

Westminster

PRESBYTERIAN CHURCH

2024 Annual Report



"Westminster is here to serve God and humanity, sharing the love of Jesus through faith, hope, and love, with an open and genuine spirit."

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CHURCH LEADERSHIP

OUR MISSION STATEMENT

"Westminster is here to serve God and humanity, sharing the love of Jesus through faith, hope, and love, with an open and genuine spirit."

ELDERS

Clerk of Session: Jan Witucki

CLASS OF 2025

Collin Heidtman
Judy Hudson
Bill Shelt
Christine Thurman

CLASS OF 2026

Pat Duggan
Gary Eagle
Tami Sivy
Faith Sneller

CLASS OF 2027

Pam Johnston
Steve Kusterer
Bonnie Marsh
Jeff Rogers

DEACONS

Moderator: Janelle Ballard
Vice Moderator: Irene Eskilsen
Secretary: Sally Calvo
Treasurer: Kathy Elzinga

CLASS OF 2025

Janelle Ballard
Nancy Berta
Irene Eskilsen
Karen Mitchell
Len Petroff

CLASS OF 2026

Kathy Elzinga
Jason Hildebrant
Amy Weatherwax

CLASS OF 2027

Marilyn Bechtel
Sally Calvo
Mary Rose Davis

CHURCH NOMINATING COMMITTEE

Judy Harrelson
the late Tom Majchrzak
Tim Rutzen

Martha Tapley
Bonnie Marsh, Ruling Elder
Faith Sneller, Ruling Elder

Irene Eskilsen, Deacon

STAFF

Rev. Jamie Milton, Pastor / Head of Staff
Rev. Linda Williams, Parish Associate
Elaine Edwards, Nursery Supervisor
Dawn Auger, Choir Director
Heather Heidtman, Treasurer
Bill Petzold, Church Secretary
Pat Foster, Financial Administrator

Harold Miller, Facilities Manager
Leah Sneller, Director of Youth and
Children's Ministry
Judy Harrelson, Chimes and Junior Bells
Director
Seth Cunningham, Organist and
Adult Bell Choir Director
Rachel Webb, Pianist

SESSION COMMITTEE LEADERS

SPIRITUAL GROWTH & FAITH

FORMATION

Judy Hudson
Tami Sivy
Faith Sneller

MISSION PARTNERSHIPS

Bonnie Marsh
Pam Johnston

FINANCE/ADMINISTRATION

Pat Duggan
Gary Eagle
Steve Kusterer
Jeff Rogers
Bill Shelt

WORSHIP

Jeff Rogers
Christine Thurman

FELLOWSHIP AND OUTREACH

Pam Johnston

MULTI-MEDIA

Collin Heidtman



Easter Sunday
2024

PASTOR'S REPORT

Beloved Partners in Ministry,

It seems hard to believe that 2024 has come to a close and 2025 has already begun. As I look back over the events of the past year, I am overwhelmed by the love and support that so many faithful members and friends have shown for Westminster Presbyterian Church. We accomplished so many wonderful things in our church building and have continued to expand our welcome and outreach into the community. None of this work is possible without the volunteers who make this place what it is.

In true Pauline fashion, he ends his letter to the Thessalonian church with a rundown of reminders of what is required of a faithful community. I hope that as you read through this report, you'll see the work we do together reflects that call in many ways, even as we strive each week, each year, to fall closer in step following Jesus' footsteps as disciples.

"Live in peace with each other. Comfort the discouraged. Help the weak. Be patient with everyone. Make sure no one repays a wrong with a wrong, but always pursue the good for each other and everyone else. Rejoice always. Pray continually. Give thanks in every situation because this is God's will for you in Christ Jesus. Don't suppress the Spirit. Don't brush off Spirit-inspired messages, but examine everything carefully and hang on to what is good."

1 Thessalonians 5:13b-21
(selected verses)

For me, serving alongside of you as your pastor, I saw the good work of the Spirit reflected in your WELCOME and GENEROSITY.

In addition to the warm welcome members and visitors receive for every worship service, we welcomed over 350 people from Bay City for our second annual End-of-School block party. With the help of a grant from the Bay Area Community Foundation, we opened our doors again this year helping families to kick off the



summer by kid-centered activities, crafts, and a meal. There were eight community organizations on hand to share the resources they offer to families. One organization, after seeing our event promoted, called us the weekend of the event asking if we had room for them to participate! I think this speaks volumes to the reputation our church has in the community.

We also welcomed neighborhood youth in August for an "On the Road" Vacation Bible School in a partnership with Bay Shore Camp and Conference Center. This all-day camp experience was staffed by energetic young adults who helped us share Jesus' love in a safe and fun environment.

Through our conversations and exploration into the Matthew 25 focus of systemic poverty,

PASTOR'S REPORT

Westminster has taken a huge leap of faith as we began to welcome our neighbors experiencing hunger in a new way. In June, our pantry expanded from a single closet of food to an entire room, filled with shelves where neighbors in need can shop for their own food. Through a private donation and a grant, we received double-door freezer and refrigerator units. Because of your willingness to support and try something new, our pantry has gone from helping around 25 families a month, to providing food for an average of 135 families *every month!*

These are just a few of the examples of Westminster's WELCOME, none of it is possible without your GENEROSITY. Week in and week out, you support the ministry of the church through your gifts and your presence. 2024 was also a year of extravagant GENEROSITY, that helped us to provide these opportunities of WELCOME.

During the Season of Lent, the congregation was challenged to help fill the pantry. This was well before we had the vision of moving out of our closet, but you all responded in such a way that in 6 weeks we outgrew that space and had an abundance of food to share! As food expenses have climbed, the congregation has responded with continued donations to help support this much needed ministry.

