

ANNUAL REPORT

Submitted for the

ONE HUNDRED THIRTIETH ANNUAL MEETING



Westminster Congregational United Church of Christ
Spokane, Washington

Sunday, February 1, 2009

**THE 130th ANNUAL MEETING OF
Westminster Congregational United Church of Christ
February 1, 2009
Agenda**

Call to Order

Prayer of Gathering

A Time of Remembrance

Reading of the Call to Meeting

Approval of Minutes

Financial Report – Year 2008

Second Century Endowment Fund

Acceptance of Written Reports

**Election of Officers & Board
Members**

Nominating Committee Report

Nominations from the floor

Election

Other Business

Benediction

Adjournment

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Minutes
One Hundred Twenty-Ninth Annual Meeting
Westminster Congregational United Church of Christ
February 10, 2008

Meeting called to order by moderator Alan MacKay at 12:10 PM with opening prayer by Pastor Andy CastroLang.

The Call to Meeting was read.

The motion was made (Karen Mobley), seconded (Verne Windham), and carried by voice vote to accept the minutes from the 128th annual meeting as written.

Robin McLain highlighted the financial reports for 2007, which are included in the 2007 annual reports.

Gene Fitzpatrick reported on the Second Century Fund. The Trustees of the Fund are considering a change to Washington Trust Bank investment advisors for the future, to improve the return on the Fund's investments.

Karen Mobley reported on the proposed budget for 2008. Funding for Outreach will come from Benevolence Giving. The Music ministry soloists' salary has been cut by one-half.

The motion was made (Bryan Olson) seconded (Nick CastroLang) to accept the budget and roster of Boards and Committees. By ballot vote:

Nay	4
Yea	74
Abstain	0

With 67 members in attendance, and 11 votes by proxy.

The meeting was adjourned at 12:55 PM with a benediction given by Pastor Marj Johnston.

Respectfully submitted
 Chris Johnson, Clerk

IN MEMORIAM

2008

Bob Rutherford

Bob Small

Kop Kopczynski

Margery Norton

Irene Van Klaveren

Dorothy Kissler

CLERK'S REPORT

for 2008

Membership as of January 1, 2008	176
New Members	22
Removed (6 deaths)	6
Membership as December 31, 2008	192

NEW MEMBERS

Ann Marie Floch

Janice Packwood

Tim Henkel

Sherry Barrett

Bryan Olson

Wes Ackaret

Claudia Hume

Scott Marquis

Jennifer Marquis

Suzy Bronson

Rick Normington

Tim Morse

Myrba Jimenez

Sandi Grove

Paul Grove

Bridgett Heser

Alijah Heser

Al Schmick

Adam Keller

Francie Light

Gina Marie Young

Shauna Magee

PASTOR'S REPORT

What a Year It Has Been!

As I prepared to write this article, I turned to my calendar to remind me of some of the activities and special moments of the year that has just gone behind us.

- ❖ New members were welcomed into the church in January, June, and September.
- ❖ We published a new pictorial directory of church members and friends and have a new picture board in our Social Hall thanks to the labors of Mike Ellsworth.
- ❖ I officiated at the memorial services of some very beloved elderly members whom we lost this year; and I celebrated new beginnings in some summer weddings.
- ❖ As the Eastside Chair of the Committee on Ministry for the Pacific Northwest Conference, it was a joy and a privilege to share in the ordinations and installations of newly appointed clergy in our area.
- ❖ We saw a delegation of church members off to Felsorakos, Romania, and celebrated their wonderful experience through their stories upon their return.
- ❖ With the Spokane Alliance, Westminster was represented in the organizing work done for the second STA Campaign, the Olympia Advocacy Day, the Founding Assembly of the Sound Alliance in Tacoma, and we were deeply involved throughout the process of the sale of Deaconess and Valley Hospitals.
- ❖ Life Feed continued its ministry of caring for our hungry neighbors through another year.
- ❖ MANNA did too, through another successful Fall concert of fun and lively music.
- ❖ So did the Tree of Sharing, with a successful season of distributing over 7,000 gifts.
- ❖ We celebrated Pride Week in grand style and hosted the Interdenominational worship service that week, marched in the Parade and manned a booth.
- ❖ We staffed a booth at the Unity in the Community celebration at Riverfront Park.
- ❖ We rolled out our new Conflict Resolution Ministry with Mary Rupert and David Verwolf.
- ❖ We worshiped in Cowley Park during the summer. And at N-Sid-Sen, with a large group of happy campers, in the Fall.
- ❖ We successfully made the transition to an Autumn Budget Meeting and Stewardship Campaign. We embraced our most ambitious budget yet, endured some staff cuts and prepared to grow and thrive into our next 125 years.

The list could go on, of course. I didn't mention some of my personal highlights, including two weeks in the Holy Land this summer and the joy of watching my daughter graduate from Whitworth College, and my son graduate from Ferris High School.

What I want to lift up to your attention is the life of the Spirit, the life of prayer and service, and seeking the presence of God, that is at the heart of all we do and who we are.

If we do not see God's love in one another, if we do not hear the voice of Jesus in the stranger or the friend; then our love is not deep enough and our hearts are not open enough.

But with you, I do see deep love and tender caring, strong determination and a deep sense of joy and welcome in the name of Jesus.

This must continue to be our spirit. Certainly, we can look back upon 2008 with satisfaction at our accomplishments, successful projects, fund raising. But let us look into our hearts and find therein, the Spirit of God that is our source of strength, our presence of comfort, and our voice of challenge.

We cannot look forward without seeking the guidance of God, and we cannot sustain our strength for the work we must do, without the power of God. May we gather for prayer and for silence, for study and song and for service, responding to God's love and the cries of humanity.

Let us together be people of prayer and service into 2009 and beyond.

In grateful service with you,

Pastor Andy CastroLang

MODERATOR'S REPORT

The past year has been full and invigorating as our congregation of members and friends have shared so many experiences. Worship, music, social and service events have filled our calendars. Through these experiences we have come to have better understandings of each other, of spirituality, of the teachings of our faith and of the meaning of service to others.

Our Pastors have continually presented to us gifts of spiritual clarity and motivation, encouraging us to enthusiastically embrace what it means to live in the Christian way. These invitations have influenced so many positive responses, both in people familiar with Congregational tradition and also in people for whom the messages are new and refreshing.

Together we have questioned, discussed and pondered issues and thoughts. Our diverse backgrounds and opinions have been rich territories of exploration and learning, helping us in the process to refine our beliefs and confirm our dedication.

Our many relational groups have presented a wide selection of activities and service opportunities. With our participation in these we have enlarged our knowledge, expanded our comfort zones and learned new ways of service to each other and our community.

I am immensely pleased, hopeful and confident in the energy and direction of our Congregation when noting our growing membership, the earnest and sincere response to our Gratitude Sunday and our beginning an inclusive process of strategic planning that is designed to include ideas, proposals and hopes of all congregational members and friends.

We are so fortunate to be present in this sacred space, to be lead by profoundly spiritual Pastors and to find ourselves in the company of such interested and supportive members and friends.

