

Westminster Presbyterian Church 2021 Annual Report

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Westminster Church Leadership
2021

The Reverend Jonathan S. Hauerwas, Pastor

Jon's last day was November 7, 2021

Clerk of Session – Alec Works

Treasurer – Shelley Koutnik

Assistant Treasurer – Marcia Holcomb

Elders

<u>Term Expiring 2021</u>	<u>Term Expiring 2022</u>	<u>Term Expiring 2023</u>
Phil Fry	Rob Gilbert	Ellen Daugherty
Nancy Keogh	James Gray	Shelley Koutnik
Becky Pool	Sandy Gruneich	Brian Rodabaugh
Don Rearick	Ginny Mever	Alec Works

Deacons

<u>Term Expiring 2021</u>	<u>Term Expiring 2022</u>
Dave Allison	Elizabeth Crabtree
Walter Hayes	Donna Gorrington
Marcia Holcomb	Mike Grau
Andi Jopperi	Steve Harp
Kris Keller	Kevin Mever
Kevin Spring	Debra Tondra

Westminster Presbyterian Staff

2021

Valerie Thorson, Director of Music/Organist/Five at Five Artistic Director

Valerie's last day was May 31, 2021

Bob Carlyon, Interim Director of Music/Organist

Sheila Svoboda, Director of Children and Family Ministry

Sheila's last day was May 31, 2021

Margo Works, Interim Director of Children, Youth, and Family Ministry

Adam Kalcic, Communications Coordinator

Adam's last day was May 30, 2021

Bruce Klucharich, Audio-Visual Technician

Zachary Troyer, Director of Adult & Youth Handbells and Children's Choir

Zach's last day was July 17, 2021

Valerie Stewart, Director of Children's Choir

Claudine Schooley, Office Administrator

Debby Evrard, Staff Accountant

Debby's last day was July 7, 2021

Denise Hochevar, Staff Accountant

Denise's last day was December 19, 2021

Dave Bodnar, Custodian

Pat Schumacher, Interim Evening Custodian

Becky Harlow, Substitute Custodian

Tracy Range, Childcare Provider

Child Care Assistants:

Chelsea Moses and Patrice Richards

Message from the Pastor

As your Interim Minister, I offer the following for your consideration:

Christian Schwarz in his book, *Natural Church Development*, identifies eight quality characteristics of high quality - growing congregations. They are:

1. Empowering Leadership - are the committees, paid and volunteer staff able to make decisions?
2. Gift Oriented Ministry - wisdom, knowledge, faith, healing, miracles, prophecy, discernment, tongues, interpretation (this is Paul's list in I Cor. 12: 8-10). What is your list?
3. Passionate Spirituality - how do you follow Jesus?
4. Functional Structures - What is working, and what is not!
5. Inspiring Worship - Is this happening?
6. Holistic Small Groups - Christian fellowship is vital.
7. Need Oriented Evangelism - congregations with declining worship are less likely to reach out to lapsed attenders.
8. Loving Relationships - Lots of hospitality and laughter.

While I am interested in mission, stewardship, program development, and new members, the bulk of my time will be devoted to the above eight items. I invite you to join with me and pay attention to this list in the months ahead.

The Reverend David Aber
Interim Pastor

Music at Westminster

My association with Westminster began during Valerie Thorson's tenure when looking for a new church home; I began singing in the choir. I had occasionally served as substitute organist prior to that time and continued to do so. Then came "COVID." Upon Valerie's retirement, Pastor Jon asked if I would serve as Interim Music Director. We worked together to provide the best possible music for our worship while doing everything possible to ensure the safety of both musicians and members. I have enjoyed the challenge and leading Westminster's Music Ministry. My final Sunday will be May 22, 2022. My hope and prayer will be for a continued vital music ministry under your new director.

Faithfully,
Bob Carlyon
Interim Director of Music

Children's Choir

At the start of the 2021 calendar year, worship continued to be virtual due to the COVID-19 pandemic. Late in the summer, I was hired on as the new Children's Choir director while continuing to be a Choral Scholar. Zachary Troyer helped with this transition along with Pastor Jon and our interim music director, Bob Carlyon. September 12th, 2021, Rally Day, was the first in person Children's Choir rehearsal since March 2020. Children's Choir was open to any child in grades K-6 and handbells for the youth were put on hold. There were around ten kids who participated from September-December. This wonderful group of kids performed in the sanctuary a few times and the Christmas Pageant was held in person as well in December! The parents of the children and youth at Westminster Presbyterian Church helped to make this happen! The pageant included children and youth with beautiful singing and storytelling. Baby Jesus was played by a real baby and the sights and sounds from that morning reminded us all to be thankful and grateful. It was quite the joyous return!

Valerie Stewart
Director of Children's Choir

Children, Family, and Youth Ministries

As many of you know, since our long-time Director of Children and Family Ministry, Sheila Svoboda, was facing difficult challenges ahead as she dealt with Parkinson's disease, she felt it best to retire from her position to focus on her health. At the end of May, members of our congregation showed their appreciation for her many years of service by means of a drive-through farewell. On July 19, I assumed the job. I immediately started thinking about how to build enthusiasm and interest in returning in-person to our church and its programs on Rally Day scheduled for September 12. I used a two-fold approach by both calling the families and by mailing a letter to families, including a note for each child, telling them about Sunday School plans and the sack lunch picnic after the worship

service. WPC families are fortunate to have 10 dedicated teachers: 4 who teach K-3 Godly Play which demands that they memorize a Bible story along with a Doorkeeper who provides support, two Tween teachers, and four Youth, including both Kevin and Erin Spring who have stepped up to help this year.

Our fellowship activities began when the Tweens enjoyed pizza, ice cream, and fun outside on the Johnstone Patio in September. Lisa, Walter and I enjoyed watching them all carouse together after months of Zoom Sunday School!

Every month, there are Tweens that assist Outreach Committee members with The First Sunday Food Collection. They help sort what is received and then load it into a car for transport to Good Neighbors or Christ Woodland's food pantry.



In October, there were hopes of a youth fellowship event to Mapleside Farms but, due to busy fall schedules, we will try to succeed next year. We were able to have a fun church-wide event called Reverse Halloween where a group of 21 adults and children gathered on the Johnstone Patio to make cards, to decorate pumpkins and fill treat bags to be distributed to the residents of Rockynol by the staff members there. Also, to provide more space for play in the Nursery, our hard-working staff sorted through the overabundant

toys, eliminating those that got little use, so that they could be donated to Access.

In late November, several families gathered in WHH for pizza and cookies to mark the beginning of Advent together, to enjoy a Christian-based movie and to give the children the opportunity to practice for the Christmas Pageant.