When a member heard that due to the camp atmosphere of Vacation Bible School this year, we were asking families to help cover the cost, an anonymous donation was made to fully cover the cost for families so that any child that wanted to participate would be able to.

When another member heard that the food pantry needed freezer space so that we could offer meat and frozen vegetables to our guests, they generously purchased the freezer for the pantry.

Late in the year, an extremely generous anonymous donation was made to the Capital Campaign, allowing us to bring the balance of

our loan from the remodel to under \$40,000. We are hopeful to be able to pay this loan off in 2025, several years ahead of schedule.

These are just a few examples of the extravagant generosity you ALL display in supporting God's work through Westminster. No matter how big or how small, your gifts make the stories on the pages of this annual report possible.

As we step into 2025, I am filled with gratitude and anticipation for all that lies ahead. Together, we have witnessed the transformative power of God's Spirit working in and through Westminster Presbyterian Church. The stories shared in this report are a testament to what happens when faith meets action, and I believe they are only the beginning. Let us continue to WELCOME all with open arms, to serve with compassionate hearts, and to give GENEROUSLY of ourselves as we strive to reflect Christ's love in all that we do. Thank you for your faithfulness, your energy, and your commitment to this community of faith. With God's guidance and your partnership, I look forward to the blessings and opportunities that 2025 will bring. May we continue to be a church that boldly shares God's love with one another and with the world.

Blessings and peace,

Rev. Jamie Milton



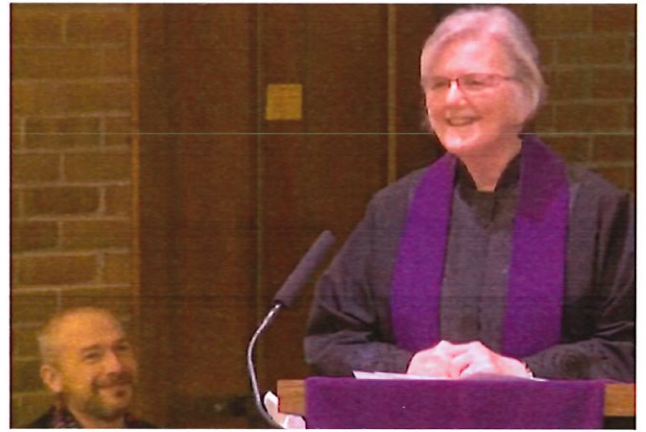
PARISH ASSOCIATE'S REPORT

On the first Sunday of 2025 during worship, we read a passage from Acts (2:43-47) that tells of the early church:

*43 Everyone was amazed by the many miracles and wonders that the apostles worked. 44 All the Lord's followers often met together, and they shared everything they had. 45 They would sell their property and possessions and give the money to whoever was in need. 46 Day after day they met together in the temple. They broke bread^a together in different homes and shared their food happily and freely, 47 while praising God. **Everyone liked them**, and each day the Lord added to their group others who were being saved.*

Those words caused me to reflect on the life of the church of yesterday and the church of today, especially the phrase "everyone liked them." Now we all know it is impossible for everyone to like us – as individuals or even as a church. If we stand up for what we believe and that happens to be at odds with what another person believes, then it is possible that we will not be liked. But as the Apostle Paul adds in his letter to the Romans (12:18) – "do your best to live at peace with everyone."

Maybe not liked because of what we believe but at least not disliked because of how we express what we believe. Or as Paul said, "do your best to live at peace with everyone." And is that not an appeal to the message of Christ. In these days of polarization, it can be hard work to live at peace with everyone; I know it can be difficult for me, and from what I hear from some others, it is difficult for them too. So then when I read this same passage from *The Message*, a Bible translation by pastor and scholar Eugene Peterson, he adds another dimension to that concept of "being liked" and "living at peace." He writes: *Don't hit back; discover beauty in everyone. If you've got it in you, get along with everybody. Don't insist on getting even...*
Discover beauty in everyone.



Rev. Linda Williams

I'm completing the writing of this report on the day of President Jimmy Carter's funeral – a man of deep faith. Though he spent 8 years as a governor and a president, he lived his other 92 years as an ordinary child and man who lived his faith, and in the living of his faith, became a much-admired man/liked man – even by those who had a different world view/political view than his. Mr. Carter, as a follower of the Lord, it would seem "sought to discover the beauty in everyone." And for that he was liked by most everyone. And if not liked, respected for the work that he did as a humanitarian here in the United States through Habitat for Humanity, in third-world countries through health initiatives, and in sharing his Christian beliefs as a Sunday School teacher who taught once monthly at his small home church in Plains, GA that drew people from all over the country.

As I reflect on this past year at Westminster, I marvel at the growth in ministry that has happened when we discover beauty in everyone and like them. Pastor Jamie's report captures the excitement and hard work of some of those events and ministries of welcome and generosity. Faith in action...love in action...so that we may discover the beauty in everyone, in each other. I am grateful for being a partner with you in this journey of faith.

CLERK OF SESSION'S REPORT

GAINS

New Members

Diana Ball
Mary Nicholson

Baptisms

Brody Michael Alpert

LOSSES

Deaths

Claire Jacobson
Samantha Jean Kosta
Richard Lloyd Hebner
Thomas F. Lange
Jeanne Bradley
Annabelle M. Morse
George Estabrook, Jr.
Hazel E. Kish

Other

Brandi Holloway
Beverly Sivertson
Lillian Asiala
Caroline Asiala
Charles Curtiss
Susan Curtiss



New Members

WORSHIP COMMITTEE

The Worship Ministry is responsible for the activities of the congregation related to the regular Sunday worship experience, along with the music program, such as bell choirs, children's choir, youth choir, chancel choir, and organist. Other areas include baptisms, special events, and services.