Thank you for the opportunity of being your moderator. It has been an instructive and very inspiring experience in many ways. I hope in future years many members will have the same opportunity, as it is highly recommended as an awakening and enriching investment of your time.

Respectfully,
Alan Mackay

BOARD OF TRUSTEES

From painting bathrooms to line-by-line analysis of the church's budget, your Board of Trustees continued to provide a wide range of service to Westminster in 2008. Here are the highlights:

***Completion of the \$65,000 Stained Glass Window Preservation campaign.** This successful fundraising effort combined the generosity of our members and friends, the church's children through their "stained glass" candleholder sales, estate gifts and a grant from the local historic preservation society. Our beautiful west window is secure for years to come!

***Creation of a structure for our Planned Giving efforts.** With the help of church staff, the Trustees prepared a Planned Giving brochure which explains options for making an estate gift to Westminster. A local estate planning attorney then provided a free informational presentation to the congregation on this same topic. A similar presentation will be provided annually. We also established the "Gamble Society", in honor of pioneering church member Mary T. Gamble, to recognize those who include gifts to Westminster in their estate plans. With deep gratitude we remember the generosity of Mary Ellen

Pring, Mary Louise Howard and Bob Small, whose estates gifted Westminster with over \$43,000 in 2008.

***Focus on increasing revenues.** In addition to keeping an eye on expense reduction, the Trustees convened the Ad Hoc Revenue committee which identified a number of income- generating initiatives for Westminster. What quickly became apparent was that a number of these initiatives required additional church policies and participation to be successful. Taking a step back, the Trustees refocused to:

- ❖ revise and adopt new kitchen use policies, including detailed instructions for using our kitchen equipment; (Thanks Robin!)
- ❖ revise our overall facilities rental policies and rental rates;
- ❖ create a new Facilities Rental brochure to advertise what Westminster has to offer;
- ❖ establish the “Event Hosts” program to provide trained Westminster volunteers to oversee the use of our building by outside groups.

***Maintenance of our beloved church home.** After costly and time-consuming repairs, our commercial dishwasher now meets health code standards! Repairs on the air blower were completed, a work party tended to the landscaping, an outside safety rail and safety glass for the 2nd floor stained glass window were both installed, and yes, the Trustees painted the main floor and Social Hall bathrooms. Guidance for the ongoing “care and keeping” of our church home was provided by the Trustees’ Ad Hoc House Committee which made and implemented a number of recommendations from cleaning and sorting and junk removal to rearranging furniture to looking at the various ways we can make our church home a place of welcome.

Last, but always present, the Trustees spent a substantial portion of this year overseeing the church’s finances, including finalizing both the 2008 and 2009 budgets.** This “double budget” year was the result of the Church Council’s adoption of the Trustees’ recommendation that we move the budgeting process up by several months. As a result, the 2009 budget was adopted in late 2008, rather than two months into the next fiscal year, as has been our practice. This change was especially important this year because of the proposed and, ultimately, adopted budget recommendations which included a reduction of staff time. The earlier budget cycle provided more time for discussion with affected staff and consideration by the church leadership and congregation as a whole. Although never an easy recommendation to make, the cost cutting measures adopted in the 2009 budget are a meaningful step forward in addressing our ongoing budget deficit. The combination of expense reduction with the congregation’s thus far positive response to a request for increased pledging translates to a 2009 estimated deficit of \$63,237. ***This means our 2009 proposed deficit is less than ½ of the \$114,203 deficit we faced in 2008. The 2009 budget draws us significantly closer to our goal of aligning income with expenses and achieving long-term sustainability.

Paintbrushes and calculators in hand, the Board of Trustees looks forward to another year of service to Westminster!

Respectfully submitted,

Laurie A. Powers, Chair, 2008 Board of Trustees

The Board of Trustees extends its thanks to the following individuals for their significant contributions to our work in 2008:

Robin McLain, Office Manager/Financial Secretary, Sarah Hopkins, Publications Manager, John Koons III, Caretaker, Ad Hoc Revenue Committee: Cindi Abbott, Jeff Royer, Teresa Shock and Kris Jeske, Ad Hoc House Committee: Mark Ryan, Scot Stout, Barb Safranek, Elsa Distelhorst, Chris McLain and Mark Safranek-building repair masters

ASSISTANT PASTOR

The cover on my desk calendar and planning book reads “Immerse Yourself!” It’s the theme for the upcoming UCC General Synod 27 that I will be attending. “Immerse Yourself!” also describes the life I share with you here, and it’s at the core of my call as a child of God to serve.

In looking back at 2008, one thing is clear: Westminster is a gift of God ... to those who come to the church and to those we serve in the community. On the inside, we have prayed and worked hard to create a welcome and safe space for all. Weekly we continue to experience an intimate “early” worship service, accompanied by Paul Grove on guitar or Susan Windham on piano, and sharing communion every week. The Nurture Board has created a CAFÉ (Children, Adult and Family Enrichment) Hour during which time all are welcome to share in a time of fellowship or participate in our Adult Discussion Group. Our youngest children have access to the attended Playroom/Nursery and those 5 to 12 have Sunday school, now using a curriculum designed to engage the lectionary text with questions and thoughts that fit a forward-thinking people of faith. The midweek group Questioning Believers shared in a simultaneous study with the Adult Discussion Group using Diana Butler Bass’s *Christianity for the Rest of Us: How the neighborhood church is transforming the faith*. The Questioning Believers moved forward with Eric Elnes’ *The Phoenix Affirmations*, and the Adult Discussion Group picked up on a series of conversations about “Our Faith, Our Vote” and then the Eight Points of Progressive Christianity.

Our Board of Outreach was creative in their efforts to engage fun ways to serve and love our neighbors. Westminster has increased giving through the UCC offerings as well as to our local beneficiaries (Second Harvest Food Bank, Meals on Wheels, SNAP, Life Feed, and the Pastors’ Emergency Fund). Our understanding of “neighbor” has explored new opportunities still unfolding with local and global ministries.

On the outside, my presence in the community models that Westminster is truly an “out there” kind of place. We are valued and respected for our service: Financial assistance with prescriptions; official ID or other needed documents; transportation aid for work or family emergencies; funds to help with utilities; assistance with moving people to more permanent housing; and referrals to other suitable community agencies. It’s common for me to speak with five or more people each week who need to know they are not alone in what is often an inhospitable world. On the last Saturday of most months a team serves a free lunch to over 100 neighbors and friends, practicing our hospitality and welcoming skills. In my role as an “out” pastor, I support those who suffer all forms of abuse by those who are less accepting of God’s creative differences.

Westminster is becoming known as a safe place for ALL as we tell our stories, provide compassion and invite others to do the same. Last June we hosted the Interdenominational Pride Worship Service as a part of Spokane’s Gay Pride celebration—12 other clergy joined Pastor Andy and me in welcoming ALL God’s children to worship and to communion at the Table to which ALL are invited. In October we began a partnership with The Inland Northwest LGBT Center, hosting a monthly potluck for all ages in our Social Hall. In November we hosted a memorial service as a part of the Spokane Homeless Coalition’s participation in National Homelessness and Hunger Awareness Week.

