduled for the first Tuesday in February, May, and October.

Music at Westminster continues to enhance the worship experience. The quartet and Chancel Choir sang a wide variety of music during weekly traditional services. The Cherub and Junior Choirs led worship the first Sunday of each month from October through May, and the Westminster Ringers played on the third Sunday of each month from September through May. All choirs performed in the annual Christmas concert, featuring Bach's Magnificat with orchestra. Sara Kyle wrote program notes and articles for the *Spire* that helped the audience access this magnificent work.

George Milosh joined the music department as the tenor soloist. Holly Jones joined the staff as the junior choir director. Westminster is blessed that several members continue to serve as volunteer directors, Jim Marshall and Beth Ketterman as leaders of the Westminster Ringers and Cherubs, respectively. Harriet Dilly joined the Cherubs as their accompanist. The Cherub and Junior Choirs once

again presented a musical for Mother's Day and led worship at 5:00 p.m. on Christmas Eve.

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. Paul Jacobs treated our packed house to a magnificent organ concert. It is our hope that this outreach will enable people to experience our beautiful facility and consider attending worship with us.

Westminster continues as the fourth venue for Chatham Baroque's concert series. Concertgoers have been enthusiastic about this offering taking place in the warm environment of the Galbreath Chapel.

The Organ Summer Series attracted the public at large on Thursday afternoons with the musical talents of organists in the greater Pittsburgh area. Sara Kyle and Jim Burns are instrumental in recruiting organists for the series.

In addition to the above, a sub-committee of the Worship Commission was formed in 2017 to develop a policy regarding an update to the security of the physical property as well as the safety of service participants. This policy update, training of personnel and implementation will occur in the first part of 2018.

The Worship Commission has been proactive in providing Westminster Church with an inspiring, faith focused, meaningful, and joyful 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 inspirational 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 because of them.

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

The Bridge Worship Service

The Bridge Service had a good year in 2017 and the Bridge community is strong. The Bridge remains committed to contemporary worship with contemporary music, which remarkably attracts worshippers of all ages; though we commonly see families walk through our doors. The Bridge welcomed new faces throughout the year, many of whom have returned frequently.

The prayers for the people segment of worship remains a favorite among familiar faces and newcomers alike. Many members of the Bridge “family” made it clear this past year that their burdens were lightened by the prayers and support found in our community.

Ed Sutter took a sabbatical in the summer of 2017. As Ed took an extended time off this year, we were excited to add Nadina Robusto to our worship leadership team as both a gifted worship leader and team coordinator.

The Bridge Commission meets virtually all volunteer requirements for the Bridge, reducing the burden on the Westminster staff. Our volunteers create and update decorations to reflect the changing seasons and liturgical colors, greet worshippers, collect the offering, work the AV equipment, set up and tear down the worship

space, and prepare and clean up the coffee service.

In 2017, the confirmation classes and their families actively participated in the Bridge service through ushering and set-up.

By the numbers

- Approximately 22 worship leaders inspired us in 2017.
- Approximately 70 volunteers, including newcomers, supported the Bridge.
- Attendance averaged 121 worshippers per service in 2017.
- The Bridge welcomed new members at each of the three “New Member Sundays.”

– Amy Winegarden & Nicole Baculik
Bridge Commission Co-Chairs

As this is their last year serving as co-chairs, it is worth commending both Amy Winegarden and Nicole Baculik on their extraordinary leadership of the Bridge Commission these last three years. Their dedication has had a profound impact on our service, and we are grateful for their incredible work!

– Jason Freyer

Chancel Guild

Chancel Guild is responsible for the management of Sunday memorial flowers, seasonal décor, wedding coordination, and worship-related purchases.

Chancel Guild purchased six communion chalices in 2017.

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 recipients' information and maps for Deacons to deliver the flowers to shut-ins. Chancel Guild members remove the large weekly memorial bouquets from the sanctuary and divide the bouquets into smaller arrangements. Donati Florist and The Flower Studio provide memorial and seasonal flowers, palms, and plants. A very few weeks are available for a donor to provide Sunday memorial flowers in 2018.

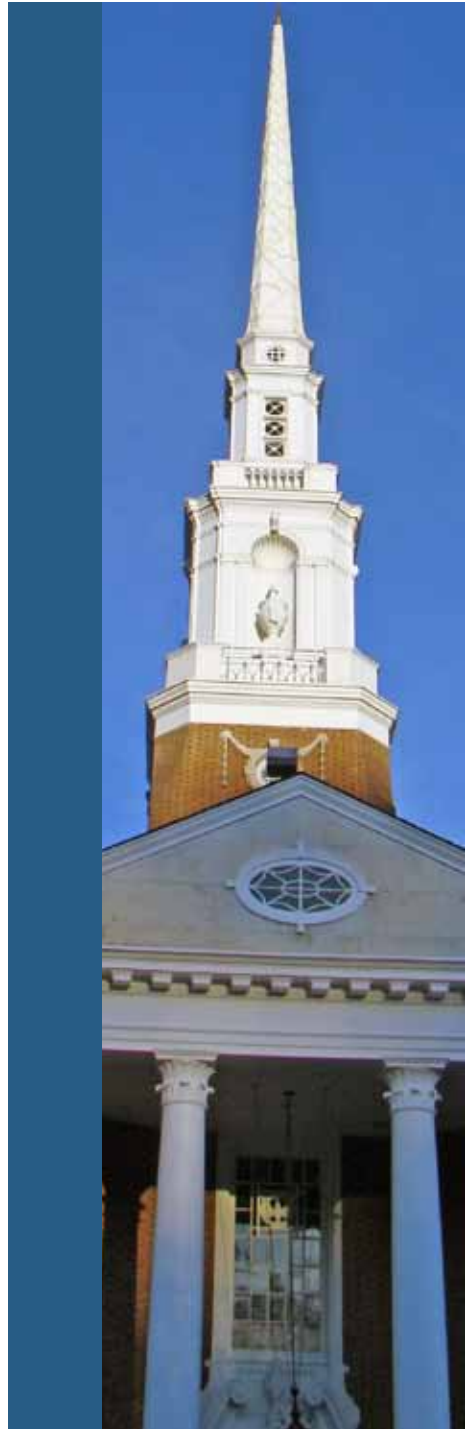
At Palm Sunday, Easter, and Thanksgiving Chancel Guild decorates the sanctuary. At Christmas we also decorate the chapel, north entry, memorial parlor, and south reception Christmas trees. Except during winter months, Chancel Guild provides wreaths at seven church entrances. Marsha Gnagey makes silk floral arrangements and the wreaths.

Two wedding coordinators assist the bride during the planning process, rehearsal, and wedding. Chancel Guild provides candles as requested.