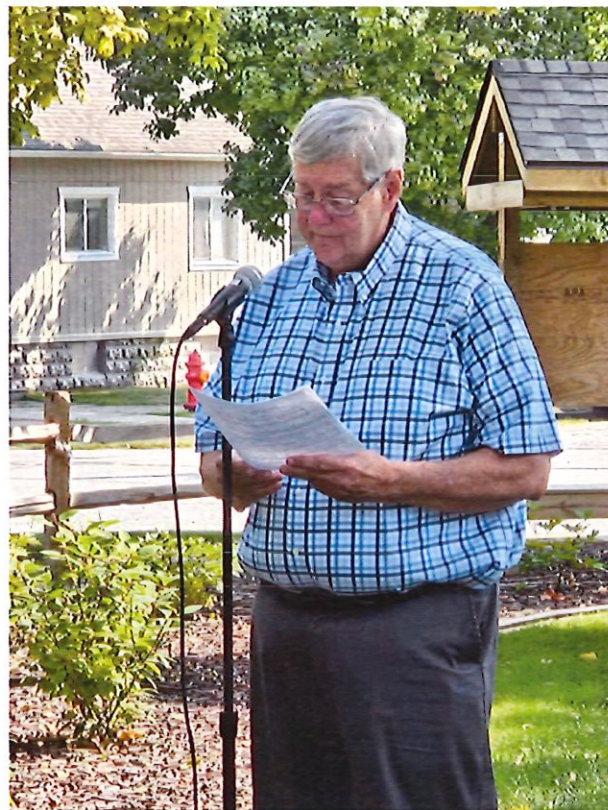
We invite liturgists, communion servers, and Westminster At Work presenters to participate in the Sunday services.

The church services continue to be recorded to stream on the church website, Facebook, and Youtube.

For most of our Sunday worship services this year, we continued to use the Follow Me curriculum that linked our theme in worship with our educational classes. In January the theme was "Worship God", where we talked about the importance of what we do to worship together and in our individual lives. Our Lenten series this year centered around Peter's journey as a disciple and was titled, "Wandering Heart." As the world awoke from its winter slumber in April, we embraced our call to "Care for Creation."

Our Summer series centered around the "Faces Of Our Faith," offering us a look at some less well-known Bible characters, helping us to place ourselves in the Biblical story. In August we thought about "Soul Food," the things that feed us *and* feed our souls. To kick off the program year in September, we were invited to "Walk Humbly" with God. Beginning on All Saint's Sunday, our final theme before Advent reminded us of our congregational call to "Comfort Those Who Mourn." Finally, in the weeks of Advent and through Christmas, we were encouraged to begin again, with the beautiful images and liturgy from A Sanctified Art called, "Words For The Beginning." Each of these series focused us in worship and invited our Christian education classes to study the same topics.

Several of our "new" traditions continued in 2024. On the first Sunday of the year, worshipers received a "star" word written on a wooden



cutout. This word is intended to be a guiding word for the year, reminding people to look for God's presence and guidance as they read or have an experience with their word.

On the Sunday before Thanksgiving, we held the "Hanging of the Greens" service. During this uplifting service the church sanctuary was decorated for the Advent and Christmas seasons as we heard the history and legends behind the symbols used to adorn our building and homes during the holidays.

One new tradition has been having the children bring in the light at the beginning of worship, and taking the light into the world at the end of worship.

Dawn Auger, Chancel Choir Director continued to lead our adult choir and organized the special music for church musical performances. In December the choir performed the fun-filled and challenging cantata "Glorious Light Of Christmas."

WORSHIP COMMITTEE

Seth Cunningham has assumed the direction of the adult bell choir. Judy Harrelson is directing the junior bells and chime choir.

Ministry members: Christine Thurman (Elder), Jeffrey Rogers (Elder), Seth Cunningham, Dawn Auger, Carolyn Eichorn and Rev. Jamie Milton.

Seth Cunningham accompanied on piano and organ during choir practice as well as during church services.

The continued dedication of the technology team in recording the worship services and special music during the year is appreciated. Thanks also to Heather Heidtman and Patti Wesenick, who edited and organized the slides and other elements of the program for playing during our church services.

We welcome anyone interested in joining our ministry to do so and share your ideas to enhance the worship experience at Westminster.



Above, members of the Westminster Chancel Choir give glory to God.

At left, the Bell Choir performs on Mission Sunday 2024.

SPIRITUAL GROWTH & FAITH FORMATION

To follow Jesus faithfully, is to be in community with other disciples, journeying together as life-long learners. We are all at different stages of that journey, sharing our perspectives, experiences, questions, and doubts with our fellow travelers. The “mission” of the Spiritual Growth and Faith Formation Ministry is to provide opportunities for us to grow in our faith as we journey together. Some of the ways we did that in 2024 include:

January Series – three weeks of hearing challenging and informative speakers as we joined in Calvin University via the internet. A small but faithful group watched the series together in the Session Room, meeting each day from 12:30-1:30. Others also took advantage of the opportunity to watch from home and then joined in on the Thursday gathering where we took time to discuss the week’s speakers. The series speakers included a sociologist speaking on “Poverty, by America;” a physician on “The Lost Art of Dying;” AI and the church, as well as bakers, poets, and musicians.