What a special Pageant it was this year with a real live baby (Vaughn Vuchak) as The Babe! Rather than Mary, carrying her newborn son to the manger, Joseph, as played by Vaughn's brother, Xavier, carried him to the manger! The supporting cast was a bit smaller than usual yet there were still 23 participants, counting the sweet-singing Children's Choir supported by the Youth Choir. A particularly busy and talented actor and singer was Zoe Melver who sings in both choirs, was a soloist, and played Gabriel! Yet to keep the focus on the "reason for the season", the children brought forth toys to share with Summit County Children's Services.

Respectfully submitted,
Margo Works
Director of Children, Family, and Youth Ministries

Annual Report of the Clerk of Session

The Session of Westminster Presbyterian Church met for 11 regular, 4 special and 7 E-meetings during 2021. There was also an Annual Meeting of the Congregation in March. Discussions and decisions at Session meetings included how to continue to provide ministries and services while best considering the health of all involved through the coronavirus pandemic. During its March and April meetings, Session decided to resume in person worship service on June 6.

Session and Congregational meeting minutes are posted to the church web page after they have been approved by Session. If anyone has questions before or after minutes are posted, they may contact the clerk at wpcclerk1250@gmail.com.

Session is responsible for conducting the corporate affairs of the church, such as approving contracts and staffing. Much of the work of the Session is done by committees. Session acts upon motions presented by committees or Session members related to the worship, ministries and other activities of the church. The clerk, elected by Session, is responsible for recording the minutes of Session and Congregational meetings and maintaining membership rolls and required records, such as baptisms and weddings. Session minutes also report worship attendance. For broadcast services, estimates were made based on statistics available from those services.

Westminster is a member of the Eastminster Presbytery (www.eastminsterpresbytery.org), which stretches from the Summit-Medina County line to the Ohio-Pennsylvania line. The clerk provides an Annual Statistical Report, the pastor's annual Terms of Call, and other requested information to Presbytery. The church's official record of Session and Congregational Meeting minutes for 2020 was reviewed by the Presbytery's Committee on Ministry in November; no exceptions were reported.

With Rev. Hauerwas' announcement in late September that he had accepted the call to serve Skidaway Community Church (PCUSA) in Savannah, Georgia, Session has been actively engaged with representatives from Eastminster Presbytery on the transitional process. Session decided to pursue hiring an interim pastor to assist in this process. [It is the responsibility of Session to elect an interim pastor; the congregation elects a regular pastor.] The elected Interim Pastor Search Committee of Ginny Melver, Phil Fry and Alec Works began their work in December. Session and Eastminster Presbytery approved the selection of Rev. David Aber to begin serving on February 1, 2022.

Special thanks go out to Rev. Cathy Ulrich, General Presbyter; Rev. Carolyn Griffith, Presbytery's Moderator of the Committee on Ministry (COM); Rev. Laura Kelly, COM appointed liaison to and Moderator of Session through 12/31/21, and Rev. Dr. Richard Lapehn, COM appointed liaison to and Moderator of Session in January 2022 for their assistance and support. Also thank you to Rev. Tom Ulrich of New Covenant Community Church for leading us in worship through Advent, and Revs. Cathy Ulrich, Sandy Selby and Rev. Morrison for also leading us in worship. Finally thank you to Ginny Melver and Phil Fry for their efforts on the search committee, and members of Session, committee moderators and members, church staff and volunteers who helped this past year. There is much work yet to be done; your continued help and support are welcome!

Alec Works
2021 Clerk of Session

Clerk of Session Report 2021

Baptisms

Adult	0
Children	1

Member Statistics

Membership as of January 1, 2021 **283**

Gains

Members Received 10

Losses

Deletions 0

Letters of Transfer 1

Deaths 9

Membership as of December 31, 2021 **283**

Average Monthly Attendance by Year

	2019	2020
January	106	123
February	133	122
March	108	103 (3 services) 589 (2 services)*
April	190	486 *
May	150	395 *
June	85 (29)	225 *
July	74 (26)	348 *
August	99 (26)	212 *
September	127 (91*)	311 *
October	136	262 *
November	130	301 *
December	197 (114**)	308 *

**Jazz Vespers

* Facebook views
602* for Christmas Eve

2021	
January	277 Facebook Live and YouTube views *
February	242
March	283
April	348 (includes 553 views on Easter Sunday)
May	287 (3 services, Facebook Live and YouTube)
	135 YouTube only
June	95 In person 98 YouTube
July	73 In person 78 YouTube
August	82 In person 77 YouTube
September	98 In person 60 YouTube
October	104 In person 80 YouTube
November	104 In person 73 YouTube **
December	130 In person (5 regular services plus Christmas Eve) 84 YouTube

*Note: Due to the COVID-19 pandemic, Westminster continued to only hold virtual (access live using Facebook Live or recorded service on YouTube). Beginning May 23, 2021, only YouTube was used for broadcast services. Live services resumed on June 6, 2021, with virtual services (live and recorded) still made available on YouTube. While the number of persons participating in a virtual service cannot be accurately measured, the figures above provide some measure of the outreach.

Facebook “views”, “Reach” and “Engagements” are measures of how many views, clicks, comments, “likes” and shares have been recorded by the service provider. Some people may sign off and back on, enter several comments, even view or check in later in the day, increasing the number of “engagements”. However, we also do not know how many people are viewing each screen. These figures do provide some measure of the involvement of not only members of the congregation, but also non-members; it also includes some who live out of state.]

** Rev. Jonathan Hauerwas’ last Sunday as pastor at Westminster was November 7, 2021. For the Advent season, beginning on Sunday, November 21, members of New Covenant Community Church joined us for worship.

In Memoriam

Mary Elizabeth Swartzlander January 31, 2021
Diane Hall Allison February 4, 2021
Edith (Edie) Land Willoughby March 2, 2021
Douglas Grant May 29, 2021
Barbara Prentiss Davis June 11, 2021
Robert Paden Prentice II July 29, 2021
David G. Gehring, Jr. November 19, 2021



Worship Committee

In the past year, we have reached many accomplishments, which have been moving the church in a positive direction. As the year began, we were still reaching out to the congregation and community by streaming our services and worshipping online. We appreciate the dedication of all who made these services possible. Under the leadership of Jon Hauerwas, the music leadership of Valerie Thorson, the Choral Scholars who enhanced worship with their song, the liturgist and audio/visual volunteers.

We were happy to resume in-person services in June. At this same time, major upgrades were completed to the audio/visual system to enhance the worship streaming service. We can meet the needs of the congregation so that they may worship online or in-person. With the upgrades, Bruce Klucharich was hired as our audio/visual tech. In June, we said good-bye to our Music Director/Organist Valerie Thorson and welcome Bob Carlyon as our interim Music Director/Organist. As we resumed in-person worship, it was wonderful to see people and worship together with many that we had not seen for some time. We are grateful to the volunteers who are a vital part of the worship service each week: the ushers, pew crew, flower arrangers, audio/visual, liturgists and those leading the children's sermon. We are also grateful to the Celtic Gardeners who through their efforts provide the lovely Celtic Garden. During the summer and fall, the flower arrangers use flowers from the Celtic Garden in their arrangements.