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

– Joy Mahrer and Marsha Gnagey, Coordinators

EDUCATION & SPIRITUAL FORMATION



Children's and Family Ministry Commission

Our mission is to set the children of Westminster on the road to a lifetime of faith. To that end, we strive to help them develop:

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

We also provide parents with tools, guidance, and supplemental materials to enable them to journey alongside their child. We believe that children are active learners, learning best by engaging in fun activities that include their friends and family, using a variety of teaching methods and experiences.

With these goals 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. Experiential programs provide a combination of worship and small group activities; allowing children to grow in faith while building relationships with God, peers, and adult/teen leaders.

JAM (Jesus and Me) – Our Wednesday evening program for 5th and 6th graders, offers an opportunity for students to continue to grow in their faith within a safe, fun environment. Interacting with a dedicated group of adult leaders and mentors, as well as with their peers, children participate in a Bible study, activities that help them apply the Bible lesson to their own lives, and a team-building game.

3rd and 4th Grade Workshops – These workshops, offered several times each year, encourage children

to explore a faith building topic in a fun, engaging way. Topics included: "Jesus' Last Journey" and "Have My Bible, Now What?"

Barefoot School – This vacation Bible school, held during one week of June, serves more than 250 children from our own congregation and the surrounding community. Children in kindergarten through 6th grade are invited to attend, with an additional preschool program serving the children of volunteers. The age-appropriate curriculum presents five Bible stories in an exciting and interactive setting. In addition, the program employs more than 130 teen and adult volunteers, serving in a wide variety of leadership, teaching, behind-the-scenes, and support roles.

Sacrament Education – Starting in 2nd grade, our children are invited to participate in a sacrament education program, focused on teaching the children and their parents about the two sacraments of our Presbyterian faith, baptism and communion. Once they have completed this program, the children are invited to join their parents in celebrating communion in the worship service of their choice.

Family events – Periodically throughout the year, the Children's & Family Ministry Commission participates in a variety of events designed to provide opportunities for fellowship and education, often across generational lines. These activities included a Life-Size CandyLand game, the Advent Wreath Festival, Breakfast at the Manger, and a Gingerbread House Factory. The Westminster Family Life group has continued to encourage families to partner together, supporting one another and building relationships as they raise their children following God's plan.

– Robin Pyles

Youth Commission

2017 was another incredible year for our ministry to young people at Westminster Presbyterian Church! We continue to be amazed at what God is doing in our midst, and the way God speaks to us through these teenagers. Here's a look at what we were up to this year:

Wednesday Nights – As always, the cornerstone of our youth ministry is our weekly Wednesday night gathering, Veritas. The night begins with dinner lovingly prepared by Jim and Denise Boustead and served by a whole team of faithful volunteers. Then we head down and play a game in the WROC that typically involves a lot of running and sweat. At 7:00, we come back upstairs for a time of worship, including singing, and the most honest time of prayer around. Students pour their hearts out before their God and each other, and it is quite beautiful. Then we split up between the high school and the middle school, and enjoy either a time of teaching, or a small group meeting.

Trips and Retreats – Another hallmark of our youth program is our trips and retreats throughout the year. In 2017, we were just about everywhere!

- Middle School Catacombs
- High School Splash Lagoon
- Middle School Splash Lagoon
- Lock In at Fun Fore All
- Mission Trip to Wintersville Ohio
- Mystery Trip (Cedar Point)
- The New Wilmington Mission Conference
- High School Catacombs
- High School Laurelville
- Middle School One Nighter

In the midst of these trips, we introduced a new idea in 2017 called the One Day Mission Experience.

About once a month, high school students would spend a day doing a single mission project, including Produce to the People, organizing food donations at SHIM, and providing a meal to Hot Metal Bridge's The Table Ministry.

Confirmation – Our confirmation program allows students to explore the story of their own faith. What is God doing in and through them in the world, and what does it mean to be a part of Westminster through it all? Students meet once a week for 11 weeks to study, pray, learn, and grow together. Students who were confirmed in 2017 are:

Fall 2016

Rae Burton
Jack Clark
Sarah Eccher
Nathan Hamel
Grace Hoffman
Zoe Hoffman
Makenna Marisa
Morgan Marisa
RJ White

Spring 2017

Harrison Burgess
Rachel Burton
Madyson Glesky
Kevin Kerr
Dana Loomis
Jack Null
Bayley Reiter
Catie Tomb

Faith Lab – As an ongoing effort to improve a struggling Sunday school program, we took a new approach to our middle school and high school Sunday morning education. Our aim was to create content that would reach beyond our walls to those who are unable, or unwilling, to attend a Sunday morning education hour. For a few reasons (lack of interest, learning curve, new schedule) the program has not done what we had hoped that it would and this corner of our youth ministry continues to experience obstacles. We hope to continue learning how to reach the young people in this segment of our ministry and are partnering with students and parents alike to further understand the current issues.

Sticky Faith – An undercurrent through the year for us as a commission has been to examine what role we are playing in the lives of the youth and the church at large. After several exciting and energizing meetings, we are starting to feel a call to minister both to students in our programs, and their parents, in trying to find new and creative ways to help students stay with their faith well into their college years. There will be a great deal more information coming in 2018 about this, but if you have any questions or would like to join the conversation, please don't hesitate to let us know.

– Jason Freyer

Adult Spiritual Development Commission

The purpose of the Adult Spiritual Development Commission is to provide opportunities and resources for spiritual development. The commission has oversight of adult classes, seminars, the library, the labyrinth, the gallery, and small groups. Small groups include the Wednesday Women's Bible Study, Faith in Life, Fishers of Men, Perspectives Class, Builders Class, Genesis Class, Adult Bible Study, Thursday Morning Bible Study, the Book Club, and Centering Prayer. The weekly bulletin lists a myriad of small groups to help you mature in your faith journey, as you grow in friendship and fellowship within the group.

Your thoughts and opinions matter. If there is a topic that you would like to explore further or if you have an idea which may evolve into a small group, please do not hesitate to let us know.

The Adult Spiritual Development Commission typically meets monthly. Please feel free to join us any time; see the church calendar for the next scheduled meeting. We welcome all ideas and insight that will encourage and help our congregation to grow in faith, foster a connection to God, to each other, and to the larger community. May Christ be reflected in all of our lives!

Please consider joining us for the Adult Spiritual Formation Retreat held each spring. This retreat begins on a Friday evening to set the tone for the weekend. Saturday brings time of study and

conversation. Later in the day, we have a bit of free time to explore the woods or spend some quiet time. In the evening, we build a roaring campfire, eat marshmallows, and enjoy a wonderful time of fellowship. We end the retreat on Sunday morning with reflection, worship, and communion. This year's retreat will also be in Jumonville. The top of Mount Summit (Hopwood) is a beautiful setting to grow in faith, have some fun, and enjoy lots of food. Join us on retreat to enjoy a respite from the weekend routine, not only to worship and study together, but also to enjoy lots of laughter and fun.