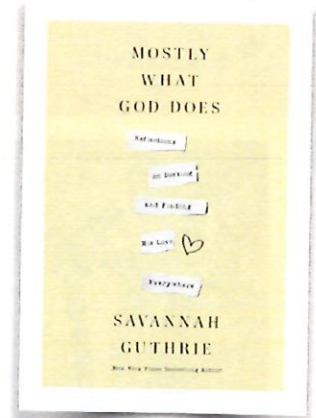
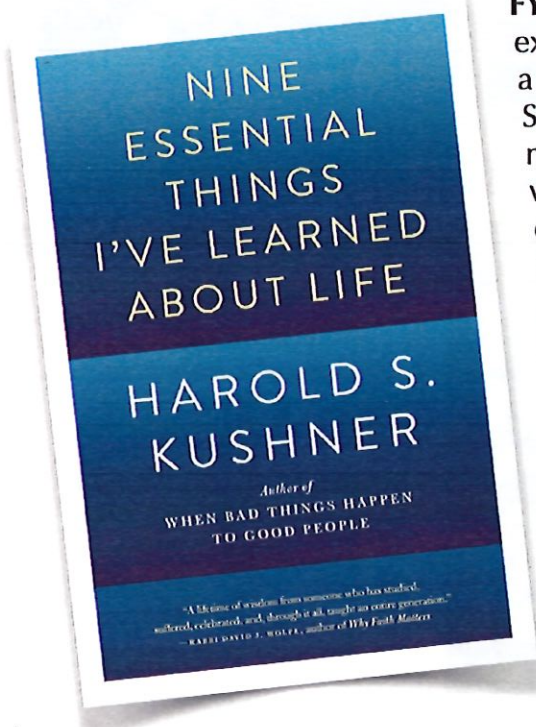


Lunch and Learn/Lunch and Laugh – This year we added to our noon-time “Lunch & Learn” series, an alternative, “Lunch & Laugh” – a time of more informal conversations and activities. During our “Lunch & Learn” gatherings we had several speakers from the community including attorneys helping us better understand the legal system, as well as informative presentations on dementia, and information on food insecurity in Bay County. “Lunch & Laugh” included informal conversations over a catered lunch from one of our local restaurants. In 2025 we are adding game time to the mix when we gather over lunch.

FYI Happenings/Book Groups – Our FYI Happenings series

expanded to include opportunities for a writers group – Star Gazers & Soul Searchers – those who wanted to meet with others and explore through writing ideas and feelings that encouraged us to “pay attention” to the world around us and God’s presence in our daily lives. We also have a band of faithful book readers who meet almost weekly to talk about books we have been reading together, including *Nine Essential Things I’ve Learn about Life* by Harold Kushner and *Mostly What God Does* by Savannah Guthrie.

In addition this summer we reconvened to complete our viewing of the “Anne of Green Gables” movie series.



SPIRITUAL GROWTH & FAITH FORMATION

Sunday morning and Thursday evening Bible Study – Two groups are offered so people have different options for group Bible study, a morning in-person group and an evening option via Zoom. Sometimes the two groups used the same Bible study focus, especially during both Lent and Advent. This past year we also added to the mix the “Feasting on the Word” Bible study series in which we focus on the same Bible passages that are being used in Sunday morning worship.

Summer Book and Brunch – This summer, we tackled a difficult, thought-provoking book by Matthew Desmond, *Poverty, By America*. As we broke bread together, we were challenged by the systemic aspects of poverty that make economic mobility difficult.

Annual Fall Retreat – This year’s retreat at Bay Shores invited us to become “Awakened Travelers.” In between videos with PBS travel favorite Rick Steves linking his travel experiences to his own faith, we reflected together on scripture, through song and crafts, and enjoyed one another’s company on our own journeys of faith.

Coffee and Conversations – By request, we continued to provide the opportunity for those who are experiencing grief to get together over a cup of coffee or tea as we shared and listened to each other’s experiences of grief, learning from each other and providing support as we recognize the similarities and differences in our journey through grief. We meet generally on the fourth Tuesday of the month at 1:30 in the Lounge. Because the holidays bring their own poignancy, we also had a special gathering in December when we considered “Whispers of Wisdom: Continuing Conversations around Grief and Loss.”

MEMBERS: Tami Sivy, Elder & Moderator; Karen Schoeppach, Secretary; Judy Hudson, Elder; Faith Sneller, Elder; Ceil Buchanan, Member at Large, Leah Sneller, staff; Rev. Linda Williams, staff; Pastor Jamie Milton, staff.



Fall Retreat

MISSION PARTNERSHIPS

"I was hungry and you gave me food to eat. I was thirsty and you gave me drink." Food insecurity affects 29% of Bay County residents, and 14% of Bay County residents live below the poverty line. That reality in our own back yard fueled a redirection in 2024 for the Mission Partnerships Committee and our charge as a Matthew 25 church. A re-defined Westminster Community Pantry opened in June. Patrons can visit once a month, are accompanied through the pantry, and can select products they need and will use. New partnerships with Hidden Harvest and the Food Bank of Eastern Michigan (FBEM) offer deep savings and/or free products and fresh produce. Donations of money, food, fresh produce, and volunteer hours come from within and outside of our church membership to meet the need for food and hygiene products. The redesigned pantry also gives us the opportunity to share our time and listening ears with our visitors. The result? Since June, we have served over 945 families, 475 new families, and distributed more than 32,000 pounds of food. A few visitors have even joined us for worship.

You can also see the faith-in-action ministry of Westminster volunteers at the Salvation Army. Once a month, we help prepare and serve food to the hundreds of people seeking a free home-cooked, nutritious meal. We also sent two small teams to the main packing and distribution center for the FBEM in Flint to help sort and pack thousands of pounds of food.

Through our connection with the Bay County Emergency Food Network, we received names to distribute 25 boxes of food through the Back-to-School Program and 100 Thanksgiving Food baskets which provided a bountiful holiday feast for nearly 350 people.

At Christmas time, the Community Pantry supported 89 families with a special holiday

food box purchased through the FBEM. These boxes totaled nearly 4,800 pounds of food.

One of our longest-running Mission partnerships, the Food of Faith ministry, a collaborative effort with Messiah Lutheran Church, continues to serve the residents of Bay City a homemade meal each week. While many organizations assist in this endeavor,

Westminster volunteers faithfully contribute their time and energy to this vital initiative weekly and oversee 8+ meals a year. The need has grown over the years, and they now

provide approximately 240 meals EVERY WEEK.