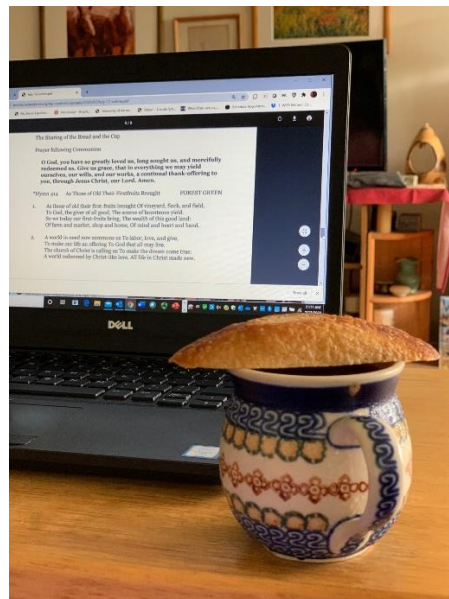
We kicked off September with Rally Day and the return of our Adult Choir. Soon after, Adult Bell Choir resumed under the direction of Kristy Yates, Children's Choir under Valerie Stewart and a Tween/High School Youth Choir under Laurel Labbe. All these groups have enhanced the worship experience during the past year. Bob Carlyon has done a wonderful job weekly, in the beautiful, uplifting music that has been provide and with the many talented guest musicians. We have regularly celebrated Communion during the past year. For the safety of all we have been using pre-packaged elements. The dates of Communion in 2021 were as follows: January 10, February 14, February 17 (Ash Wednesday), March 14, April 1 (Maundy Thursday), April 4 (Easter), May 9 (Mother's Day), June 13, July 11, August 8, September 12, October 3 (World Communion), November 14, and December 12. In the fall, we were able to reschedule the concert of Andrew Sords, which had been cancelled at the start of the pandemic. He was as happy to play for a live audience, as we were to have his music fill the sanctuary.

In October, we learned that Jon Hauerwas would be leaving us. This put the Worship Committee in high gear. There were several things, which were directed to the Worship Committee with Jon's departure. These included pulpit supply, scheduling liturgists, scheduling candle lighters for Advent to name a few. On November 7, we said good-bye to Jon Hauerwas. We were now without a minister and New Covenant Community Church up the street was without a Music Director/Organist. In October, the idea was presented to join the two congregations for the Advent season since we would be without a minister, and they were without a music director. We could not imagine going through the season without music. This became a joint endeavor of two churches reaching out as neighbors in good faith and being good Christians to help each other. New Covenant joined us in worship at Westminster with the Rev. Tom Ulrich in the pulpit. Both congregations shared many aspects of the service in the roles of ushers, greeters, liturgist and Advent candle lighters.

Coffee Hours took place following worship in WHH thanks to Raphael Peoples who provided cookies and cakes and Deacons who served drinks. This was a nice time of fellowship for both churches. During Advent, we offered a Jazz Vespers service with the music of Theron Brown and his group. This service reached out to many in the community. Pat Schumacher of the Worship Committee led the Hanging of the Greens. With her great organization along with the help of the committee and others from the congregation, the task was completed in a timely manner. Raphael Peoples provided us with a delicious lunch afterwards. The taking down of the greens went equally as well.

Looking ahead to 2022, we are transitioning to the leadership of our interim minister, Pastor David Aber who will guide us through until we find the next minister to answer the call to serve Westminster. On February 20, Abby Haake will be a guest organist. Abby has been hired as our Music Director/Organist to begin in June. We welcome the opportunity to meet her. The dates set for Communion in 2022 are as follows for the 10:30 service: January 9, February 13, March 13, April 14 (Maundy Thursday), April 17 (Easter), May 8 (Mother's Day) June 12, July 10, August 14, September 11, October (World Communion), November 13, December 11. Early Worship service at 8:30 dates were also set for June 12, June 26, July 10 and July 24.

Respectfully Submitted,
Stacy Franzmann



Discipleship Committee

After a year dominated by remote activities and social distancing, throughout 2021 the Discipleship Committee was ramping up our congregation's educational and fellowship activities, ranging from nursery and Godly Play, tweens and youth to parent fellowship, online adult Bible studies and fellowship events. Some highlights and "save the date" items:

Sunday school activities continued virtually for spring 2021, taking different forms for different ages. This included a confirmation class of five from WPC, combined with a confirmation class from United Presbyterian Church in Cuyahoga Falls. In-person Sunday school resumed in the fall for school age (Godly Play), tween and youth classes, thanks to many volunteer teachers.

VBS returned in person for 2021, with "Camp Compassion as the theme. At our Reverse Halloween party, we were able to create Halloween items and make a (socially distanced) delivery to our neighbors at Rockynol. The family Advent event was another success.

Fall 2021 also saw the return of Children's Choir under the leadership of Valerie Stewart, and the launch of a new Youth Choir under the direction of Laurel Labbe. Both choirs were featured in a successful Christmas pageant.

Youth and tweens continued to meet for various service and fellowship events, and we are formalizing a schedule of monthly meetings and service projects for both groups.

Adult Bible study continues Thursday nights on Zoom, including study of John, James, Galatians, and an Advent study; they are currently studying Isaiah. Pastor Jon's study on Monday nights chose to merge with the Thursday group after his departure. The Eberts lecture was postponed from 2021, but stay tuned for updates for fall 2022.

There were some virtual fellowship events via Zoom in the spring. Save the date for a congregation-wide fellowship event, currently taking shape for 5/1/22 after church.

The puzzle exchange box on the back patio started in late 2020 is continuing, now being revamped to include exchange of books, along the lines of the "little libraries".

2021 was a time of transition for our discipleship leadership, as we bade a fond and grateful farewell to Sheila Svoboda and welcomed Margo Works as our Director of Children's, Family and Youth Ministries.

Kara Hauerwas was moderator of Discipleship until her departure in November 2021, with Cathy Melder taking over the committee.

We are grateful for the opportunity to serve the WPC family in 2021, and look forward to continued growth and new ideas for 2022.

Cathy Melder

The Prayer Quilt Ministry

The Prayer Quilt Ministry has continued to make quilts and give quilts away. We have given nine quilts to deserving members and friends of Westminster. We meet almost every month on the third Tuesday to design a quilt, contact people who might want a quilt, and visit. We would like any new members who would be interested in quilts to join us. Some folks design the quilts, some sew the squares together, some sew the backs and binding on and some put yarn in for tying. And of course, we visit with each other. Come join us if you think this sounds like fun!