In 2015, we held a Centering Prayer workshop and a Centering Prayer group continues to meet every Tuesday evening at 6:30 p.m. in Room 231; no prior experience or workshop is necessary! Also please take time to fast and pray for our church the first Saturday of each month. This is an opportunity to draw near to God while in prayer for our congregation, pastors, leaders, and initiatives.

Continuing Activity Highlights:

- 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 recovery is scheduled at various intervals throughout the year.
- The Sunday seminars continue to inspire and to spiritually develop participants with faith-based topics and spiritual lectures.
- We enjoyed a successful Enneagram Workshop in 2017. We look to combine the Southminster Enneagram Group with Westminster's.
- In 2018, we look to conduct a Spiritual Gifts workshop with L. Roger Owens. Dr. Owens will lead a workshop to give participants the chance to explore their gifts and passions for ministry by studying what the Bible says about spiritual gifts, considering their own passions and interests, and discovering how their gifts and passions can come together in lives of service in the church and the world.
- In 2018, Reverend Louise Rogers will conduct a Lenten prayer book study as we prepare our hearts for Easter.
- In addition, we look to pray for PEACE during Lent in the chapel. Dates and times to be announced.
- Intergenerational initiatives continue. The purpose is to keep abreast of what our commissions are doing and explore possible collaborations.
- We look to launch Adult Basic Beliefs in September 2018.
- The Westminster blog is an excellent source for devotions, information and exploration of a variety of topics.
- Visioning! How to better serve our congregation's spiritual development is the ASD focus.

– Patricia Smith, Chair

Library

There is something for everyone in our library! It offers books (fiction and nonfiction for children and adults), DVDs, CDs, and puppets that can be checked out and taken home or used within the library. The tables and seating in the library are used to read, pray, and study. Children's classes visit the library regularly. New books were added to the library's collection in 2017, both by purchase and generous donation. A new stand was purchased to hold the bags of children's books and puppets, which is more accessible and takes up less space than the previous storage unit. All of the library's materials are listed on the digital catalog, which can be viewed on the computer in the library or through the church's website on your personal device. Eight volunteers work in the library to keep it orderly and up to date. I am thankful that Westminster is blessed with a such wonderful library!

– Sarah Fetterman-Freyer, Church Librarian

Presbyterian Women of Westminster – PWW

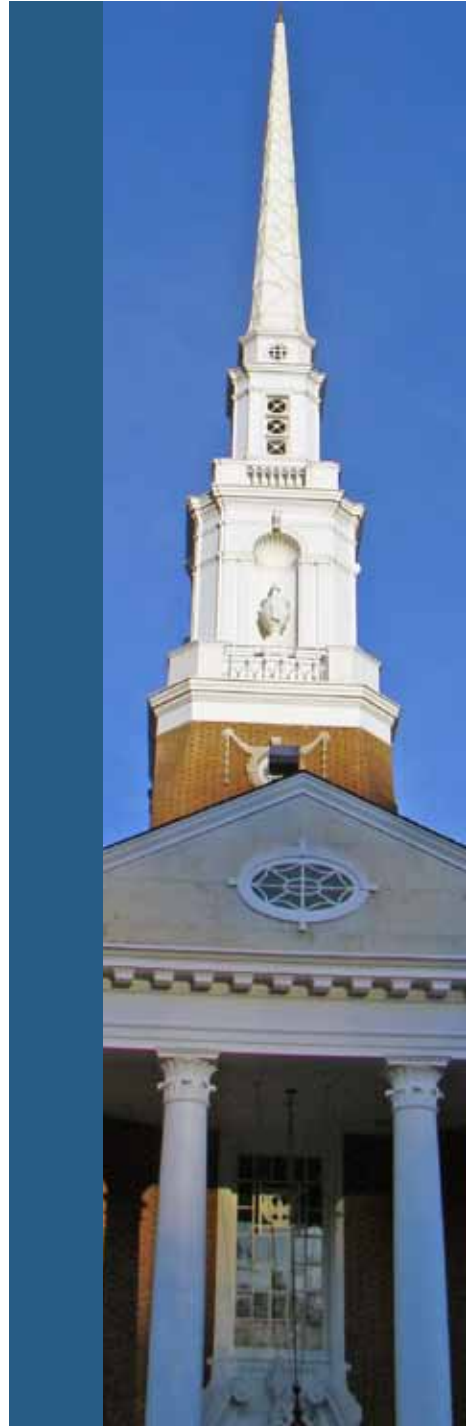
Semi-annual Rummage Sales, pledges, donations, and the Thank Offering enabled PWW to donate over \$20,000 to local, regional, and worldwide missions in 2017. Generous donations of clothing and household items, faithful and diligent volunteers, plus grateful and enthusiastic shoppers make the Rummage Sales our primary source of funds.

Three Circles (small groups of women) gather regularly for Christian fellowship or Bible study. All women of Westminster Presbyterian Church are invited to attend PWW Circle meetings.

PWW is grateful for the enthusiastic and continued support of our Westminster community.

– Joy Mahrer, Moderator

COMMUNITY OUTREACH & MISSION



Communications Commission

In 2017 the Communications Commission continued and expanded on previous progress while stretching out in some new directions as well. Having completed a Communication Matrix in 2016 we explored some of the identified gaps. A small gap was closed by organizing a march in participation of the USC Community Days parade in May behind a banner kindly made by the Thursday Morning Work Crew. We also sold off some unused equipment in the print office, officially christened the video studio the Reverend John Beams Studio, and invested in hard drive backup equipment for the Beams Studio to protect our investments.

By far the majority of the commission's time and budget in 2017 went to the development and implementation of our plans for social media usage and utilization of the video equipment. We built a sizable Video Team including about six members – we are always looking for more! We are excited to have made considerable progress on four YouTube projects: Faith In Life (interesting interviews conducted by Jim Gilchrist of individuals with whom he comes in contact either here at the church or in the wider community including Gavin Walton and Steve Biddle), fine-tuning the process of recording our weekly sermons, Yellow Chair (testimonies by various church members including Dan Paul), and a possible coming podcast.

Moving into 2018, we will continue to explore and expand our use of social media and the video equipment, and document a solid communications strategy as part of the Process of Excellence. We will continue the work of focusing on how the church can best reach fellow members and the world.

– Mandy Thomas, Chair

Membership Commission

The Membership Commission has met monthly since it was re-envisioned in October 2017.

There are 10 members on the commission and Jan Bauman attends our meetings as the staff liaison.

The commission has reviewed the process for new members.