Ministry to the hungry is but one aspect of mission work outside of the church. 75 Angel Tree gift tags filled by our congregation brought joy to the Christmas holiday for the needy. Westminster partnered with First Presbyterian and Sleep in Heavenly Peace for a "bed build" early in the year. A team of 60 volunteers cut, sanded, stained, and branded the materials needed to provide beds for children throughout the area who otherwise would have no bed of their own to sleep in.

As in past years, monetary donations were also given for families in crisis, support for the Good Samaritan Rescue Mission, Sleep in Heavenly Peace, Children's Grief Center, Child Abuse and Neglect Council, and Foster Families.

How blessed we all are to be part of this work God calls us to. If you feel moved, come join our committee and experience the joy we feel through service.

Mission Partnerships Committee: Janet Beattie, Carol Campbell, Irene Esckilsen, Richard Frontjes, Pam Johnston, Darlene Kusterer, Bonnie Marsh, Len Petroff, Judy Randall, and Janet Smylie.

Food insecurity affects 29% of Bay County residents, and 14% of Bay County residents live below the poverty line.

MISSION PARTNERSHIPS

Financial support is a big piece of the Mission Partnership outreach in our local community and the community at large.

Mission Partnerships 2024 **\$28,800.00**

Local Mission **\$12,500.00**

Good Samaritan Rescue Mission	\$ 2,500.00
Food of Faith	\$ 1,574.53
Duffel bags for HHS Foster program	\$ 988.00
Children's Grief Center	\$ 500.00
Hidden Harvest	\$ 1,000.00
Sleep in Heavenly Peace	\$ 1,000.00
Westminster Community Pantry	\$ 3,805.00
CAN Council Great Lakes	\$ 275.00
Gas cards, utility assistance for families in need	\$ 844.20

Presbyterian Mission Co-Worker Support **\$ 2,000.00**

Antioch Partners (Chung Family)	\$ 1,000.00
Cathy Chang	\$ 1,000.00

Presbyterian Mission 2021 **\$14,300.00**

PCUSA General Assembly	\$ 4,800.00
Synod of the Covenant	\$ 1,000.00
PCUSA Disaster Assistance	\$ 1,000.00
Presbytery of Lake Huron	\$ 7,200.00
Theological Education Fund	\$ 300.00



Sleep in Heavenly Peace Bed Build

FELLOWSHIP & OUTREACH

Mission Statement: To nurture fellowship among all members of Westminster Presbyterian Church and to introduce WPC to the community through outreach events; utilizing social media, the church website, and other advertising methods.

The Fellowship and Outreach Ministry works to keep Westminster connected—both within our congregation and with the community—by creating opportunities for fun, fellowship, and, of course, FOOD!

We began 2024 with the annual soup luncheon and bake sale, held on February 4th following the Annual Congregational Meeting. A wide variety of soup and homemade bread was served. The youth held a bake sale to supplement the meal.

Just two weeks later on Stewardship Sunday, we celebrated the gifts of the congregation with a light lunch featuring an array of sandwiches, brownies, and beverages. This meal is offered as a heartfelt way for the Stewardship Ministry, Session, and Fellowship Ministry to thank the congregation for their continued generosity and commitment.

Coordinating with other ministries, a Mid-Lent potluck was held on March 6th. Those in attendance brought food to share and a service of interactive worship was held in the Fellowship Hall following the meal.

Easter morning doesn't feel complete without the traditional breakfast served between worship services. Many hands made light work of preparing this delicious meal, adding to the joy of the celebration.

On Pentecost Sunday, the Session and Staff honored the incredible volunteers who keep Westminster thriving. After worship, we gathered for a lively taco and nacho lunch to show our gratitude for all they do.



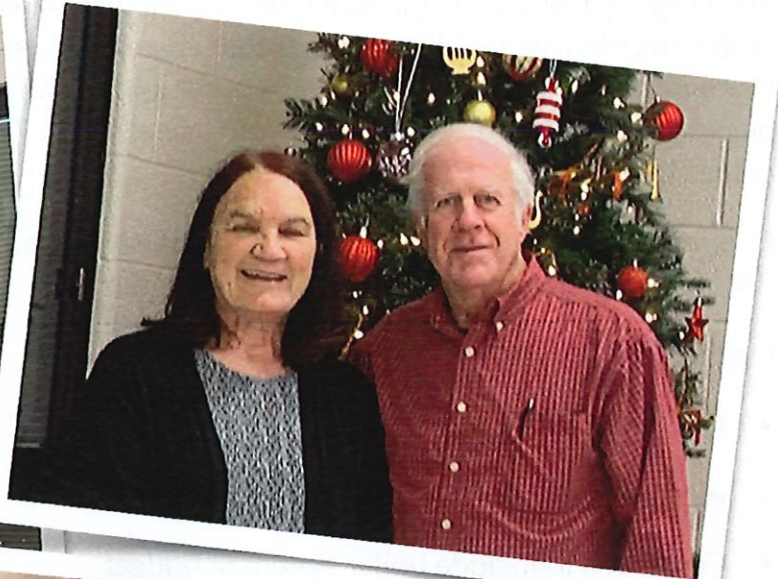
June brought the second annual End of School Block Party, an event led by our youth group with support from a Bay Area Community Foundation grant. The day was filled with games, activities, food, and participation from local organizations that provide resources for children and families.

On an unseasonably damp and cool August evening, seventeen brave souls attended Faith Night at the Great Lakes Loons game.

In September, we launched the Sunday School year with our always-popular Ice Cream Social, while October followed with the highly anticipated Harvest Party and Chili Cookoff, a fun-filled afternoon for all ages.