Marian Wahl

Outreach

Third Sunday Dinners/Seasonal Community Dinners

Due to a lack of volunteers and COVID, the program experienced changes in 2021. Drive thru meals were prepared through June when it was decided to discontinue that program due to the decreasing number of recipients. It is now called Seasonal Community Dinners and will take place four times a year. Its structure is still under construction so please read the script or the bulletin for details.

Akron Pride Festival

The Akron Pride Festival took place on a very hot August day. Many people stopped at the WPC table. Participation from WPC was diminished due to the fact that the location was moved from Hardesty Park to Lock 3. Many thanks to Phil Fry for organizing our part of the event.

Christmas Basket Delivery

This year's hybrid Christmas Basket Delivery was a success! An even combination of 100 Acme gift cards and 100 food baskets were delivered on Saturday, December 11. \$4,471 was raised for this effort. Your generosity, plus the efforts of 20 members of the basket assembly team and 12 willing delivery drivers ensured success this year. The baskets were distributed to needy families in Summit County identified by the Salvation Army. The gift cards went to families at Saferstein and Portage Trail Village apartments.



With a truck graciously donated by Stutler Leasing, a truckload of turkeys, canned and fresh food purchased from Acme #1 were unloaded by our volunteer team, assembled and loaded into the cars of our delivery drivers eager to demonstrate the spirit of Christmas across Greater Akron. We were helped by the willingness of nearly all drivers to make multiple delivery trips.



Missionaries

WPC continues to contribute to the support of two missionaries. Jeff and Chris Boyd and now a new member named Sharon Kandel in Juba, S. Africa. The Wellers and Morgans have retired. More information about our missionaries can be found on the bulletin board leading into Wright Herberich Hall.

Haven of Rest

Haven of Rest ministries has long been an outreach program for WPC. They receive the sandwiches made each month as well as the leftover food from receptions, dinners, etc. In addition, we are supporting their request for towels, washcloths, and PJ's in all sizes. All of these can be placed in the big wooden box in the coatroom.

Giving Tree



Three hundred forty seven hats, gloves, etc. were collected from the Giving Tree this year and were taken to ACCESS by the Shriners. Discussion is under way about broadening the scope of items requested next year so keep your eye on the Script.

Food for Life

After approximately 50 years, WPC continues to make ham and cheese sandwiches for the less fortunate. Currently they are taken to Haven of Rest since the number of participants at St. Bernard's Catholic Church has decreased. Thank you to the crew who make them twice a month to accomplish our goal.

Denominational Contributions.

The Presbyterian Church has four denominational requests for funds from Presbyterian congregations each year. WPC participates in One Great Hour of Sharing (collected during Lent), Pentecost Offering (collected on Pentecost Sunday) and Peace and Global Witness Offering (collected on World Communion Sunday). 40 percent of the Pentecost collection remains with the local church for children at risk projects. Westminster has been sending money to two Akron Schools - Helen Arnold Learning Center and Robinson Learning Centers - to assist with the needs of children in the inner city of Akron.

First Sunday Food Collection

Food is now collected in the Narthex, Wright Herberich Hall, or in the big wooden box in the coatroom due to concerns over the safety of children collecting it during the church service. The food collected is then taken to Goodyear Heights Good Neighbors unit or Christ Woodland Methodist church in west Akron. Both sites are in needy areas of our city and WPC is active in helping provide food for the hungry. Monetary donations have been very much appreciated as well.

Homebound

The Homebound Committee was formed in 2020 as part of Westminster's efforts to reach members who were not able to attend church in person for various reasons. Since it started, the committee has expanded from the original two members of Claudine Schooley and Jim Shriner to six contributors: Kate Clark, Jacquie Mabry, Mark Preebe and Bill Melver. The weekly letters go out to about 20 church members and consist of a biblical passage, a related prayer and comments from the perspective of each writer. It also includes the sermon from the previous Sunday, and announcements from the current bulletin. A special bond has been achieved between both the writers and recipients. Follow-up from some of the members have shown a real sense of appreciation and closeness from the members to the church. Though this outreach was only intended to be for the time that in church services were discontinued due to the pandemic, it will continue even though in house services have resumed. The devotionals will also be used as the church's weekly Evotionals during Advent and Lent. Our thanks go out to Jim, Kate, Jacquie, Mark, Bill, and especially to Claudine, who coordinates the entire effort.

Book Group

Now in its 21st year, the book group continues to meet for fellowship and discussion of a wide array of books. In 2021, we read historical novels, mystery, dystopian fantasy, nonfiction history, and more. For 2022, we have decided to go to quarterly meetings, still on 2nd Mondays at 7:00 in January, April, July and October. Locations are variable depending on whether we can meet outdoors. As always, all are welcome to join us.

Cathy Melver



Women's Bible Study

Although we no longer have official Presbyterian Women circles, the Evening Circle continues to meet 3rd Mondays at 7pm for fellowship and Bible study. Meetings have been in person or on Zoom, depending on the preferences of the group. In spring 2021, we finished a study of 1st, 2nd and 3rd John. In the fall, we started reading *From Widows to Warriors - Women's Stories from the Old Testament* by Lynn Japinga. All WPC women are welcome; contact Ginny Melver for information.

Cathy Melver

Properties Committee

The Properties Committee oversees the maintenance, repairs, building projects, rental agreements, service contracts and requests for building use.

Our annual budget is almost \$108,000, a big chunk of total expenses. We were under by over \$13,000 due to COVID related reduced use of the building (utilities, contracts, and maintenance) for five months. Care of our aging building is a burden and much of the building is used only a couple of hours a week. We, in collaboration with other churches, are looking into how to better use our facilities.

Steeple repair and renovation has been on the agenda for over two years. Due to a shortage in materials and workers, it was not done in 2021, but we are hopeful that it will be done in 2022.

Tenants in the building include the League of Women Voters and WYDACA. ILP has not returned. The nursery is still in the planning stage.

Using available designated funds, we were able to do the following:

1. Replaced fluorescent lights in WYDACA area with LED--\$2,900
2. Replaced belfry hatch door--\$3,300
3. Replaced fifteen double hung windows---\$25,000

Items disappeared from the property and needed to be replaced. These included two copper downspouts, a recycle bin and a canister vacuum.

In the spring, an obstructed drainage pipe caused a flood in the WYDACA basement area. Children were relocated to our Sunday school classrooms during this time and during later repair to the area.

After many repairs, our large double door freezer ceased to function. We purchased a smaller unit.

Dave Bodnar, our fulltime custodian, has been an integral part of all efforts. He was able to do a lot of painting—walls, baseboards, floor. He often adjusted his schedule to accommodate the needs of the church---lawn mowing, leaf removal, and snow removal.