We have a distinctive legacy to celebrate, and our future is unfolding before us. Our life together is about our faithfulness, about the relationships we share here with each other and with the still-speaking God. Let us continue to find ways to talk with each other about sacred texts and what they mean for us. Let us listen to each other and share our ideas about creating welcome for all. Let us explore new ways of taking our stories from the inside to the outside, inviting others to come and experience the hope we find as we gather to serve each other, our neighbors, our community and our world. Remember God’s grace in our lives and in this place. Let us immerse ourselves in the God-life! Praying peace, serving still, Pastor Marj Johnston

FINANCIAL SECRETARY/ OFFICE MANAGER

2008 was quite a year. Record snow at both the beginning and the end led to a number of unavoidable repairs to the roof and now to the need for a new reader board on Washington Street. Keeping up with snow removal and making the block safe for our congregants and neighbors was a chore ably handled by John Koons and James Jones.

We completed stage 2 of the electrical upgrade which included retrofitting and replacing all fluorescent lights and fixtures to be more energy efficient in hallways and church offices, as well as installing new outlets and fixtures in the bathrooms and in the SACC offices.

With the budget a chief concern, we have tried very hard not only to stay within our financial limits but also to decrease spending wherever we could. It has been an honor to work with our two pastors this year as we worked as a team to help shape a realistic budget, and to prepare for the challenge of Pastor Andy's sabbatical in the coming spring. It was the realization of a long-term goal to shift the budget approval process to earlier in the fall, so that we could begin January with a confirmed budget for the year, and I appreciate the hard work of all who made that happen.

I also want to thank everyone who helped me this year with all of the extra office work our church projects bring. I couldn't do it without you. Special thanks go to Karen Wilson-Bell who has volunteered in the office throughout the year, helping to answer phones and to assist with many large projects including updating the church membership records, working on the Tree of Sharing, and helping get the newsletter ready for mailing. I also want to specifically thank Hal French, who comes by every week to take the bank deposit, every month to take the newsletter to the processing center, and also to help out with whatever needs doing.

Respectfully submitted, Robin McLain

NURTURE BOARD

2008 was a busy year for the Nurture Board. We explored a lot. We discussed a lot. We considered a lot. The outcomes included establishment of the CAFÉ Hour. CAFÉ—short for “Children, Adult and Family Enrichment”—Hour was an outcome of substantial exploration into Sunday School as it currently exists at Westminster, for our children and our adults. A “pilot program” for the children’s education was adopted, allowing for a between-the-services enrichment session for children so that they could be more incorporated into the church services. For families concerned about their children’s ability to manage the 10:30 service due to temperament or attention challenges, the playroom/nursery remained available as well as an added activity leader (Jessie Vignali) who assisted with crafts and activities in the Social Hall.

Substantial research went into reviewing curricula at all levels. *Seasons of the Spirit (SOS)* was accepted as appropriate for the children’s segment of the CAFÉ Hour. Based on the lectionary, the hope was that the lessons for the children would parallel the focus of worship services, allowing parents and our young folks to share conversations and ideas. We shared an SOS training session with Veradale UCC in late summer.

The adult discussion groups/forums were led by a number of individuals. Dan and Elsa Distelhorst and others helped facilitate conversations using Diana Butler Bass’s *Christianity for the Rest of Us: How a neighborhood church is transforming the faith* for the first five months of the year. Nick CastroLang and Jim CastroLang facilitated discussions about the relationship of politics and faith using some materials from the UCC “Our Faith, Our Vote.” Both Pastor Andy and Pastor Marj shared in conversations about Eight Points of Progressive Christianity, as did Jon Louis and Jim CastroLang. And the Wednesday night group—Questioning Believers—studied *Christianity for the Rest of Us* simultaneously with the Sunday Adult Discussion Group, followed by *The Phoenix Affirmations* in the Fall.

The adult program adopted the acronym TAGS (Talking About God Stuff) for a casual series through the summer and facilitators used movie clips, a favorite song, a magazine article, and a word from a book as topics of conversation.

Westminster’s Eighth Annual Family Camp at N-Sid-Sen on Lake Coeur d’Alene grew with a total of 62 people participating in most or all of the weekend. This retreat of rest, relaxation, craft projects, fellowship and campfires is a vital part of our annual church family activity.

Areas continuing to be under discussion include addressing the need for a middler and/or youth group, intergenerational activities, Pastor Andy’s upcoming sabbatical, and Vacation Bible School. Thank you to all those folks taking responsibility for carrying out the many functions of the Nurture Board – to Janet Ruehl for tirelessly keeping the Coffee Hour alive and well; to all the volunteers taking minutes at meetings and representing the board at Church Council meetings; and to the parents and teachers supporting the children’s study in *Seasons of the Spirit*.

We continue to look for additional folks to facilitate Adult Discussion Groups, teach our young people in Sunday school, and join the current Board members in carrying out these important tasks. Thank you to the current Board—Cindi Abbott, Dan Distelhorst, Kathy Ellsworth, Molly Hilby, Janet Ruehl, Teresa Schock, and Marcus Soper—and to Pastor Marj Johnston for guidance and support.

Kathy Surette, Facilitator

ORGANIST/CHOIRMASTER

This past year the choral library has been catalogued and updated. The very time-consuming task of counting individual copies of anthems is being accomplished by Hal French. Some anthem folders contain only a few copies, while others contain numerous copies that are almost too fragile to use. My goal in this area is to replace deteriorating scores with new ones, add to those needing more copies, and purchase new anthems.

While the budget cuts have meant there will be one Sunday each month without organ and choir, the quality of music will not diminish in the least. There is still plenty of great music to be heard and we have the talent to bring it to our congregation.

I would specifically like to thank Hal French for his continuing help with the choral library. Also thanks go to Susan Windham for lending her vocal talents, and Verne Windham and Robin Campbell for conducting the choir on anthems that were too difficult for me to manage from the organ console. Big thanks go to Pastors Andy and Marj for their input and support. Most of all, I want to thank the section leaders and volunteers of the choir for their support.

Scot Stout, Organist/Choirmaster

BOARD OF DEACONS

The Deacons take pride in their service to Westminster. Such as supporting both services by preparing, greeting, supporting, the offering of communion and the closing duties. The Deacons continue their outreach of visiting our church shut-ins and communicating the news of the church and bringing news of their well being back to the church. They also continue to deliver Poinsettias and Easter Lilies to the shut-ins. The Deacons find it very rewarding and are honored to introduce new members to the Congregation and to listen to their stories of journey to our church.

In 2008 the Diaconate expanded our mission of outreach, fellowship, cooperation with Music and Arts, service support and service enhancement.

The Deacons starting offering the words of “the Cup of Salvation and the Body of Christ” during the offering of Communion in hopes to bring a more personal meaning to Communion. The Deacons now record the 10:30 service. Thanks to Carlos Alden for training the deacons on setting up and operating the recorder. Also several deacons have volunteered to give assistance at Memorial services. The Deacons are meeting with Music & Arts in coordinating the Sanctuary decorations. Regarding fellowship, we started the process of a Be-Friendship program of keeping in touch with new members. The newest outreach effort is having Greeters at the 10:30 service. We hope this will help the Deacons with their duties and most important, will give more time to meet with new visitors. We hope you find the Greeters warm and friendly and they bring a big smile to your face.