As Advent began, we decorated the sanctuary during a special worship service, reflecting on the meaning behind the symbols of the season. The Advent Dinner and Workshop offered yet

FELLOWSHIP & OUTREACH



another opportunity to gather, share a meal, and enjoy each other's company. Finally, we closed out the year with a festive pancake breakfast, complete with pajamas, on the last Sunday of 2024.

Once again, our year was filled with FOOD, FELLOWSHIP, and FUN! Thank you to everyone who contributed to these events by setting up, donating, cooking, participating, or cleaning up. Your involvement strengthens our community and brings us closer together as God's family at Westminster. As always we are looking forward to more opportunities to break bread and share joyful moments in 2025!

Committee Members: Nancy Berta, Pricilla Cramer, Chris Elzinga, Joyce Hegenauer, Sandy Graves, Dawn Reske, Martha Tapley, and Ruling Elder Pam Johnston.



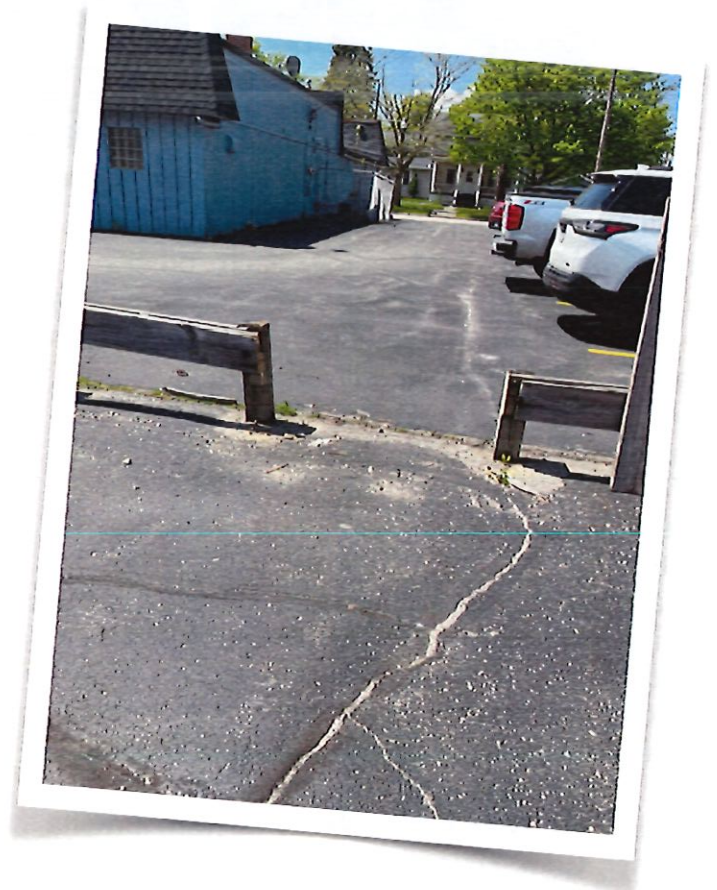
PROPERTY COMMITTEE

The Property Committee meets the second Monday of each month to discuss the ongoing maintenance of the church. Any building projects that arise are developed, reviewed, and approved by the Property Committee, or recommended to session for approval. The Property Committee takes special care in the beautification of both the inside and outside of our building. They also take an active role when it comes to the security of the church.

Committee Members: Randy Thibo (Chairperson), Harold Miller, Phil Reagh, Julie Kelly, Gary Eagle, Bill Shelt, Steve Kusterer and Pastor Jamie Milton

Upgrades, Activities, and Repairs to the Church:

- Had bell tower inspected
- Approved new light in Sanctuary for stage
- Continued to include boiler system in budget
- Continued to landscape the courtyard
- Continued to have flowers planted in the flowerpots at the Wenona & DeWitt Street entrances
- Utilized Begick's for salting and snow plowing of the parking lots
- Cleaned all carpets throughout the church
- Cut gate on West Parking Lot
- Moved finance office
- Moved Stephen Ministry office
- Painted walls for Sunday School
- Purchased new snowblower
- Added Ring Camera to Nursery
- Repaired planter box on south side of church
- Stripped and waxed floors throughout church
- Approved room for food pantry
- Had signs created for parking lot
- Put a dead bolt on the nursery door
- Added book holders to the chairs on the stage



CHILDREN'S AND YOUTH MINISTRY

Beyond the church committees that use our building on a routine basis, many organizations utilize our facilities for their weekly, monthly, or annual meetings. The Property Committee reviews these organizations and ensures that they are following our Building Use Policy and have the appropriate insurance riders in place. We also review requests by members and other individuals that would like to use the church for various personal reasons. We also ensure that they follow the appropriate policies. Below is a list of involved organizations and activities.