Members of the committee have gone above and beyond all expectations. A big THANK YOU goes to Ellen Daugherty, Phil Fry, Brad Hall, Roger Nelson, Mark Preebe and Dave Stobbs.

Comments and questions are always welcomed and appreciated.

Ginny Melver,
Moderator

Memorial Garden

Things got a little more "back to normal" for Westminster and the Memorial Garden committee. We did have our final meeting in person rather than virtual. However, we did have to cancel our planned June open house for precautionary reasons. It will hopefully be rescheduled for 2022. There was one interment in 2021. It was for long time member, Evelyn Weiss, who passed away in 2002. We are in the process of finalizing the marker that will denote the entry of the garden. We will continue to have semi-annual Script articles. One of the goals being to keep WPC members apprised of what this important aspect of the church has to offer. One of our valued committee members of several years, Kara Hauerwas, who oversaw our recordkeeping and administrative duties, left because Jon accepted another pastoral calling at another church. We wish Kara and the family the best as they move to Georgia. Marcia Holcomb will take over her duties. Other committee members continue to be; Shelley Koutnik, moderator, along with Earl Pierson, Phil Fry, Barb and Jim Shriner. And as we always include as part of our Script articles, we would like to close this report with this Memorial Garden reflection... 'Your life was a blessing, your memories a treasure. You are loved beyond words and missed beyond measure'.

Jim Shriner



Safety & Security Task Force

As the year 2021 dawned, WPC was firmly embroiled in the Covid Pandemic. In person worship had been deferred, with worship services carried first on Facebook and later on You Tube. Our task force had delayed full implementation of the Safety and Security plan early in 2020, awaiting normalization of conditions and return to in-person worship.

The task force was requested to monitor the status of the pandemic's spread and whether conditions would accommodate return to in-person worship.

As summer approached, control of infection rates had shown substantial improvement. Availability of vaccines were increasing, as well as public acceptance of them. The task force recommended to Session that in-person worship be resumed as of June 1, with the conditions that worshipers wear face masks and utilize alternate pew row seating for safe distancing. The recommendation was approved.

By fall, infection rates had continued to improve and the policy was modified to allow masking to be voluntary, with the exception of Christmas Eve service. In anticipation of higher attendance all worshipers were required to mask.

As of the end of the year, the Omicron variant had proven itself more infectious than previous varieties, and a change to more restrictive mask requirements appeared likely.

Don Rearick, Moderator.

Board of Deacons

Several events were accomplished by the WPC deacons in 2021.

Upon the re-opening of the church in the wake of the pandemic, the deacons sent Greetings Cards to every member of the congregation to inform them that the church was resuming in person services. The cards were hand-addressed and a special hand-written note was in each card. The note was scripted, "Please give me a call if you would like to talk, here is my phone number xxx-xxx-xxxx". After mailing the cards, many deacons received phone calls especially from the older members of the church.

In the fall, the deacons hosted the Rally Day bagged lunch. When in-person Sunday school resumed in September, a bagged lunch was made available after the worship service. Members sat and dined together in Wright Herberich Hall for the first time in 18 months. The bagged lunch consisted of pre-made cold cut sandwiches, which were purchased from Acme. Also, pre-packed chips, pre-packed cookies and an apple were in the lunch bag. The deacons assembled 175 bagged lunches. Leftovers were taken to the Haven of Rest.

After Pastor Jon's last worship service, a farewell reception was held. The deacons served cookies and coffee according to the COVID protocols set by Session. Additionally, deacons repeated this for several events in November and December.

The Finance Committee Report

Calendar 2021 is the fifth consecutive year that Westminster Presbyterian Church has ended the year with a surplus. Revenues in excess of expenses provided a surplus in the amount of \$75,897. At year end, this surplus is added to our Reserve Fund, which now has a balance in the amount of \$265,935.17. This balance will provide sufficient funds to operate for three or more months in the event of an emergency and cover short-term budget deficits.

Here are the highlights:

Revenues:

- Total Contributions for 2021 were \$392,623. This amount received was \$17,534 more than the estimated budget amount. Unpaid pledges at year end totaled \$6,050. This is due to death, illness and other personal issues that prevent households from meeting their commitment.
- The Endowment Fund distributed \$109,375 to the general operating fund in 2021. Restricted funds supported by endowment distributions also received an extra allocation.
- Investment Income totaled \$18,259 for the year.
- Total revenues for 2021 were \$557,191.

Expenses:

- The lack of in-person, on-site activities reduced building, personnel and program expenses for the first part of 2021. The resumption of in-person worship and ministries slowly increased operating expenses however our full complement of on-site offerings did not occur.
- Discipleship ended the year \$7,285 under budget with savings in each ministry category. The primary savings was from the Student Mission trip budgeted at \$4,000 that was cancelled due to the pandemic.
- Overall Office and Admin expenses are under budget \$9,102. Printing, toner, paper and office supplies expense were greatly reduced without the need to print weekly Bulletins for the first half of the year. Savings in software upgrades and support were experienced.
- Outreach expenses are \$8,850 under budget for the year. Third Sunday Dinner continued in 2021 via carryout only and other local projects were maintained at reduced levels. Outreach reduced the support of missionary families due to changes and projects supported by Westminster.
- Total Properties expenses were under budget by \$13,697. With the building closed for the first half of the year and reduced usage during the second half of the year, utilities, supplies and building maintenance were less than budgeted.
- Personnel Expenses were \$49,993 under budget for the year for a variety of reasons. Here are just a few:
 - Position vacancies in the Music Department saved \$4,641 in hourly wages.
 - The staff accountant position was vacant most of 2021 saving \$11,000
 - A full complement of nursery workers was not needed before June 6 resulting in \$2,121 in savings.

- Changes in staffing and hours for the Director of Children, Youth and Family Services resulted in actual cost being \$11,165 under the budgeted amount.
- The budget of the Maintenance Department includes overtime to allow for emergencies. Careful planning by our Custodian keeps overtime to a minimum and saved \$1,989 in 2021.
- Other related payroll costs such as employer taxes, police services and miscellaneous employee expenses were \$7,497 under budget.
- Worship expenses were under budget \$3,067 with savings in various areas such as chancel flowers, substitute organists and worship supplies.
- Deacons were under budget by \$2,908. Due to the pandemic, Westminster eliminated church meals and after service coffee fellowship for most of the year. We did enjoy fellowship with our Labor Day bagged lunch served after worship service. Thank you to Raphael Peoples for providing treats during Advent for Sunday Coffee fellowship.
- Overall – expenses for the 2021 operating year were under budget by \$94,844.
- No Rowley funds or Reserve funds were used to support general operations in 2021.

Many thanks to our generous donors and fiscally responsible leaders.