There were three Inquirers Gatherings in 2017. After these gatherings, new members joined. There were 21 new members in February, 17 new members in May, and 24 new members in October. The next Inquirers Gathering will be on February 3, 2018. Beth Ketterman organizes these gatherings and contacts potential new members.

There were 17 confirmands who joined the church in 2017.

Processes in place regarding new members or visitors are as follows:

1. Beth Ketterman and Jim Gilchrist periodically review the visitor attendees and make calls to all repeat visitors. Carol Galbreath has joined them in making these calls. The list is reviewed monthly.

2. Sandy Shanahan has a team who make calls to first time new visitors directly after the Sunday a person visits.
3. Calls are made by Beth Ketterman and Susan Van Cleve to all new members at three, six, nine and 12 months after members join.

The commission has been reviewing options for how we can be more welcoming before and after each service and are developing plans for how to implement a more intentional way of greeting visitors.

We reviewed the website and under Connect/Membership and New Here both links have now been changed to go to Susan Van Cleve's email as the contact person if they have questions, if we can be of service, or if they want to join.

The commission has reviewed the charter for the Membership Commission and no changes were recommended.

– Susan Van Cleve and Beth Ketterman, Co-Chairs

Outreach Commission

Ever since the founding of Westminster in 1946, the church has striven to be an example of Christian faithfulness to the gospel of Christ and to be more than a place of worship but to reach out with the many gifts and talents to a community and a world in need. Each year we remind ourselves of our mission statement that states: "We seek to be a caring community of faith committed to bringing people to Christ and developing their faith through worshipping God together, teaching the faith, and serving in mission." The Outreach Commission is dedicated to Christ's call to serve, helping to enlighten members of mission opportunities and being a faithful steward of the generous giving that characterize the members of this congregation.

The Outreach budget for 2017 was \$335,000. Below are just a few of the highlights from 2017 that the commission, in grateful service to the congregation, joyfully supported.

Pittsburgh Presbytery received \$60,000 from Westminster in addition to the required per-capita amount assessed each year.

Produce to People – Westminster members helped distribute fresh produce to 550 families or approximately 1,500 individuals at Martin Luther King Elementary School on the Northside.

Endowment – City Mission IT (Information Technologies) Capabilities (\$25,000): City Mission has doubled its capacity since the fire but its management infrastructure is still the same. The funds are needed to pay 50% of the 2017 salary of an IT staff person who will be working on modernizing the IT systems. This will serve as seed money to get the position going and then City Mission will raise the money to fund the position in the future.

Haiti – One of the priorities is to buy some new computers for the classrooms and child sponsorship program.

The annual Haiti summit meeting was held on September 30. This is a state-side effort to coordinate projects which include construction, medical, education, child sponsorship, and evangelism.

The money has been released for the expansion of the LaCoupe School and another team has put the roof on the school.

The mission would like to make benches in their vocational school, similar to what Lawrence O'Donnell is doing through the K.I.N.D. (Kids in Need of Desks) program in Malawi. They are hoping they will be able to get the materials in Haiti and then make and sell the benches to schools in the area.

Higher education is an emphasis now. The September fundraiser raised about \$10,000 which is earmarked for kids who graduate from the 13th grade and go on to higher education.

The Haiti scarves were sold at Westminster on December 3 and 10 in the north entry. The profits from the scarf sales (\$3,000-\$4,000) are used to buy fabric for school uniforms which are made at the vocational school.

Currently there are 50 Westminster sponsors who are sponsoring 65 children in Haiti.

Sponsorship is \$20 per month and pays for education, uniforms, food and medical care. The money is given not only to the child sponsored but the funding is spread across the entire school. There are about 4,000 kids in the school and about half have sponsors.

There are a total of seven schools spread out over a 20-mile area.

India – Westminster provides funding for each of the organizations listed below.

- Miraj Medical Centre is a 500-bed hospital. The deed is being transferred from one trust to the medical foundation so they can borrow money and build a medical college.
- Vadaketh Development Centre has been in business since 1986. Westminster began supporting it in the mid-1990s. Its primary founder, Dr. George, passed away last year.

Currently it has two locations – one for special needs children and a trade school for adults.

- Pastor Timothy's Prabhat Tara Santha Mission is a ministry to the red light district of Sangli and Miraj. It operates a hospice for kids that have HIV and a hostel for kids that have been rescued from the red light district.
- Sangli Industrial School was started in 1891 and is still in the same building. It is a self-sustaining trade school and corporations in the area recruit students from the school. Westminster funded the pension corpus for its teachers from the New Cornfield Fund.

PRISM – Furniture was collected and delivered for the PRISM Garage Giveaway.

Friendship Presbyterian Church – Friendship Church expressed its thanks to Westminster for its generosity and support over the years and for helping to keep the church open. The church serves a mix of low income neighborhood families, college students and some people from different parts of Pittsburgh. Westminster started its outreach to Friendship Church in 1958.

Westminster members helped their fundraiser be successful last year with strong organizational support by Jan Baumann, Sue Wyble and Bonnie Bacik, as well as a fair number of WPC folks who attended the fundraiser. This was the second year we had a team help with the planning and implementation of the event. Our financial support helps them keep their youth minister by going toward part of the salary.

Garfield Farms – Garfield Farms now has a 2.5 acre farm on three city blocks. They have hired a community outreach director who is currently working 10 hours per week. The Barefoot School kids went to Garfield Farms this past year for their mission project. PWW toured their farm and contributed to their mission.

Open Door – Westminster has supported Open Door for many years including providing \$4,500 a year for their Cross-Trainers six-week summer program. John Van Cleve is chairman of their Steering Committee through 2018, Dan Paul is working with Open Door's new executive director to formulate long-term plans, and Eric Harrison is involved in building maintenance.

Open Door is the only youth program in the West End area. It is part of Crafton Heights Presbyterian Church so technically it is not a separate non-profit. Open Door would like to expand its programs for a broader range of age groups and perhaps do something for single mothers.

Meals on Wheels of Peters Township received Westminster financial help in response to rising food costs and an increasing number of clients. They serve 200 meals per day.

Bread for the World – Bread for the World is a nonpartisan organization that works to reduce hunger through legislative changes. On the 21st of each month, faith leaders from across the country fast, pray and advocate for the SNAP program, which is the day of the month that people's SNAP money tends to run out.

Bair Foundation – 12 car seats were purchased for \$1,000. 189 children were given gifts. The case workers were very thankful and surprised by the quantity of gifts.

Family Promise – Family Promise has closed their house in Washington, PA, because they couldn't find enough churches to help with that one. They have gone back to having one house in Crafton which is where they were five years ago. It is a better model for them rather than trying to stretch their resources.

In 2016 Family Promise served 27 families including 59 children.