I would like to thank all the Deacons for their faithfulness in supporting all of the worship services this church offers. Special thanks to Hal French for his work with the shut-ins effort, to Nick Castrolang and Kris Jeske for their steady commitment to serving the Early Service, to Nada Morse for soliciting members to be Liturgists and Mary Seaton and Margaret Ennis for preparing the communion elements.

Respectfully submitted, Alan Borgens, Diaconate Chair

OPEN & AFFIRMING (ONA) COMMITTEE

The ONA Committee continues as a subcommittee of the Church Council to provide support and leadership in the opportunities for Westminster to live into the "&Affirming" part of becoming an Open & Affirming congregation. As a congregation that has become ONA, Westminster continues to model their "extravagant welcome" and "radical hospitality" by creating and supporting events and occasions for all to be welcomed into the full life and ministry of this church.

During this past year, ONA committee members led Westminster's presence at Spokane's Annual Pride Festival in Riverfront Park. They also supported Westminster's hosting and leading of the Interdenominational Pride Worship Service during Pride week. Two family game nights were held in the social hall, fun for members and friends at Westminster and friends in the community.

In October we began a partnership with The Inland Northwest LGBT Center by hosting a monthly potluck on the first Saturday of each month. The hope is to continue to create safe space for all ages and to build partnerships with others whose work involves making the world a more hospitable place for all.

New folks are invited to join in the efforts of leading Westminster into the "&Affirming" piece of our ministry. Thanks to Sara Weaver, Mary Rupert, Alan Mackay, Elsa and Dan Distelhorst, and Cindi Abbott who have continued to serve in this vital role.

Respectfully submitted,
Pastor Marj Johnston

OUTREACH BOARD

Under the expert and enthusiastic direction of Pastor Marj Johnston, the Outreach Board remained active this year, supporting many programs within the church and reaching out to the local and wider community. The Board also undertook some long range and budget planning in order to clarify and strengthen its mission to Westminster and the wider community.

The Manna Concert was once again coordinated by Marian Thackray. The amount raised was \$2525, down from last year. Second Harvest Food Bank and Meals on Wheels each received a check for \$1262.50.

Westminster continued to support Crop Walk. Chuck Fisk again led the effort. This year, Veradale United Church of Christ issued a challenge to Westminster to raise \$2500 for the walk. While soundly tromped by Veradale, \$1425.20 was raised--an increase from 2007.

Chuck also continued to coordinate Westminster's participation in Meals on Wheels. During his absence in the summer, Marian and Keith Thackray filled in for him. All did an outstanding job. Shelby Rothstrom designed a new sign-up poster for the Narthex which made it easier for volunteers to sign up. A number of new people participated in delivering meals. Volunteers are always needed. Please contact Chuck if you can help with deliveries. Thank you to all who helped deliver meals during this past year.

Coordinated ably by Lou McKee, nine people made a mission trip to Felsorakos in April. The people of the village were generous and warm in their welcome of the travelers. It was a trip of a lifetime and one that will never be forgotten by those who went. While there, the picture books collected from the congregation were presented to the elementary school. A check for \$2000 and many supplies were presented to the Unitarian Church and its pastor Josef to be used for a guest house

for visitors to the village. The guest house is intended to raise badly needed funds for the village. Although the European Union has approved a grant to improve the water supply of the village, the Romanian government continues to drag its heels and the prospect of improvement of the water system remains shaky. In December, the Church Council approved a new document of intent submitted by the Friends of Felsorakos.

Special offerings to assist programs of the national United Church of Christ were held though out the year. They were One Great Hour of Sharing, Neighbors in Need, Strengthen the Church, and the Christmas Offering. Additional offerings benefited the Second Harvest Food Bank, the Manna Concert, Life Feed, and the Pastors' Fund. A special drive to collect socks for Crosswalk was conducted by the Board in January. A goal has been set to raise more socks than last year when 234 pairs were collected. The Outreach Board also supported "World Vision Experience: AIDS" sponsored by First Presbyterian Church in May.

The Outreach Board and Westminster again helped coordinate the annual Tree of Sharing. Many church members staffed the table at Riverpark Square. Again, approximately 6500 people benefited from the generosity of Spokane's citizens.

Dispersal of \$5436.41 in interest from the Stevenson Fund was completed in October. The money went to the Pastors' Emergency Fund, the Outreach Contingency Fund and 6 organizations in Spokane and 1 in Seattle. Those agencies were: The Children's Alliance, Hope House, the Interfaith Hospitality Network, Meals on Wheels, The Second Harvest Food Bank, City Gate and the Women's & Children's Free Restaurant.

Joe Karmarz and Karen Dashiell from the Interfaith Hospitality Network made a presentation to the Board in September. Interfaith Hospitality provides assistance and over night housing to homeless families in Spokane. The Outreach Board decided to participate in the program by providing a meal and volunteering for an evening at the Friends Church. The Board wanted to have a true understanding of what is involved in supporting a church that provides over-night lodging for Network families before sponsoring it as a church involvement. Unfortunately, a record-breaking snowstorm forced the Board to cancel its involvement. It plans to participate the next time the Friends church is scheduled to host families for a meal and overnight.

The Board served Coffee Hours April, October and January.

Thank you also to the hard work and efforts of Board members Chuck Fisk, Lou McKee, Marian Thackray and Shelby Rothstrom and Gayla Schilling. It is the opinion of this writer that the Outreach Board has grown in understanding of its mission of reaching out to our neighbors in Spokane, Washington and our world. Special thanks, appreciation, and blessings to Pastor Marj for her inspiration and direction throughout the year.

Respectfully submitted,
Doris Holdaway, Chair, Outreach Board

SECOND CENTURY ENDOWMENT FUND

The Second Century Endowment Fund was chartered in 1978 with the mission of building an endowment that would provide a steady income stream to the church through sound financial practices. The Trustees of Westminster appoint three individuals to oversee the funds investments. Members of the committee are Bryan Olson, Breean Beggs and Gene Fitzpatrick, Chair.

The committee meets on a regular basis to review the performance of the portfolio. Assisting the committee is Robin McLain and the Wealth Management Department of Washington Trust Bank. The investment portfolio is structured to generate income without risking the asset base. The income earned each year is remitted to the church for the next years operating budget.

2008 was a troubled year in the area of finance. The value of the portfolio declined along with the market. The change in the market value is as follows:

12/31/2007 Market Value (all holdings)	\$573,812
November 30, 2008 Market Value	\$526,848
Reduction in Market Value	-\$46,964 (-8.2%)

The decline in the financial markets in 2008 will have an impact on future earnings of the fund as companies and government agencies work to regain a solid financial footing.

In 2008 the committee worked on an Investment Policy. This policy will assist the current and future members of the committee and the church in managing the portfolio. The topic of Socially Responsible Investing was debated for an extended period and input from other members of the church and our advisor Washington Trust Bank was sought. The policy was put into final form late in 2008. The policy reflects the goals of the trustees to have a safe & secure investments that meet the needs of the church and the community we serve.