The Finance Committee Members

Todd Willis, 2021 Moderator
 Ralph Davis, Endowment Fund
 Marcia Holcomb, Assistant Treasurer

Shelley Koutnik, Treasurer
 Alec Works, Endowment Fund
 Reverend Jon Hauerwas

The Finance Office relies on volunteers to count the collection every Monday morning and to assist with thank you letters, memorial acknowledgements, attendance tracking, preparing invoices and various other office tasks. Thanks to our Monday Morning Counters, Bob Leonard, Marc Messaros and Don Rearick and to our Office Volunteers, Ellen Daugherty, Lynn D'Avello, Peggy Messaros and Marian Wahl.

The Rowley Fund

In early 2014, Westminster Presbyterian Church received a very generous, unrestricted gift from two Trusts established by W.A. Rowley. The total of the trusts was approximately \$2,280,700. During 2014 and 2015, \$60,732 was expended on various one-time projects such as Ministry Architects, Christmas in July and Pastoral Search expenses. In 2015 and 2016, a total of \$70,340 was used to cover operations.

In 2016, Session recognized that the Rowley Gift was being depleted to cover operating expenses. Session approved a plan to reduce dependence on the Rowley Gift with managed spending. It was determined that dependence on Rowley Funds would be reduced by \$10,000 annually. In addition, Session set aside \$250,000 for new projects to help grow the church membership and \$320,000 for capital projects. These funds became the Rowley Unrestricted Fund. Session also transferred \$680,000 to the Endowment Fund for the establishment of the Rowley Designated Endowment Fund.

During 2018, the Rowley Unrestricted Fund provided funding to replace the flooring and carpet in the Sanctuary, Narthex and surrounding hallways from the amount specified for capital projects. Funding set aside for new church life projects provided the funds needed to begin creation of a new website, westminsterakron.org.

And, due to the conscientious fiscal management of our committee moderators and ministry leaders in 2017 and 2018, Session was able to move an additional \$200,000 to the Rowley Designated Endowment Fund for investment.

In 2019, Rowley New Church Life Funds enabled us to fund the position of Youth Coordinator for 10 hours per week. A total of \$25,000 was designated to support the salary of Youth Coordinator for two years. The new website, westminsterakron.org, was completed in early 2019 for a total cost of \$5,360. Session also designated \$10,000 from Rowley New Church Life funds to begin a quarterly Jazz Vespers worship service. Two services were held in 2019.

The pandemic and livestreaming the worship services brought some new challenges to Westminster and the Rowley Unrestricted Fund was available to help. The need for video equipment and an upgrade to our Wi-Fi system cost \$1,916. We also hired a Social Media Coordinator to livestream our worship services and handle communication to keep our congregation connected and make sure the community beyond had access to our services. Rowley Unrestricted Funds provided \$32,300 for much needed repairs to our boiler and helped to upgrade the Sanctuary Sound System at a cost of \$6,680. New membership and accounting software that will save us over \$3,000 annually was funded with \$1,847 from Rowley Unrestricted Funds.

In 2021, the Rowley Unrestricted Fund provided \$2,020 for a Christmas themed Jazz Vespers.

At December 31, 2021, the Rowley Unrestricted Fund holds \$1,007,466 at cost. This includes \$197,456 for capital projects and \$221,085 for new projects. The Rowley Designated Endowment is worth \$1,363,927.

Westminster Presbyterian Church

Balance Sheet Analysis

Westminster Presbyterian Church Balance Sheet Analysis

Comparison at December 31, 2019, 2020 and 2021

	12/31/19	12/31/20	12/31/21
Assets			
Checking Account	71,721.09	91,858.05	142,343.69
Investment Accounts **	1,478,209.33	1,556,186.07	1,695,067.13
Mortgage Receivable	45,916.90	44,870.01	0.00
Total Assets	<u>1,595,847.32</u>	<u>1,692,914.13</u>	<u>1,837,410.82</u>
Liabilities, Fund Principal, & Restricted Funds			
Unrestricted Funds	238,697.50	367,060.09	483,020.57
Session Designated Funds	186,613.70	196,553.97	225,152.32
Donor Restricted Funds	74,206.81	69,411.54	58,366.51
Restricted Endowment Distributions	34,767.13	50,477.43	63,404.96
Rowley Gift Fund **	1,061,562.18	1,009,411.10	1,007,466.46
Total Liabilities, Fund Principal, & Restricted Funds	<u>1,595,847.32</u>	<u>1,692,914.13</u>	<u>1,837,410.82</u>

** During 2016, \$680,000 of the Rowley Gift Fund was transferred to the Endowment Fund to create the Rowley Designated Endowment Fund. In 2018, an additional \$200,000 was added to the Designated Endowment.

Unaudited Statements for Internal Management Use Only

Westminster Presbyterian Church

2021 Actual Revenues and Expenses

Comparison of the years ending December 31, 2019, 2020 and 2021

	<u>2019 Actual</u>	<u>2020 Actual</u>	<u>2021 Actual</u>
Revenues:			
Contributions	388,013.76	395,765.11	392,622.81
Endowment Distributions	77,896.83	80,668.24	81,117.02
Investment Income	33,898.84	30,712.10	18,258.80
Discipleship Ministry	659.40	399.00	38.96
Office and Administration Income	1,282.80	1,155.00	920.00
Outreach Ministry	16,440.39	11,922.44	13,689.90
Personnel Committee	17,854.25	17,106.00	3,250.00
Properties/Building Use	42,750.56	37,949.94	34,858.25
Worship Committee	9,056.54	8,323.13	9,542.91
Deacons Programs & Ministry	<u>1,956.05</u>	<u>977.03</u>	<u>2,892.10</u>
Total Income	<u>589,809.42</u>	<u>584,977.99</u>	<u>557,190.75</u>
Expenses:			
Investment Expenses	0.00	0.00	0.00
Discipleship Ministry	5,026.94	1,581.02	2,344.98
Office and Administration Expenses	40,437.05	39,613.37	36,095.72
Outreach Ministry	34,176.68	28,157.91	25,050.08
Personnel Expenses	348,120.76	321,613.50	309,550.39
Properties/Utilities and Maintenance	111,098.93	97,297.65	94,102.68
Worship Committee	10,849.68	9,655.52	13,082.97
Deacons Programs & Ministry	<u>3,292.05</u>	<u>710.04</u>	<u>1,067.34</u>
Total Expenses	<u>553,002.09</u>	<u>498,629.01</u>	<u>481,294.16</u>
Surplus at December 31, 2019	<u>36,807.33</u>		
Surplus at December 31, 2020		<u>86,348.98</u>	
Surplus at December 31, 2021			<u>75,896.59</u>
Please contact the Finance Office if you would like a copy of the detailed financial report for 2021			
Unaudited Statements for Internal Management Use Only			

The Operating Budget Report

On January 25, 2022, Session approved the 2022 Operating Budget. Total expenses in the amount of \$553,486 are anticipated. Revenues are estimated to be \$489,908. If needed, the projected budget deficit in the amount of \$63,578 will be funded with the Reserve Fund. For the last five years, there has been a surplus at year end which has been added to the Reserve Fund and is available to cover periodic operating budget deficits.