Malawi Maoni Orphan Care – Maoni Orphan Care is becoming more of an established organization. It supports orphans primarily because of the AIDS epidemic.

Support for PCUSA Missionaries – A commitment by Westminster to promote a Pittsburgh Presbytery-wide collaborative to support one missionary was approved. It is hoped that this will inspire other churches and Presbyteries throughout the country to step up their support of other missionaries.

Native American Heritage Association – This is a national organization that provides food, clothing, heating assistance, and other relief to the 90,000 people on four Indian reservations in South Dakota. Two of these reservations are in the two poorest counties in the U.S. There may be opportunities to go and repair houses and to donate gently used clothing and Christmas toys.

Hurricane Relief – Presbyterian Disaster Assistance (PDA) has been announced as the vehicle for the congregation to donate to hurricane relief.

Westminster will give up to \$25,000 over two years (\$15,000 in 2017 and \$10,000 in 2018) as a matching grant, with \$10,000 immediately being sent to PDA.

Family Links – Karen Williams has volunteered at Family Links for 30 years. Recently they had an emergency situation where 15 high-risk kids were placed in their care after being removed from their homes. Family Links used \$915 to provide summer activities for these kids. Because of this shortfall Westminster gave Family Links \$1,000.

City Mission – This has been a real success story and has enabled City Mission to double its capacity with everything on one campus.

- The new men's shelter with kitchen and dining facilities and the new programs building and chapel have been completed.
- The women's and veteran's shelters are scheduled to be completed in November.
- City Mission has bought a building which will be used for a vocational training center.
- Two new stores in Waynesburg and Morgantown have been added so City Mission now has a total of eight stores.

City Mission is taking a new approach to its programs, moving from a “mom and pop” operation to a “professional” operation in the areas of people, finance, systems and information technology.

SHIM (South Hills Interfaith Movement) continues to be supported in a large way by Westminster through donations and direct membership involvement. SHIM’s ongoing mission is to provide the resources necessary for struggling families to achieve self-sufficiency. This includes providing for basic needs such as food and clothing, as well as financial literacy, job assistance, and other services. They also sponsor interfaith programs including the annual Holocaust Observance and the Thanksgiving Interfaith Service. SHIM serves more than 4,000 individuals each year. Westminster helped form this organization 50 years ago.

Rebuilding Together Pittsburgh repairs and renovates the homes of low-income elderly homeowners, as well as military veterans and individuals with permanent physical disabilities in Allegheny County. All home repair services are provided free of charge to qualifying homeowners.

Other

Year after year there is a deep commitment to the following mission partners and projects.

- The “Gifting Tree” has been a great success.
- East End Cooperative Ministry is an interfaith effort that was started 40 years ago to help vulnerable adults and at-risk children and youth throughout East End neighborhoods. This year they moved into their new building which integrates all of their activities in one place. They focus on three areas:
 - Hunger Services – food pantry, hot lunches, Meals on Wheels program
 - I.M.P.A.C.T.S. (Individuals Making Progress and Changes Toward Self-Sufficiency) – educational, employment and residential programs; emergency shelter and compassionate care
 - Children and Youth Services – tutoring, drug and alcohol prevention
 - Volunteer opportunities include preparing and serving meals in Community House, helping in the Orr Compassionate Care center where folks are recovering from hospital stays, tutoring youth, working in their food pantry, and preparing food for Meals on Wheels.
- The Greater Pittsburgh Community Food Bank, Bread for the World, and the Medical Benevolence Fund were supported this year.

– 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 PCUSA Commitment to Peacemaking. In those early days the focus was primarily on international peacemaking. In recent years 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 last year’s 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 18 months has explored a dozen books that address topics such as mass incarceration, poverty, inadequate schools, limited job opportunities, and other racial justice issues. As important as what we study is what we are becoming...a community of people who learn about each others' lives and care for one another.

Summer Discussions – In June and July Peace and Justice sponsored Many Faiths Doing Justice, which explored the many ways in which our friends in other faiths work for social justice. In particular, members of the Roman Catholic, Jewish, and Islamic faith traditions shared various aspects of their current involvement. In addition to Westminster members, a number of visitors from different faith traditions attended.

Peacemaking Sunday – October 1 was both World Communion Sunday and Peacemaking Sunday. We celebrated both by preparing communion breads from all around the world, and participating in the PCUSA Peace and Global Witness Offering.

Peace and Global Witness Offering 2017 – A total of \$1,880 was received. Of this amount, 75% goes to support Presbytery and PC(USA) efforts. The remaining 25% will be used in Westminster's Peacemaking efforts in 2017. (Funds from the 2016 offering were used to provide honoraria for the Many Faiths Doing Justice Summer 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

Town Hall South

Town Hall South began its 49th season in the fall of 2017. Since its inception in 1969, this Westminster sponsored program offers high quality lectures covering a wide range of topics. The goal of the THS board is to engage speakers of the highest caliber who educate, enlighten and entertain.

The "subscription only" series includes five lectures held in the USC High School Theatre on the first Tuesday in October, November, December, February, and March. The cost of the series is \$165.

A luncheon is held at the St. Clair Country Club immediately following the lecture for those who have attended the lecture. The guest speaker is available to answer written questions submitted by the luncheon audience. The "subscription only"

luncheon audience is limited to approximately 330 attendees. The cost is \$135 for all 5 luncheons.

Members of the THS board are responsible for all marketing, publicity, arrangements, speaker selection, finance, membership sales, luncheons, and philanthropy.

The 2017-2018 series featured the following speakers: October – Marlee Matlin, November – Michael Sandel, December – Tom Gjelten, February – Theresa Payton and March – Fabien Cousteau.

THS provides service through annual philanthropic gifts to many local organizations focused on, but not limited to, the South Hills area. Last year THS donated \$20,000 to 23 deserving charities. The recipients are as follows: Bethlehem Haven,

Beverly's Birthdays, CASA for Kids, Inc., CASA of Allegheny County, Chartiers Center, City Mission, Domestic Violence Services of SWPA, Family Hospice and Palliative Care, Family Links, Family Promise of SW Pennsylvania, Girls Hope of Pittsburgh, Greater Pittsburgh Literacy Council, Mainstay Life Services, Operation Safety Net, Outreach Teen and Family Services, Prime Time Adult Care Inc., South Hills Interfaith Movement, South Hills YMCA, The Early Learning Institute, The Watson Institute, Urban Impact, and Veterans Leadership Program of Western Pennsylvania, Inc. An additional award was given to Mitch Albom Charities in honor of his appearance at Town Hall South.

The upcoming 2018-2019 50th anniversary season will be revealed at the February 2018 lecture. Those currently serving on the THS board are Leanne Adamo, Bonnie Bacik, Melissa Epler, Nancy Koch, Kristin Matheny, Maureen Ludwig, Suzanne Palko, Nancy Rex, Marianne Trachok, Joan Watson, and Becky Wiggins.