Assets as of 11/30/2008

Investments managed by WTB

Cash:	\$9,905.04
Equity Holdings:	\$49,551.18
Fixed Income Bonds:	\$467,392.41
Total Market Value:	\$526,848.63

Income/Expenses for 2008 (through November 30, 2008)

Dividends/Interest Earned:	\$25,147.86
Fees for Professional Services:	\$2,660.37

2009 Contribution to Westminster: \$22,487.49

One final note, I am relocating out of Spokane and will not be serving on the committee in the future. Thank you for the opportunity to be involved at Westminster.

Respectfully submitted,
Gene Fitzpatrick, trust committee chair

MEMORIAL COMMITTEE

Memorial Distribution for 2008 was \$1,226.69 towards a new microphone system for Pastor Marj (in memory of Walden Chambers, Harold Moore, William Williams, Dorothy Starr, Robert Tulloss, Jean Perry, Revy Arnold, Geneva Weidner, Gene Weidner).

2008 Memorial Gifts Balances	Year End	2008 Memorial Gifts Balances	Year End
NAME	Balance	NAME	Balance
Interest	\$97.54	Fred Stanton	61.50
Ruth Colburn	\$70.00	Franklin Ott	\$220.00
William Cormana	\$20.00	Marjorie Stender	\$325.00
Gerald Carlon	\$20.00	Dorothy Starr	\$0.00
Walden Chambers	\$0.00	Revy Arnold	\$0.00
Harold Moore	\$0.00	Robert Tulloss	\$0.00
William Williams	\$0.00	Allen Hibbard	\$0.00
Robert Hansen	\$20.00	Jean Perry	\$0.00
Margery Norton	\$100.00	Dorothy Bock	\$920.00
Hedvie Lenhart	\$335.00	Charlotte Rowe	\$265.00
Geneva & Gene Weidner	\$16.53	Erick Stender	\$195.00
Gail Tuntland	\$36.50	Gene Kister	\$690.00
Irene Van Klaveren	\$255.00	Lew Sabo	\$320.00
Dorothy Kissler	\$180.00	Udell Rivers	330.00
Al Kiefer	\$20.00		
Verdell White	\$185.00	Total	\$5,448.11

Respectfully submitted,
Robin McLain, Margaret Ennis

MUSIC & ARTS COMMITTEE

In our regular monthly meetings (excepting August) the current M&A committee has met since April 2008 and covered the following topics:

- ☐ We discussed and advocated keeping the budget for section leaders for the choir.
- ☐ We discussed the need for a long-term campaign to keep the organ in good repair. This becomes increasingly important as the organ is nearing the point in its life where a total overhaul is normal maintenance.
- ☐ We discussed and arranged providing alternate music for the days that Scot will not be available (due to budget cuts) for organ music and choir direction. We created a core musical ensemble that will also pull in other musicians for special music as well as provide the hymn music.
- ☐ We discussed ideas about alternate visual treatments for the chancel area.
- ☐ We discussed and supported the goals of the Nine Directions in our church.
- ☐ We initiated a procedure of encouraging interested volunteers to seasonally decorate the chancel area. This includes training and helping them develop creative ideas.

We increased the committee membership of Music and Arts to six plus two staff members.

Respectfully submitted, Carlos Alden

PERSONNEL COMMITTEE

Under the leadership of Breean Beggs, the Personnel Committee completed its review of the staff reviews conducted by Pastor Andy and Alan Mackay along with the Committee's own review of Pastor Andy. The Personnel Committee made a list of recommendations for church action. The Committee and the church also completed all but one of its recommendations from 2007. The recommendation of forming a Pastor Relations Committee was tabled as the new Personnel Committee and Pastor Andy thought it was a conflict of interest for members of the church to serve on such a committee. Pastor Andy has sought support and guidance from a neutral advisor outside of the church.

With the resignation of Eugene Johnson and Breean Beggs, Tim Henkel and Jon Louis became part of the Personnel Committee in the fall of 2008.

The focus of the committee since the fall has been the restructure of the church staff. The Trustees with the concurrence of the Personnel Committee recommended to the church that the hours of the support staff be cut in order to bring the church budget more into balance. Each staff member was met with before the proposal was taken to the Church Council. With the passing of the church budget in November, this recommendation became a reality. The following cuts were made:

- Office Manager and Finance Secretary Robin McLain's hours were moved from 30 to 20 per week.
- Caretaker John Koons' hours were reduced from 40 to 30 per week.
- Choir Director/Organist Scot Stout's hours were changed from 20 to 15 per week.
- Publications Secretary Sarah Hopkins' hours were not reduced; however she is expected to keep her work within the prescribed \$5000 per year.

With the change in the hours of much of the staff, job descriptions were rewritten.

The recommendations made by the Personnel Committee after staff and Pastor reviews were tabled due to the emphasis on rewriting the job descriptions for the staff.

Tim Henkel and Jon Louis have been of tremendous support to me in conducting the business of the Personnel Committee. I give them my appreciation and gratitude for their service.

Respectfully submitted, Doris Holdaway, Chair, Personnel Committee

WESTMINSTER'S CHRISTIAN ACTION TEAM (WESTCAT)

Westminster Congregational UCC continues to live out the faith of Jesus Christ through justice and action. What is it that WestCAT does and why are they important to Westminster and the city of Spokane?

Well that is simple: over the last few months the Spokane Alliance (and WestCAT as the representative of the church to the Spokane Alliance) has been working on a Statewide Campaign called "Sustainable Works". This is a program that will create green jobs for apprentices and also help make homes and businesses more energy efficient. It is a big project, involving entire neighborhoods in the city of Spokane, but it will make a big difference in the lives of many people and we are proud to be a part of this project. We were active in the second STA campaign to protect the transit system in our city, we were involved in protecting citizens interests with the sale of Empire Health Systems, and a delegation went to Tacoma for the founding assembly of our sister organization, the Sound Alliance. We also received another round of free health screenings this past spring.

Recently, I (Nick CastroLang) attended the IAF (Industrial Areas Foundation) Northwest Regional Institutes where I learned about broad based organizing and what it takes to be a leader in a broad based organization, and how that affects WestCAT and Westminster. It was pretty intense but I learned a lot.

The most recent work WestCAT is doing for Westminster is to help organize and support the “Listening Season Campaign” we will be doing in January and February. In a “Listening Season” we church members talk about the values of the church and how to apply them to the spiritual and the economic future of Westminster. WestCAT is an important tool because through the IAF Organizing principles we have learned that you must attack issues straight on, and get direct results. This may mean a long discerning process of those who are involved, but it must be done in order to preserve the well being, sustainability, and future of this church and its great people. Thank you for joining us in our work. Members of WestCAT are: Steve Paulson, Margaret Ennis, Barb and Alan Borgens, Myrba Jimenez, Pastor Andy CastroLang, Alan Mackay, Teresa Schock, Christy Lindsay, Nick CastroLang.

Prayerfully and respectfully submitted, Nick CastroLang, co-chair

CARETAKER

Throughout the year, I have worked on the Trustees building list. Many jobs have been completed from the list. Throughout the year I would like to thank Dr. Alan Mackay, Hal French, Alan and Barb Borgens, and James Jones for their help. I would like to thank everyone who has contributed their time and effort and support to LifeFeed which is now in its third year. I offer my heartfelt thanks to Robin McLain for the opportunity to work together for the good of the church in these past six years.