Highlights of the 2022 Operating Budget:

Revenues:

- Pledged income decreased by \$46,831 (16%) for 2022.
- Total contributions for 2022 are estimated to be \$44,365 less than 2021 receipts.
- The budgeted amount for Endowment Distributions is based on the prior year allocation. Extra earnings in the amount of \$15,856 have already been distributed for 2022.
- Budgeted interest and dividends are \$6,259 less than the prior year actual and reflect decreasing interest rates and a large expenditure for repair of the steeple.
- Total revenues for 2022 are estimated at \$489,908, approximately \$67,283 less than 2021 actual.

Expenses:

- All committees planned their expenses based on a full year of in-person worship and ministries.
- Discipleship budgeted for a local Student Mission trip. Program supplies for every age group has been included in the 2022 budget.
- Membership Committee expenses are included in Office and Administration. A budget for sound system maintenance has been added for 2022. An allowance for computer software upgrades and support is budgeted.
- Outreach is anticipating expenses in 2022 to be close to the actual expenditures for 2021. Outreach expenses will increase as Third Sunday Dinner and other suspended outreach activities resume.
- Properties expenses such as utilities and consumables are budgeted at pre-pandemic levels. It is anticipated that the building will be fully used for worship and ministries in 2022. Already scheduled are a concert event by the University of Akron and two weddings.
- Deacons have budgeted for additional fellowship events in 2022 as we return to pre-pandemic activities and events.
- Personnel anticipates hiring the full complement of staff during 2022; filling the currently vacant positions and offering additional programs and ministries to grow our church and faith.
- Total expenses are projected to be \$553,486.

Thank you for giving generously.

Westminster Presbyterian Church

2022 Proposed Operating Budget

	<u>2022 Budget</u>
Revenues:	
Contributions	348,258.00
Endowment Distributions	73,750.00
Interest and Dividend Income	12,000.00
Discipleship Ministry	500.00
Office and Administration Income	1,000.00
Outreach Ministry	10,750.00
Personnel Committee	355,464.51
Properties/Building Use	32,650.00
Worship Committee	8,300.00
Deacons Programs & Ministry	2,700.00
Total Income	<u>489,908.00</u>
Expenses:	
Investment Expenses	0.00
Discipleship Ministry	3,650.00
Office and Administration Expenses	39,846.00
Outreach Ministry	26,100.00
Personnel Expenses	355,464.51
Properties/Utilities and Maintenance	109,925.00
Worship Committee	15,075.00
Deacons Programs & Ministry	3,425.00
Total Expenses	<u>553,485.51</u>
Deficit to be funded by the Reserve Fund	<u>(63,577.51)</u>
<p style="text-align: center;">Please contact the Finance Office if you would like a copy of a detailed financial report for 2021 or 2022 operating budget</p>	

Report of the Westminster Endowment Fund 2021

The Westminster Endowment Fund receives contributions for the support in perpetuity of Westminster Presbyterian Church (WPC). These funds are invested and the investment income is used to support programs of our church. The Endowment Fund, except for the Telford Fund, is centralized in one master account to simplify accounting and to enable each of the named funds to earn the same rate of return. Each named fund is allocated investment income based upon their percentage of the total account.

The market value of the Endowment Fund was \$ 6,237,170 at the end of 2021. This includes capital gains and losses, dividends, interest and contributions and is net of distributions to WPC. The Endowment Fund provided \$134,152 of support to WPC operations in 2021.

The Westminster Endowment Fund holds both unrestricted and donor restricted funds.

The Unrestricted Funds, used to support WPC operations, are:

- **The Westminster Endowment Fund**, which includes the ***Westminster Fund, C. Smith and Frances H. Bateson Endowment Fund, Lois Randall Goldthorpe Memorial Fund, Reinherr Fund and Rowley Designated Endowment Fund.***
- **The William B. and Delphine C. Telford Endowment Fund**

The Donor Restricted Funds, used to support specific projects and programming, are:

- **Joyce Wortman Barnett** for the physical maintenance of WPC
- **Brideweser Music Endowment Fund** for the enrichment of musical programming
- **The Mary S. and David C. Corbin Endowment Trust Fund** for special projects as selected by Session
- **Doris S. Corns Endowment** for organ maintenance
- **Leone & Franklyn Dickinson Fund** budgeted for the upkeep of church property
- **Harry W. Eberts, Jr. Endowment Fund for Teaching and Preaching** for expenses of and stipends for guest preachers and speakers
- **Margaret Enyart Endowment Fund** to further the music enrichment program at WPC
- **John R. and Neva I. Humphreys Endowment Trust** budgeted for WPC operations
- **Russell & Vivienne Johnstone Endowment** to support organizations dedicated to serving the needs of Akron area poor
- **The Vivienne Johnstone Endowment For Habitat For Humanity** to support the Summit County affiliate
- **Kaye Lebold Memorial** to be used at worship committee discretion
- **The Thomas Reef Flower** for chancel flowers in memory of Thomas H. Reef
- **The Schooley Fund to Support The Bell Choir** for support of the Westminster Bell Choir
- **The James Henry Seiberling Endowment for Music** for enrichment of musical programming
- **Blanche Shaw Flower Garden** to buy plantings for the Celtic Garden
- **Phyllis Spaethe Scholarship** for need-based undergraduate scholarships for WPC members

- **World Hunger Endowment Fund Established by James and Rosemary Spindler** to support organizations dedicated to reducing world hunger
- **The Robert W. & Anita L. Young Endowment Fund** for youth programming

We encourage members and friends of Westminster Presbyterian Church to contribute to the future of our church by donating to the Westminster Endowment Fund. The Endowment welcomes gifts of cash, real estate, insurance policies, bonds, stocks, and other forms of securities. If you have any questions or would like additional information, please contact an Endowment Director.

2021 Financial Report of the Westminster Endowment Fund

Net Portfolio Value:	December 31, 2020	\$ 5,175,159
	Net gain (loss) in 2021	<u>1,062,011</u>
	December 31, 2021	\$6,237,170
Basis for Contributions:	December 31, 2020	\$ 2,787,623
	2021 Contributions	<u>180</u>
	December 31, 2021	\$ 2,787,803
Distribution to Westminster Presbyterian Church in:	2016	89,151
	2017	118,128
	2018	113,258
	2019	146,839
	2020	134,334
	2021	134,152

Note: The 2019 total includes a non-recurring \$ 16,075 distribution from the Margaret Enyart Endowment Fund for organ refurbishment.