– Maureen Ludwig, Chair

Volunteer Ministry

Our congregation showed their care and love for others through what they gave this year. Every month throughout 2017, we gave hands-on help to World Vision, the Greater Pittsburgh Community Food Bank and Produce to People, Rebuilding Together, PRISM, and the Bair Foundation, to name a few. They reached out to each other when there was need for caring, healing, or just a friendly ear. They prayed, welcomed, invited, led, sang, taught, organized, drove, built, fed, and listened. Over 50% of our congregation gave their time and talents in 2017. It is exciting to anticipate where God will lead us as a congregation during 2018 and where, as individuals, He is asking us to volunteer.

– Jan Baumann, Volunteer Coordinator

WECEP (Westminster Early Childhood Education Programs)

Westminster Early Childhood Education Programs, which consists of the Children's Day In Program, Child Development Center and Westminster Nursery School and Kindergarten had a year filled with fun, love, and learning.

The Children's Day In Program offers parents flexibility with child care. 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 years old. This program is open from 9:00 a.m. to noon Monday to Friday.

The Westminster Child Development Center (WCDC) offers services between 7:00 a.m. and 6:00 p.m. Monday to 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 child learn best through play. This year we introduced a new curriculum, the Creative Curriculum, which is based on the individual needs, interests, and developmental level of each child. 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 15 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.

In addition to Private Kindergarten, Westminster Nursery School offers a comprehensive Pre-K 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 to May. The kindergarten operates from August to 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)

Fitness classes continue to thrive with a variety of aerobic, yoga, athletic, and strength, conditioning, and balance classes offered daily. All of the classes meet or exceed class minimums with many classes having more than 20 registered for each of the winter, summer, and fall sessions. Zumba continues to be the WROC's most popular class with an average of 80 registered each session. We continue to offer classes that reach out to all fitness levels and age ranges. Barre – Pilates Fusion and a summer cycling group were added this year in an effort to stay current with fitness trends and reach a variety of demographics. We'll continue to build on these classes.

For the first time, a Wednesday evening fitness class was offered in an effort to reach out to the parents of children attending Wednesday evening programs. In conjunction with the Wednesday night dinners, the class was promoted and parents attended while their children attended church programs.

Capital improvements include a heating system installed in the WROC fitness room, thus making this room more functional during the winter months.

WROC Talk, a free speaker series, continues to be a strong community outreach program. Talks included "Taming Your Sugar Monster" with Kathy Parry (55 participants), "Anything but Simple: My Life as a Mennonite" with Lucinda Miller (46 participants), and Rick Miller, an Abraham Lincoln Impersonator who shared stories and anecdotes from Lincoln's presidency and early years (50 participants).

The WROC was a host site for the Allegheny County Better Choices, Better Health® program (also known as the Chronic Disease Self-Management Program, or CDSMP). This six-week workshop provided tools for living a healthy life with chronic health conditions. The program benefited those with a chronic condition or those who care for someone who does.

A special interest program, Dave Ramsey's Financial Peace University, was requested by members of the congregation and offered in the fall. This program is designed to teach people how to get out of debt, stay out of debt, and build wealth. Small group discussion was led by church members and will be offered again in 2018.

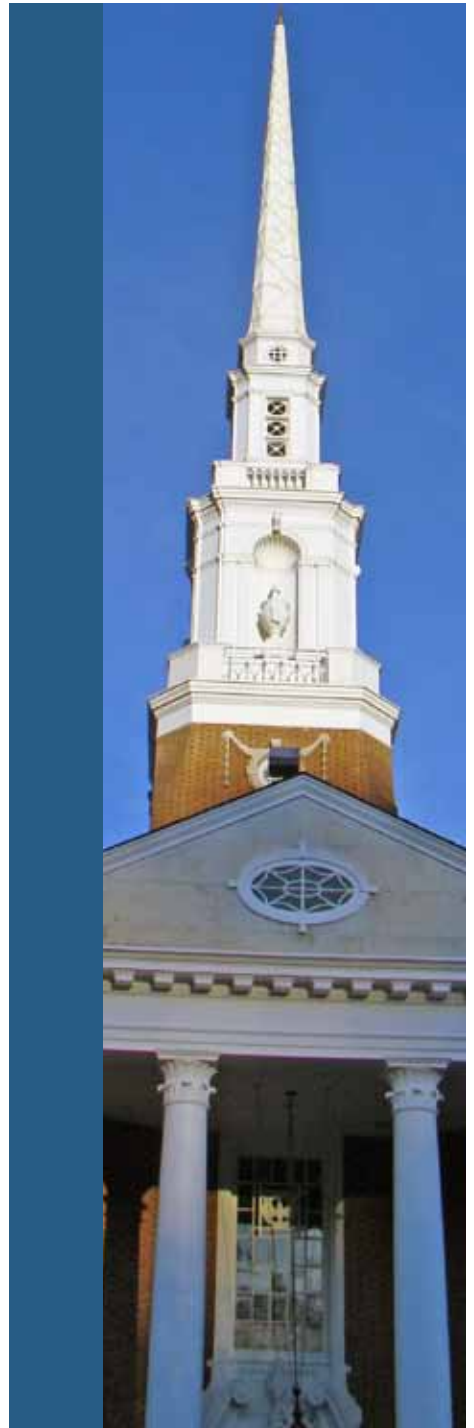
First Place 4 Health, a Christ-centered weight loss program, was offered in the fall and winter with 12 participants in each session. The program has become a mainstay of the WROC programming.

Bricks 4 Kidz camps, ballet classes, and basketball continue to be offered for our Li'l WROCers.

Overall, 2017 has been an exciting year with lots of energy and enthusiasm. 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

CARING COMMUNITY



Board of 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 throughout the year on the fourth Monday of the following months: January, February, March, April, May, June, September, October, and November.

During the 2017 calendar year the Deacons served Westminster through the following committees:

Blood Drive

Lynn Brown, Chair

We held three blood drives in 2017: February, June, and September. We averaged 43 units in February and September. The June drive was a “virtual” blood drive due to the church not having any openings for a scheduled time in Fellowship Hall for May or June.

**June did not produce many donations.*

This year we showed the blood drive video the day of the blood drive and found it to be successful in recruiting more donors who had not signed up beforehand. We will continue to do this for 2018.

Care Calendar

Steve Daniele, Chair

The Care Calendar is a collaborative service opportunity for the entire congregation to volunteer to help a local family in their time of need by reducing the stress of preparing and serving a meal. During 2017 there were a variety of reasons that a care calendar request was made: illness, surgery recovery, birth of a child, and more. Those requests were as short as a week, and as long as three months, depending on the specific need. Those in need provide the Care Calendar chair with a list of preferences on type of food, nights that dinner delivery would be most helpful, and arrangements such as an exterior cooler if the recipient is not

home but wishes to enjoy the meal later in the evening. Recipients were extremely grateful for the program during the year and the help it provided them.