Respectfully submitted, John Koons III, Caretaker

PUBLICATIONS

This year, I worked with the Pastors, Trustees and staff to redesign the general information brochure of the church, and to create several additional pieces to highlight the offerings here at Westminster, including information on rental space available for groups and for performances, a staff brochure, information about the conflict resolution ministry and about planned giving. These items were printed on coordinating brochure paper for a streamlined and professional look. Once again, a pictorial budget was created to illustrate the many activities and people supported by Westminster’s budget.

Respectfully submitted, Sarah Hopkins, Publications Editor

TREE OF SHARING

The Tree of Sharing originated in 1982, as an outreach program of Westminster Congregational Church with requests for 650 gifts through 8 agencies. In 1983 KREM-TV 2 joined us as a partner to assist with publicity and visibility. In 2008, the 27th year of our project, we filled 6,262 requests from fifty-seven agencies. These requests were filled by members of the community who had a desire to provide for others.

The Trees opened the Friday before Thanksgiving and started very slowly. On November 30th we were 600 gifts behind the same day in 2007. That caused some concern about our ability to fulfill our commitment in 2008. Then we started to see the very engaging ads that were produced by KREM and highlighted Brady Cass of Assuris NW as a Tree who needed the help of the community. At this same time, the news crew of KREM 2 TV really started to focus many times each day in the news broadcasts about the need. We feel that perhaps it was a combination of these events that spurred our community into action and we were able to fill all of the requests. Another successful year of providing for our community - and the Executive Committee would like to thank all who made this possible. They are Dru Powers, Marian Thackray, Peggy Burt, Lyne Taggart, Margaret Grier, Pastor Andrea CastroLang and Robin McLain.

Tree of Sharing Partners December 2008

Thank you to the following who made this year's Tree of Sharing so very successful.

Westminster Congregational United Church of Christ, Pastor Andrea CastroLang

KREM-2 and KSKN-22 TV production team for design, publicity, and the special efforts of Laura Pepetti and Shannon Kinney as well as the News Team!

Asuris Northwest Health for advertising, purchase of gifts, and sorting of gifts at the warehouse.

Numerica Credit Union for their generous donation of a warehouse location that was outstanding!

As well as their employees giving many hours to help sort gifts at the warehouse.

Tree locations at Northtown Mall, Spokane Valley Mall, and Riverpark Square.

Project Coordinator: Dru Powers

Warehouse Help: Marian and Keith Thackray, Ginger Schutt, East Central Community Center, West Valley High School Gear Up class, and Wendy Pearson from the Eleanor Chase House who was there to help whenever someone was needed.

Church Coordinator: Robin McLain

Downtown Tree Coordinators: Peggy and Jack Burt and Marian and Keith Thackray

Spokane Valley Mall Tree Coordinator: Lyne Taggart (and her husband who delivered gifts from the mall to the warehouse when there was no more room to store them at the mall.)

Northtown Tree Coordinator: Margaret Grier (with help from Marilyn Pitini)

Head Start Programs: Printing of Brochures

Sir Speedy - Cutting tag backing paper and printing of forms.

242nd Combat Communications at Spokane International Airport (even though Stan McLean and others were deployed this year) and with help from Boy Scout Troop 481 - Transfer of gifts from the malls to the Distribution Warehouse:

A big THANK YOU to all of the people who volunteer each year to staff the trees, as well as to the people who donated cash so that gifts could be purchased for those that were not filled by the community. Especially Shalom UCC and Spokane Mennoite Church, \$270 - Billeter Wealth Management Inc., \$400.00 - A to Z Rentals, \$1,000.00 and many others. Also for the article in Eve, A Magazine for Women, that told the story of our mission.

Benevolence Giving Summary for 2008

Food Bank	\$ 662.35
Camperships	\$ 397.00
One Great Hour of Sharing	\$ 468.91
Disaster Relief	\$ 261.00
SNAP	\$ 94.00
Odyssey Youth Center	\$ 282.86
Meals on Wheals	\$ 134.00
Manna Concert:	
Mid City Concerns	\$1,262.50
Food Bank	\$1,262.50
Life Feed	\$ 772.54
Outreach Memorial Gifts	\$ 655.00
Minister's Emergency Fund	\$ 462.50
Neighbors in Need	\$ 309.65
Strengthen the Church	\$ 329.00
Christmas Fund/Veterans of the Cross	<u>\$ 203.00</u>

Grand Total **\$9,538.95**

Outreach Giving Summary for 2008

Stevenson Fund Distributions for 2008

Interest Income	\$5,436.41
Distributions:	
Children's Alliance	\$ 150.00
Hope House	\$ 500.00
Interfaith Hospitality	\$ 500.00
Women's & Children's	
Free Restaurant	\$ 800.00
Mid-City Concerns	\$1,000.00
Second Harvest Food Bank	\$ 500.00
Ministers Fund	\$ 500.00
Outreach Contingency Fund	\$ 486.41

Total Distributions: **\$5,436.41**

Church Council, Board and Committee Nominations 2009

(1) = 1 term served; (2) = two terms served. One term = two years of service.

<u>Church Council</u>				
Moderator			Chris McLain	2011(1)
Lorna Kropp	2011		<u>Nurture (6)</u>	
Clerk			Teresa Schock	2011(3)
Member at Large			Cindi Abbott	2010(2)
Sara Weaver	2011		Dan Distelhorst	2010(2)
Member at Large			Janet Ruehl	2010(3)
Verne Windham	2010		Marcus Soper	2010(1)
<u>Diaconate (12)</u>			Kathy Ellsworth	2010(1)
Alan Borgens	2011(3)		Kathy Surette	2010(1)
Jonathan Windham	2011(1)		Molly Hilby	2011(2)
Nada Morse	2011(3)		<u>Outreach (6)</u>	
Hal French	2010(3)		Marian Thackray	2011(3)
Margaret Ennis	2010(3)		Chuck Fisk	2010(2)
Kris Jeske	2011(2)		Lou McKee	2010(2)
Nick CastroLang	2011(1)		Gayla Schilling	2010(1)
Steve Paulson	2011(2)		Shelby Rothstrom	2011(2)
Gordon Gates	2010(1)			
Mary Seaton	2010(1)		<u>Trustees (7)</u>	
Mike Ellsworth	2010(1)		David Vestal	2011(2)
_____ Youth Deacon			Bryan Olson	2010(1)
<u>Music & Arts (6)</u>			Elsa Distelhorst	2010(2)
Mary Chavez	2010(1)		Karen Mobley	2010(3)
Carlos Alden	2011(3)		David McKenzie	2011(1)
Corrin Collin	2010(1)		Pam Beckstead	2010(1)
Tim Morse	2011(1)			
Leigh Lubbers	2011(1)			