ISD Career Training

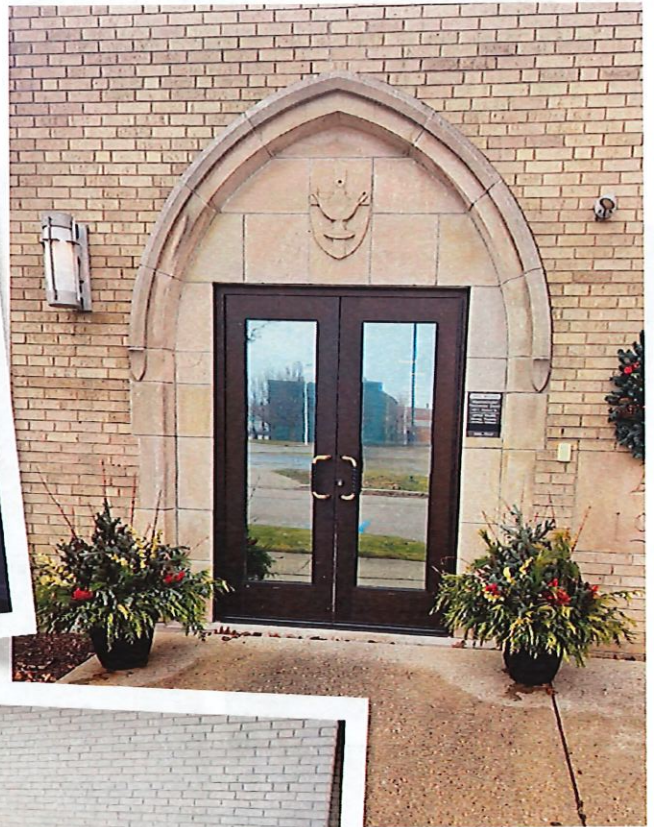
Lions Club

Titus Youth Theatre

Boy Scouts/Cub Scouts

TOPS

Hearts and Hands Knitting Group



VERNON F. AND RUTH SHORT EDUCATION ENDOWMENT FUND

In 2024, \$4,766.40 in funds were distributed from the interest earned. This fund supported part of VBS expenses (\$2,766.40) and, for Spiritual Growth and Faith

Formation, Adult Faith Formation Expenses (\$2,000.00).
Members of the Short Endowment Committee:

Karen Schoeppach
Heather Heidtman
Julie Kelly
Phil Reagh
Pastor Jamie Milton

WESTMINSTER COMMUNITY PANTRY

Since the Westminster Community Pantry opened in June, we have served:

945 households (475 new) (average 135 per month; average 31 per week)
2,906 people (1,348 new) (average 415 per month; average 97 per week)
32,298 pounds of food (average 4,614 per month; average 1,077 per week)



PERSONNEL COMMITTEE

The Personnel Committee is a Session sub-committee that is accountable to the Session of the Church, serving in an advisory capacity for all matters pertaining to personnel administration. The membership consists of session members, members of the congregation that are committee members on the various other committees and members of the congregation at large. The Church's Pastor is also an ex-officio member of the committee. Our responsibilities include, but are not limited to, creating and recommending job descriptions for all staff, recommend and review compensation and benefit packages for all staff, recommend personnel policies and encourage professional growth and development for all staff. The committee will also provide a yearly review of all staff members, update position descriptions as needed and act as a support group for the Pastors and all staff. This includes conferring with the Pastor on any important issues or concerns as they arise. The committee meets regularly on the first Tuesday of each month.

Significant events this past year for the Personnel Committee were:

- Prepared new Memorandums of Employment for staff members for 2024.
- Attended the bi-weekly staff meetings on a rotating basis monthly.
- Hired Leah Sneller as Director of Youth Ministry and Director of Children's Ministry.
- Hired Seth Cunningham as our full time organist.
- Hired Judy Harrelson as Chimes and Junior Bells Director.
- Hired Martha Tapley as our Financial Secretary.
- Set up new procedures for handling loose cash and cash handling.
- Accepted Peggy Hanson's resignation as the Bell Choir Director.
- Hired Seth Cunningham as the Adult Bell Choir Director.
- Completed and updated all Church Policies.
- Started the annual reviews of all staff members.
- Accepted Heather Heidtman's resignation as Church Secretary/Treasurer.
- Hired Bill Petzold as Church Secretary.
- Hired Pat Foster as Financial Administrator.
- Reinstated Heather Heidtman as Church Treasurer.
- Finalized the 2025 budget for Personnel.

Current membership of the Personnel Committee: Phil Reagh, Moderator, Julie Kelly, Chris Elzinga, Karen Schoeppach and Pat Duggan.



Game Gathering

STATISTICAL REPORT 2024

PIN Number 3333
Presbytery Number 040336

Church Westminster Presbyterian Church
Address 103 E Midland St
City/State Bay City, MI 48706
Church phone 989 686-1360
Email Address office@wpcbc.org
Internet Web Site wpcbc.org

Membership

Prior Active Members: 304 Adjusted Membership:

Gains

Certificate: 0
Youth Professions: 0
Professions &
 Reaffirmations: 2
Total Gains: 2

Losses

Certificate: 3
Deaths: 8
Deleted for any
 Other Reason: 3
Total Losses: 14

Total Active Members: 292

Average Attendance: 113.48
Friends of the Congregation 5

Baptisms

Presented by Others: 1

Officers

Ruling Elders: 12
Do we have Deacons? Yes

Age Distribution of Active Members

17 and under	12
18-25	15
26-40	25
41-55	41
56-70	65
Over 70	134
Total:	292



STATISTICAL REPORT 2024

People with Disabilities

Hearing	30
Sight	20
Mobility	40
Other	0

Gender Distribution

Male	107
Female	180
Non-binary	5

Youth in Congregation

4 and under	3
Elementary School (K-5)	8
Middle School (6-8)	3
High School (9-12)	7
Total:	21



Racial Ethnic Breakdown

Asian/Pacific Islander/South Asian	
Black/African American/African	
Middle Eastern/North African	
Hispanic/Latino-a	
Native American/Alaska Native/Indigenous	
White	284
Multiracial	2
Totals	292

Membership

2
0
0
4
0
284
2
292

Budgeted Income: \$567,500

Budgeted Expense: \$567,500

Receipts:

Regular Contributions: \$427,870
Investment Income: \$68,389
Capital and Building Funds: \$95,313
Bequests: \$37,988
Subsidy or Aid: \$0.00
Other Income: \$1,384

Expenditures:

Local Program: \$409,655
Local Mission: \$31,262
Capital Expenditures: \$87,590
Investment Expense: \$4,555
Per Capita: \$9,332
Other Mission: \$22,1744



CHILDREN'S AND YOUTH MINISTRY

"You are Loved" Neighborhood Block Party

An event for the children and youth in our area, planned and hosted by the Youth at Westminster. It was a wonderful day, beautiful weather, great food, games and crafts, and most importantly fellowship as we hosted a Block Party for the 350+ attendees that came through.