2021 Endowment Directors

Ralph Davis Ben Hoffman
George Leidy Alec Works Kyle Vuchak

The WPC Endowment Directors gratefully thank Ben Hoffman for his years of service, which officially ended as of the end of 2021.

2021 Contributors to the Endowment Fund

Ellen Daugherty
James Hext and Michele Hext
Loren & Rebecca Pool
Shirley Werner

Addendum
WESTMINSTER PRESBYTERIAN CHURCH
Akron, Ohio

Minutes of Annual Congregational and Corporation Meeting
Sunday, March 21, 2021 - FINAL

Notes: Due to restrictions on gatherings ordered by the Governor of Ohio to slow the spread of the coronavirus, a virtual congregational meeting was held, with members participating via the Zoom application. Time was allocated after the 10:30 a.m. virtual worship service for members to sign into the application.

Also present: The Reverend Jonathan Hauerwas, Pastor; Alec Works, Clerk of Session

The Annual Congregational and Corporate Meeting of Westminster Presbyterian Church was called to order by Moderator the Reverend Jonathan Hauerwas at approximately 11:50 a.m. Alec Works, Clerk of Session, explained that members would be asked to raise their hands (in view of their camera) to vote on the motions presented. A simple majority of those present is required to pass a motion.

Pastor Hauerwas opened the meeting with prayer. He then noted that, per our Code of Regulations, ten percent of our membership must be present to have a quorum. Alec reported that, based on current membership as of February 28, 2021 of 279, a quorum is 10%, or 28 members. By counting the names and faces of known members on the Zoom full screen view, he counted at least 35 members present and declared that a quorum was present. [Note: The number of people signed on varied some through the meeting. At least 32 were present at any time, with 42 counted for most of the meeting.]

Pastor Hauerwas then moved to the first order of business, to receive the report from the Nominating Committee. James Gray, Moderator of the committee, presented the following full slate:

Elders, Class of 2023 (3 year term):

☐ Ellen Daugherty, Shelley Koutnik, Brian Rodabaugh, Alec Works

Deacons, Class of 2022 (2 year term):

☐ Elizabeth Crabtree, Donna Gorrington, Mike Grau, Steve Harp, Kevin Melver, Debra Tondra

Endowment Committee (Class of 2023, 3 year term):

☐ Kyle Vuchak,

Nominating Committee (Class of 2021, 1 year term):

☐ Stephanie Blaha, Ed Labbe, Jim Shriner, Margo Works

With no nominations from the floor, a motion was made and seconded to elect the individuals named above to serve as elders, deacons, members of the nominating committee, and endowment director by unanimous ballot. MOTION C-2021-01 prevailed to elect the slate of nominees as presented.

The meeting then proceeded to the Ordination and Installation of the newly elected elders and deacons. Pastor Hauerwas and Clerk Alec Works proceeded with the Affirmation of Gifts, Statement on Ordination and Installation, Constitutional Questions, to which the

newly elected officers responded, the Affirmation of the Congregation, Prayer, and Declaration of Ordination and Installation.

The next item of business was a review of items from the 2021 Annual Report. Copies of the Annual Report were made available electronically as part of the emailed Sunday worship announcement and bulletin.

Pastor Hauerwas called attention to pages 36-38 of the Annual Report, where copies of the minutes for the 2020 congregational meeting were included. The minutes from this meeting had previously been approved by Session. A motion was made and seconded from the congregation to receive and approve these minutes. MOTION C-2021-02 prevailed to receive and approve the minutes from the 2020 Annual Congregational Meeting.

Pastor Hauerwas explained that each committee was asked to write a report of activities from the previous year. These reports were also included in the 2020 Annual Report.

Pastor Hauerwas then called Treasurer Shelley Koutnik forward to present the 2020 Treasurer's Report on behalf of the Finance Committee. Shelley directed attention to pages 24-28 of the Annual Report. With both revenues and expenses under budget due to restricted operations, we ended with a surplus of \$86,349. This amount was added to the Reserve Fund, bringing its balance to \$190,038. This fund can cover operations for 3 or more months if needed and help cover any short-term budget deficits. With no questions from the congregation, a motion was made and seconded to receive the report. With no further discussion, MOTION C-2021-03 prevailed to receive the 2020 Treasurer's Report.

Shelley then presented the 2021 budget, as included on pages 29-30 of the Annual Report. This budget had been approved by Session on February 23, 2021. The budget includes revenues of \$536,672 and expenses of \$575,896 for a projected deficit of \$39,224. These figures reflect, among other factors, lower pledged income and lower operating costs. The expenses do presume a return to normal activities at some point. The deficit would be funded by \$11,000 of principal from the Rowley Fund and \$28,224 from the Reserve Fund. With no further discussion or questions, a motion was made and seconded to receive the 2021 budget. MOTION C-2021-04 prevailed to receive the 2021 Budget as presented. There were no further questions for the Finance Committee.

Pastor Hauerwas next invited John Childs, Moderator of the Personnel Committee, to present the Pastor's Terms of Call for 2021. Pastor Hauerwas then excused himself and his wife Kara from the meeting. The proposed 2021 Terms of Call for the pastor as approved by the Personnel Committee and then by Session on January 26, 2021 were presented via a shared screen and reviewed by John. As with other staff members, there is no increase proposed over compensation for 2020. This reflects the uncertainty in anticipated revenues and activities. Besides this having been a very challenging year in dealing with the coronavirus pandemic, Pastor Hauerwas has also progressed to the Final Project phase of his doctoral work. Several members noted that such doctoral work is often pursued on a full-time basis. Resumption of in-person activities will require renewed attention at re-establishing connections.

Following the brief open discussion, a motion was made and seconded to approve the 2021 Terms of Call. With no further discussion, MOTION C-2021-05 prevailed to approve the Pastor's 2021 Terms of Call as presented. Details of the Terms of Call are available to members of the congregation upon request.

Pastor Hauerwas then returned and resumed duties as Moderator. He asked if there were any questions for him or other committees. He was thanked for his work for the church this past year while continuing work on his doctoral Final Project. Pastor Jon remarked that Westminster has been quite fortunate given that many churches have been struggling financially and with membership. Regarding resumption of in-person activities, he noted that we cannot eliminate all risks, but will reasonably mitigate what we can. A task force has been discussing what measures can be taken. Session will be discussing this in more detail at its next meeting. Suggestions from the congregation are welcome. With no other questions or new business, Pastor Hauerwas called for a motion to adjourn. A motion was so made and seconded. With no further discussion, MOTION C-2021-06 prevailed to adjourn the meeting. The meeting was adjourned with prayer by Pastor Hauerwas at 12:45 p.m.

Respectfully submitted,

Alec Works, Clerk of Session

The Reverend Jonathan Hauerwas, Moderator