**Westminster's Approved Budget 2009
And Review of Year-End 2008**

	Approved	2008	2009	
RECEIPTS	Budget 2008	Actual year end	Approved Budget	
Pledges-Current	\$115,000.00	\$122,895.39	\$150,000.00	
Non-Pledged Gifts	\$8,000.00	\$16,561.04	\$12,000.00	
Loose Offering	\$4,500.00	\$5,482.58	\$5,500.00	
Deficit Reduction Gifts				
Bailey Memorial	\$3,243.00	\$0.00	\$3,500.00	
Int & Div 2nd Century	\$27,754.68	\$27,885.80	\$25,000.00	
Stevens Account	\$15,600.00	\$15,600.00	\$15,000.00	
Thompson Account	\$1,500.00	\$1,500.00	\$1,500.00	
Unrestricted Account & Int/Div	\$15,000.00	\$15,492.34	\$12,000.00	
Church Rents-SACC	\$7,200.00	\$7,500.00	\$7,800.00	
Church Rents-other	\$5,000.00	\$3,995.00	\$7,000.00	
Misc. Income	\$3,500.00	\$5,815.83	\$500.00	
Music Pledge Plus	\$0.00	\$2,200.00		
TOTAL RECEIPTS	\$206,297.68	\$224,927.98	\$239,800.00	
	Approved	2008	2009	
EXPENSES	Budget 2008	Actual year end	Approved Budget	
Building & Operations				
Electricity - Church	\$11,000.00	\$10,965.31	\$12,000.00	
Gas-All	\$14,300.00	\$12,250.76	\$14,220.00	
Water & Refuse-All	\$3,000.00	\$2,558.00	\$2,500.00	
General Supplies	\$2,500.00	\$2,531.56	\$2,300.00	
Kitchen Supplies	\$400.00	\$270.00	\$400.00	
General Insurance	\$12,000.00	\$11,279.00	\$12,000.00	
Property Taxes/Admin Fee	\$0.00	\$0.00	\$0.00	
Repair & Maint Church	\$15,000.00	\$18,382.84	\$20,000.00	
Custodial Salary	\$26,994.00	\$26,994.02	\$20,245.50	*1
Custodian Soc Sec	\$2,294.54	\$2,179.79	\$1,720.91	*1
Custodian Medical Ins	\$3,000.00	\$3,751.83	\$4,200.00	
Custodian Annuity	\$786.00	\$786.00	\$786.00	
Custodian State Ind	\$1,200.00	\$1,102.75	\$900.00	*1
Custodian & Maint Emp Sec	\$0.00	\$0.00	\$0.00	
Maintenance Salary	\$500.00	\$669.00	\$500.00	
Maintenance Soc Sec	\$38.25	\$51.18	\$38.25	
Maintenance State Ind	\$10.00	\$22.99	\$10.00	
TOTAL Bldg/Operations	\$93,022.79	\$93,795.03	\$91,820.66	

Cont. Expenses	Approved	Actual	2009 Approved	
	Budget 2008	year end	Budget	
Christian Nurture				
Youth Ministry	\$250.00	\$129.57	\$250.00	
Fellowship Events	\$150.00	\$0.00	\$150.00	
Curriculum	\$500.00	\$765.55	\$750.00	
Leadership Training	\$200.00	\$197.35	\$200.00	
Material/Supplies/Postage	\$150.00	\$20.33	\$70.00	
Mobility Ministry	\$0.00	\$0.00	\$0.00	
Nursery Salary	\$1,236.00	\$1,004.63	\$1,236.00	
Nursery Soc Sec	\$94.55	\$72.28	\$94.55	
Nursery State Ind	\$60.00	\$21.63	\$60.00	
Nursery Emp Sec	\$0.00	\$0.00	\$0.00	
TOTAL NURTURE:	\$2,640.55	\$2,211.34	\$2,810.55	
Congregational Support:				
Delegate Expenses	\$400.00	\$400.00	\$200.00	
Fellowship Dues				
(\$3.00 per member)	\$525.00	\$528.00	\$525.00	
Conf Medical Ins				
(\$20.00 per member for 2008)	\$3,500.00	\$3,520.00	\$3,500.00	
TOTAL CONG SUPPORT:	\$4,425.00	\$4,448.00	\$4,225.00	
Diaconate;				
Pulpit Supply	\$200.00	\$100.00	\$400.00	
Worship Resources	\$500.00	\$349.00	\$500.00	
TOTAL DIACONATE:	\$700.00	\$449.00	\$900.00	
Music and Arts:				
Music Scores: Early Service	\$250.00	\$111.10	\$125.00	
Music Scores: Late Service	\$250.00	\$313.72	\$250.00	
Music Scores: Handbell Choir	\$0.00	\$0.00	\$0.00	
Music Scores: Children	\$0.00	\$0.00	\$0.00	
Visual Arts Resources	\$250.00	\$0.00	\$150.00	
Guest Performers	\$500.00	\$375.00	\$500.00	
Early Service/Special Music	\$1,250.00	\$1,125.00	\$1,250.00	
Piano Tuning	\$400.00	\$0.00	\$400.00	
Piano Repair	\$200.00	\$0.00	\$200.00	
Organ Tuning	\$1,000.00	\$1,000.00	\$1,000.00	
Organ Repair	\$0.00	\$0.00	\$0.00	
Music Director Salary	\$8,652.00	\$0.00	\$0.00	
Music Director Soc Sec	\$661.88	\$0.00	\$0.00	
Music Director State Ind	\$85.00	\$0.00	\$0.00	
Music Director Cont Ed	\$250.00	\$0.00	\$0.00	
Music Director Emp Sec	\$0.00	\$0.00	\$0.00	

Cont. Expenses	Approved	Actual	2009 Approved	
	Budget 2008	year end	Budget	
Organist/Choir Master Salary	\$8,652.00	\$17,304.00	\$12,978.00	*2
Organist/Choir Master Soc Sec	\$661.88	\$1,323.76	\$992.82	*2
Organist/Choir Master State Ind	\$250.00	\$184.91	\$142.50	*2
Organist Employment Sec	\$0.00	\$0.00	\$0.00	
Organist vacation/sick leave	\$400.00	\$200.00	\$300.00	*2
Section Leaders Salary	\$3,000.00	\$4,550.00	\$2,700.00	*3
Section Leaders Soc Sec	\$229.50	\$348.08	\$206.55	*3
Section Leaders State Ind	\$35.00	\$19.24	\$35.00	*3
Section Leaders Employment Sec	\$0.00	\$0.00	\$0.00	
TOTAL MUSIC & ARTS	\$26,977.26	\$26,854.81	\$21,229.87	
Office Expense:				
Equipment & Repair	\$1,000.00	\$603.78	\$1,000.00	
Office Supplies	\$2,500.00	\$1,627.05	\$2,500.00	
Publications	\$2,000.00	\$2,497.85	\$2,000.00	
Postage	\$800.00	\$685.90	\$800.00	
Telephone/Internet	\$4,500.00	\$4,013.34	\$4,500.00	
Equipment Leases	\$5,000.00	\$5,562.53	\$5,500.00	
Advertising	\$2,500.00	\$1,277.50	\$2,500.00	
Website Maintenance	\$250.00	\$80.97	\$500.00	
Office Mgr Salary	\$32,008.00	\$32,008.00	\$21,338.72	*4
Office Mgr Soc Sec	\$2,448.61	\$2,525.12	\$1,632.41	*4
Office Mgr State Ind	\$250.00	\$277.37	\$210.00	*4
Office Mgr Annuity	\$1,000.00	\$1,000.00	\$1,000.00	
Office Mgr Medical Ins	\$3,350.00	\$3,949.09	\$4,200.00	
Office Mgr Employment Sec	\$0.00	\$0.00	\$0.00	
Office Mgr Cont Ed	\$250.00	\$94.00	\$250.00	
Publication Salary	\$6,489.00	\$4,360.20	\$5,000.00	*5
Publication Soc Sec	\$496.41	\$333.55	\$382.50	*5
Publication State Ind	\$75.00	\$65.82	\$75.00	*5
Publication Empl Sec	\$0.00	\$0.00	\$0.00	
Other Expenses	\$0.00	\$25.00	\$0.00	
TOTAL OFFICE:	\$64,917.02	\$60,987.07	\$53,388.63	
Dues:				
Spokane Alliance	\$500.00	\$500.00	\$500.00	
TOTAL DUES:	\$500.00	\$500.00	\$500.00	