Extended Communion

Carole Strobe, Chair

Under the direction Reverend Louise Rogers, persons serving on this committee are trained to provide communion to shut-in members five times a year. We serve in teams of two, sometimes serving multiple members. Servers must be ordained Deacons or Elders but do not have to be currently sitting. During 2017, we averaged 30 recipients on Extended Communion Sundays. Our goal has been to increase that number. Understandably, the need exceeds the number of available servers, so we are constantly working on recruiting servers.

Flower Delivery

Dave Gambridge, Chair

The Deacons this year delivered flowers on almost every Sunday following the 11:00 a.m. service.

Each week, two Deacons volunteered to deliver flowers to folks assigned to us by Peg Kinsey. (We usually received her email on Friday morning.) Usually, there were anywhere from 2-5 deliveries to be made. Communities covered were Upper St. Clair, Bethel Park, Carnegie, Canonsburg, Bridgeville, Mt. Lebanon and Peters Township. All deliveries were within a 10-mile radius of the church. There were only one or two Sundays that flowers were not delivered. On Easter we delivered 78 Easter lilies to folks in the congregation. At Christmas, approximately 70 poinsettias will be delivered. All of the Deacons volunteered at some point throughout the year. In addition to the Deacons, we had volunteers who assisted us at Easter and Christmas.

It was a great year and many thanks to all who participated.

Treasures for Troops

Andree Jeffrey, Chair

The deacons instituted two new programs last year, both to aid our troops serving abroad and to acknowledge their service at Christmastime.

TREATS FOR TROOPS: In December of 2016 and again this year, we baked homemade cookies and candies and sent them to our troops serving in Kuwait and Afghanistan. Five packages were very well-received last year, and a heartfelt thank you note with pictures arrived from their commander at the post.

TREASURES FOR TROOPS: In January of 2017, we asked the congregation for help in collecting personal items for our troops being deployed in the Middle East. We listed the items needed in the bulletin, as well as in a handout, after services.

The program ran for four Sundays. We were unsure of how this would be received, but there was an overwhelming response. At the end of the drive, we collected 15 boxes of items which were packaged and sent overseas. Plans are now being instituted to run this drive again in the spring of 2018.

Giving Gala

Randy Langlois, Chair

The Deacons gave a name to their annual fundraiser: The Giving Gala. This year the event supported City Mission and raised a record amount of \$56,000. The event was a huge success and once again provided a wonderful bonding experience for all of the Deacons.

Jennifer Bollman will be the moderator for 2018 and Lynn Brown will be the vice moderator.

– Randy Langlois, Moderator

Samaritan Counseling Center

Westminster is a partner church with the Samaritan Counseling Center and we house a satellite location here at Westminster Church. The therapists provide one-on-one counseling for adults, children, adolescents, couples, and families. They also provide life coaching services, anger management, and spiritual direction, and they have a Center for Clergy and Congregational Care. At Westminster Church, there are three full-time counselors, each with a different focus.

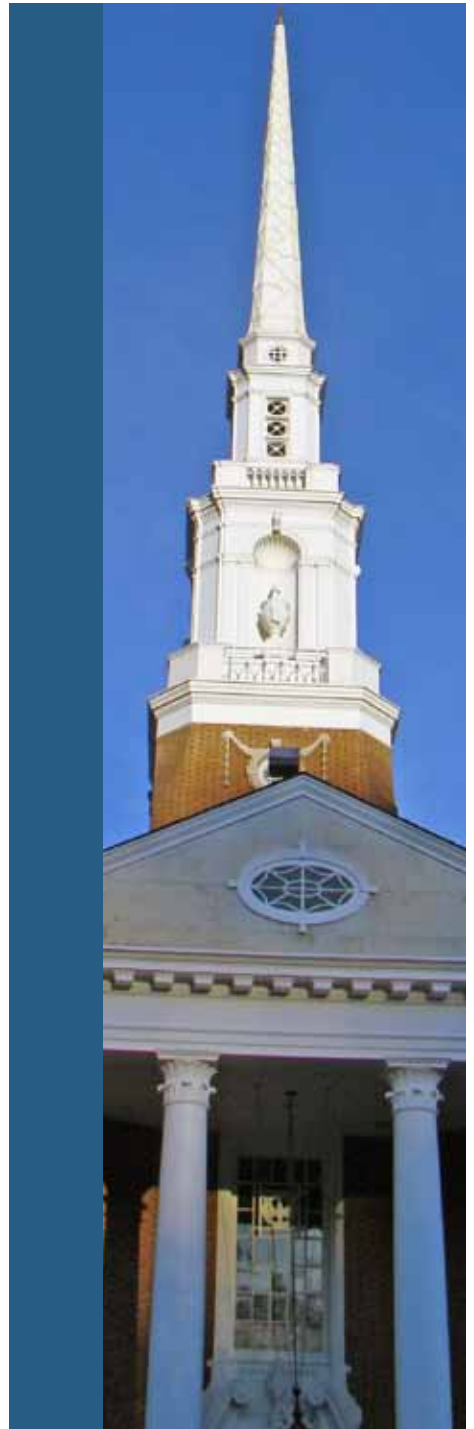
Carl Baughman, who has done an exceptional job as the executive director for the past 24 years, retired in November. The new executive director is Reverend Dr. Graham Standish. Dr. Standish met with Rev. Louise Rogers in December.

The main fundraiser for the Counseling Center is called the 50 Fabulous Men Who Cook event, which was held at the Sewickley Heights Golf Course on November 4, 2017.

Westminster has agreed to support the Samaritan Counseling Center's Partner in Ministry which is used to subsidize individuals without insurance or with high deductibles. This is called the "client aid fund" and the money we donate on an annual basis (\$3,000) goes to this fund. This money has been sent to the Counseling Center for 2017.

– Susan Van Cleve, Elder
Liaison to the Samaritan Counseling Center

STEWARDSHIP & SUPPORT



Endowment and Special Gifts

The Endowment and Special Gifts Committee is responsible for encouraging contributions to the Endowment Fund and overseeing the fund's investments, receiving requests for grants from the proceeds of the fund, and making recommendations to Session for the awarding of those grants. Grants may be made for capital improvements at the church, outreach projects, or new program initiatives.

The committee also oversees a number of smaller restricted funds for various purposes within the church, and serves as an advisor to donors who are interested in making special gifts beyond regular contributions towards the church's budget for ministry and mission.