Cont. Expenses	Approved	Actual	2009 Approved	
	Budget 2008	year end	Budget	
Outreach:				
OCWM	\$6,000.00	\$6,000.00	\$6,000.00	
Outreach Community Proj (Manna)	\$0.00		\$0.00	
Felsorakos	\$500.00	\$0.00	\$0.00	
Spokane Alliance Dues (Add'l)	\$0.00	\$0.00	\$0.00	
Community Gifting	\$0.00	\$0.00	\$0.00	
Interfaith Council &/or Misc	\$0.00	\$0.00	\$0.00	
TOTAL OUTREACH:	\$6,500.00	\$6,000.00	\$6,000.00	
Pastoral Ministries:				
Minister's Salary	\$27,336.75	\$27,336.74	\$27,336.75	
Housing Allowance	\$20,790.00	\$20,790.00	\$20,790.00	
Car Allowance	\$4,000.00	\$4,000.00	\$4,000.00	
Social Security	\$3,681.70	\$3,681.70	\$3,681.70	
Annuity	\$6,737.75	\$8,422.25	\$6,737.75	
Reimbursed Expense	\$2,000.00	\$1,876.55	\$2,000.00	
Cont Ed	\$750.00	\$410.53	\$1,500.00	
Medical Insurance	\$14,682.00	\$17,024.00	\$15,000.00	
State Industrial	\$338.50	\$334.77	\$420.00	
TOTAL PASTORAL				
MINISTRIES:	\$80,316.70	\$83,876.54	\$81,466.20	
Assistant Pastoral Ministries:				
Assist. Pastor Salary	\$21,890.40	\$21,890.40	\$21,890.40	
Social Security	\$2,041.82	\$2,041.82	\$2,041.82	
Housing Allowance	\$4,800.00	\$4,800.00	\$4,800.00	
Annuity	\$3,736.66	\$4,670.75	\$3,736.66	
Car Allowance	\$4,000.00	\$4,000.00	\$4,000.00	
Reimbursed Expense	\$500.00	\$457.11	\$500.00	
Cont Ed	\$500.00	\$530.90	\$500.00	
Medical Insurance	\$2,808.00	\$2,808.00	\$2,808.00	
State Industrial	\$225.00	\$369.81	\$420.00	
TOTAL ASSISTANT PASTORAL				
MINISTRIES	\$40,501.88	\$41,568.79	\$40,696.88	
TOTAL WESTMINSTER				
EXPENSES:	\$320,501.20	\$320,690.58	\$303,037.79	
Profit/Loss	(\$114,203.52)	(\$95,762.60)	(\$63,237.79)	

Description of Salary Modifications:

*1 Scheduled Full Time to 3/4 Time for the year

*2 Scheduled 1/2 Time to 3/8 Time

*3 Remain at Same Amount as for 2008 Approved Budget Amount

*4 Modified From 30 Hours to: 20 Hours per week for the entire year

*5 Remain at Same Amount as for the 2008 Projected Year End Annual Amount Spent

Renewal Fund Account				
2008 Beginning Balance	\$26,462.45			
donation - Simanton Foundation	\$13,000.00			
donation - Bob Small Estate	\$5,000.00			
donation - Dorothy Kissler family	\$2,000.00			
donation - Simanton Foundation	\$7,200.00			
expense - electrical plan yr 2	(\$13,048.29)			
expense - repair & maint overage	(\$3,000.00)			
expense - insurance repair required	(\$1,163.15)			
2008 Ending Balance	\$36,451.01			

CLEARING ACCOUNTS

New Chair Fund	2.13
Felsorakos	955.25
Window Repair Fund	1,544.00
Poinsettias	360.00
VOC/Christmas Fund	203.00
Easter Lilies (flowers)	73.96
Foodbank	5.00
Other Clearing	351.31
Youth Account	1,118.94
Total CLEARING ACCOUNTS	4,613.59

RESERVED FUNDS

Outreach Program Memorial (Gifts to the Outreach Program in Memory of)	655.00
Life Feed	309.11
Manna Concert	161.00
Early Service	182.72
Stevenson Fund (Stevenson estate-restricted)	150,000.00
Outreach contingency fund	2,271.22
Youth Mission Fund	1,742.40
Bailey Fund	94,000.00
ONA Funds (Funds to further ONA goals/events)	403.93
Renewal Fund	36,451.01
Tree of Sharing Account	16,614.60
Camperships	973.98
Church School Offering	61.36
Ministers Fund	1,942.35
Music Fund/Organ	678.75
Memorials	5,274.07
Enfield Music Fund	2,792.86
Total RESERVED FUNDS	<u>314,514.36</u>

CURRENT ASSETS

Balance as of December 31, 2008

Washington Trust Bank Checking	\$ 17,533.03
Tree of Sharing Savings Account	\$ 16,614.60
Money Market Account/Restricted funds	\$ 47,295.04
Memorials	\$ 4,978.07
Youth Fund/Sterling	\$ 1,742.40
Stevenson CD	\$150,000.00
Washington Trust Investments/Main	\$183,229.67
Washington Trust Investments/Stevens	\$256,488.21
Washington Trust Investments/Thompson	\$26,235.39
Bailey Memorial CD	<u>\$ 94,000.00</u>
Total Cash/Investments	<u>\$798,116.41</u>
Accounts Receivable	
Prepaid Pledges	\$- 3,263.20
Fixed Assets:	
Office Furniture	\$ 11,689.39
Church Facilities	\$567,134.72
Total Fixed Assets	\$578,824.11
TOTAL ASSETS:	<u>\$1,373,997.32</u>

CALL TO MEETING

To all members and friends

Westminster Congregational United Church of Christ

Notice is hereby given that the
One Hundred And Thirtieth Annual Meeting of the
Westminster Congregational United Church of Christ
is to be held in the Social Hall of the church at 11:45 a.m. on
Sunday, February 1, 2009.

This will be an opportunity for us to review reports, elect officers and boards.
Your attendance and participation is prayerfully
and urgently requested.

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