The corpus of the Endowment Fund stood at \$3,264,508 at the end of 2016, of which up to 4% was available for distribution. Upon recommendation of the Endowment and Special Gifts Committee, Session approved the following grants for 2017:

Project	2017 Funding
Roof Replacement in Areas North of the Sanctuary	\$48,500
Renovating South-Facing Sanctuary Windows	\$29,000
New Church Van	\$28,000
City Mission IT Capabilities (Outreach)	\$25,000
Total Approved	\$130,500

Finance Commission

In review of 2017, 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 \$2,331,779.

We projected general contributions, based on the 466 pledges received through January 8, to be approximately \$37,000 higher than 2017 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.

The Finance Commission and our church business administrator, David Reiter, 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 2018 budget.

A copy of the detailed budget for 2018 is available in the Library for your review.

Receipts	2017 Actual	2017 Budget	2018 Budget
General Contributions	\$1,958,925	\$1,995,623	\$1,995,579
Special Offerings	15,364	10,500	10,000
Designated Gifts	29,961	29,000	25,000
Program Receipts	178,990	182,200	159,200
Special Contributions	135,603	136,500	142,000
Total Receipts	\$2,318,843	\$2,353,823	\$2,331,779

Expenses	2017 Actual	2017 Budget	2018 Budget
Family Ministries	\$ 100,680	\$ 120,500	\$ 120,400
Adult Spiritual Development	25,749	21,000	24,500
Congregational Care	1,824	2,450	3,000
Worship & Music	45,345	46,000	46,500
Outreach Ministries	429,011	425,917	429,126
Personnel Relations	1,247,347	1,331,956	1,293,253
Property	256,733	242,800	252,800
Administration	173,894	163,200	162,200
Total Expenses	\$2,280,583	\$2,353,823	\$2,331,779

NET TOTAL	\$ 38,260	\$ 0	\$ 0
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Stewardship Summary, 2018 Campaign

The results of the 2018 Stewardship Campaign showed some positive signs. A large number of members either increased or renewed their pledges (see the bullets below). However, we also have had a number of pledges from 2017 that either passed away or moved out of state during the past year, who together contributed approximately \$40,000 during 2017. The total unit pledges by year are 481 pledges in 2016, 471 pledges in 2017 and 466 pledges so far in 2018, out of 827 active pledging units. The dollars pledged by year are \$1,676,139 pledged in 2016, \$1,695,120 pledged in 2017 and \$1,673,815 pledged so far in 2018. The dynamics of 2018 pledges versus 2017 pledges are:

- Increase in pledge amount for 2018 – 150 units
- New pledge or resumed pledging in 2018 – 39 units
- No change in pledge amount for 2018 vs. 2017 – 234 units
- Decrease in pledge amount for 2018 – 43 units
- Units that pledged for 2017 but have not pledged for 2018 – 44 units

A breakdown of the pledge units and the dollar amount pledged for 2018 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	52
\$501 - \$1,000	77
\$1,001 - \$1,500	68
\$1,501 - \$2,000	35
\$2,001 - \$3,000	86
\$3,001 - \$4,000	33
\$4,001 - \$5,000	27
\$5,001 - \$7,500	41
\$7,501 - \$10,000	17
\$10,001 - \$20,000	20
\$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 objective of 2017 was to identify projects that support the restoration and preservation of WPC. In addition, major projects completed this year under the auspices of the Property Commission were:

- Completion of the nine year effort to re-shingle all roofs
- Replacement of the church van
- Restoration of the windows on the south side of the sanctuary
- Revisions to Room 212 to better serve as a small meeting room as well as the Bride's Room
- Installation of two storage areas on the north end of Room 107
- Re-upholstering of two traditional wingback chairs in Room 131
- Commencement of the restoration of Columbarium plaques and surrounds
- Replacement of shutoff mains, piping and access door at the water vault
- Refurbishment of an associate pastor's office
- Replacement and enhancement of narthex lighting

Some of the less noticeable but important projects:

- Continued replacement of T12 fluorescent lamps and ballasts with energy-efficient T8 lamps and ballasts or LED fixtures
- Exterior and interior touch up and room painting
- Replacement of the kitchen drain grease trap
- Replacement of the dishwasher in the Yahweh Café with a cabinet section
- Replacement of the kitchen ice maker
- Clean out of three driveway drains and runoffs

Projects being considered for 2018 include restoration of the north sanctuary windows, continued Columbarium plaque restoration, replacement of the cupola over Memorial Parlor and improvement of the south parking lot lighting.

Regrettably, Dom Palombo and Bill Singleton, both long time supporters of Property, passed away this year.

Many thanks to all who served on the Property Commission this year.

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

– Doug Mahrer, Chair

Personnel Commission

It is the people of Westminster that make this the community that it is. The Personnel Commission is charged with ensuring that the staff members who faithfully serve the community of Westminster feel supported, appreciated, and capable of growing professionally. The Commission welcomed Reverend Louise Rogers into the role of Associate Pastor for Congregational Care this year. The completion of the process to call Louise has strengthened our pastoral foundation to meet the needs of the congregation. I would like to thank the Associate Pastor Nominating Committee for their time and work throughout the process to find the best match for our community. The Commission also reviewed and revised job descriptions for a variety of positions within the church to help consolidate tasks and prepare for the future. The Commission also met its charge of reviewing the performance of all staff members and approving salary adjustments.

– Patrick McClintock-Comeaux, Chair

Strategic Planning

A team of about a dozen Westminster members compiled a list of themes to help guide some of Westminster's efforts over the next few years, and shared these with Session. The idea was not to produce a "plan," in the sense of specific goals or objectives to be achieved by a certain time, but rather to chart a "direction" by sketching out some guidelines to help focus our efforts in the context of all our ongoing activities in worship, education, spiritual formation, caring, fellowship, and outreach. Here are the major themes:

- Be a community of confession, reconciliation, and redemption
- Acknowledge and help to heal the pervasive angst in our society
- Connect with people whose faith has been shaken by anger at the church
- Reach beyond our relatively comfortable suburban environment
- Work for justice and fellowship among all races
- Strengthen our relationships with people of other faiths

- Make personal testimony a regular form of witness to God's presence among us
- Help people understand their Christian commitment as individuals in the church and society
- Provide a safe space for people to deal with challenging issues and a loss of spirituality
- Help people become articulate about matters of faith as small "e" evangelists and small "c" catholics

The Strategic Planning Team also developed a congregational survey that was conducted on October 1, with the technical support of Craig Marshall and Marshall Marketing. A total of 505 people participated during the worship time, providing a great deal of information about the kinds of resources that help people grow in faith, the way faith affects other aspects of their lives, and perspectives on a number of contemporary social concerns. A brief summary appeared in the December Spire, and a more detailed initial report is available on Westminster's website.

– Jim Gilchrist



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