Service Project – Apple Picking:

This year the youth wanted to do a service project to help out our community. Darlene Kusterer helped organize the apple picking event. After two hours, the youth picked over five pounds of apples. They chose to donate the apples to the food pantry at the church.

Game Day with Nikelle Johnson

Nikelle Johnson was home for the summer on break, and the youth planned a game day with her while she was in town. We had pizza for lunch after church and then did games like Werewolf and The Game of Life. It truly was a fun day hanging out and catching up with Nikelle.



CHILDREN'S AND YOUTH MINISTRY

Sunday School Kick-off

On September 8th, we kicked off our program year by commissioning our teaching volunteers to help in our Sunday School programs, Adult Bible Study, and Youth Group. After the service we enjoyed an ice cream social.



Children's Sabbath:

On October 20th, we celebrated Children's Sabbath. The chime choir and youth bells played, and the children's choir sang that day. During Time with Young Disciples they listened to a story about Ubuntu. We raised \$750.00 for Sleep in Heavenly Peace.



Bay Shores On The Road Camp and Preschool VBS:

In August we hosted Bay Shores for their all-day summer camp. The camp provided a program for children Kindergarten through 5th grade and Leah Sneller provided a half-day program for the Preschoolers. The theme for the camp was "I AM" and the preschooler's theme was "Creation." Messy fun was had with water, foam, paint, and marbles. The children in both programs had a GREAT time.



CHILDREN'S AND YOUTH MINISTRY

Christmas Program:

On December 15th our children and youth presented their annual Christmas program, "The Colors of Christmas." This brought the Christmas Story to life through colors, scripture readings, and Advent themes. It was new this year as during the program the children were painting. All the children and youth had fun.



Parent's Night Out:

December 13th we hosted Parents Night. Our kiddos enjoyed a night of pizza, crafts, and a movie! 10 children and 6 helpers were in attendance.



Crazy Quarters Fun Night:

The youth planned a fun night to go to Crazy Quarters. We invited Midland Memorial Presbyterian Church youth to come with us. The youth enjoyed pizza and games.

CHILDREN'S AND YOUTH MINISTRY

Cedar Point:

The youth were invited to go to Cedar Point with Midland Memorial Presbyterian Church with their youth over the summer. It was a long day for the youth as they got up early so that we could catch the bus in Midland, and then we spent the whole day at the park. The youth had a blast and the chaperones had a fun day too.



Time with Young Disciples - Children's Moment:



During the December 8th Advent service, Judy Hudson read her children's book, "Ellie's Sewn Blanket: Grandma Makes Ellie a Quilt" during Time With Young Disciples.

DEACONS

Below is a list of Deacons committees and a brief description of each. All are made possible by the support, volunteerism, and prayers from our congregation.

<u>Class of 2025</u>	<u>Class of 2026</u>	<u>Class of 2027</u>
Janelle Ballard	Kathy Elzinga	Marilyn Bechtel
Nancy Berta	Jason Hildebrant	Sally Calvo
Irene Eskilsen	Amy Weatherwax	Mary Rose Davis
Karen Mitchell		
Len Petroff		

Cards: (Marilyn Bechtel, Chairperson)

Cards are mailed to church members and their families for birthdays, hospitalizations, weddings, anniversaries, baby congratulations, sympathies, and to commemorate 50-year members at Westminster. Thinking of you and thank you notes are frequently sent to church members. Cards are also given to new members of the church family, welcoming them into God's ministry at Westminster.

Communion: (Nancy Berta and Amy Weatherwax, Chairpersons)

The Deacons are responsible for setup and cleanup for every communion service as well as stocking necessary elements and supplies. Each Deacon typically serves communion two or three times a year as directed by the Session's Worship Ministry. Deacons also provide communion to homebound members immediately following Communion Sunday worship. This is intended to create a feeling of inclusion in the entire Westminster family on Communion Sunday. With the onset of the COVID-19 pandemic, changes have been made to promote infection-control practices. Recently, we have transitioned from packaged elements to served elements utilizing fresh bread and juice served at the table in the front of the sanctuary.

Mission Partnerships: (Len Petroff and Irene Eskilsen, Chairpersons)

The Deacons support the Mission Partnerships (formerly Crisis Committee) financially, and have at least one active member on the committee. A committee member serves on-call each day to receive calls and give appropriate assistance such as purchasing groceries, restoring or avoiding loss of utilities, and assistance with housing and transportation. Our food pantry is open two days a week and provides groceries to those asking for assistance. In addition, Thanksgiving baskets are delivered to families in need, and the Giving Tree provides support to under-privileged children at Christmas.



Harvest Party



DEACONS

Hospital Calls:/Westminster Prayer Bears (Amy Weatherwax & Janelle Ballard, Chairpersons)

The Deacons coordinate hospital callers for those of our church family who request a visit while they are hospitalized. A new program coordinated by the Deacons, Westminster Prayer Bears offers stuffed bears to those who are hospitalized or experiencing an illness. The bear has a special message from Westminster and serves as a comforting reminder of care from our church.

Memorial Bibles and Candles: (Jason Hildebrandt, Chairperson)

Memorial Bibles or candles are personally presented to families of church members recently deceased. The love and compassion provided by this ministry assists families through their grief journey.

Nominating Committee: (Irene Eskilsen, Representative)

The Deacons send one representative to the Nominating Committee Meetings, which are shared by the Session. This committee is responsible for selecting and approaching members to ask them to prayerfully consider a position as a Deacon or Elder for a 3-year term.

Welcoming Host

Refreshments (coffee and donuts) are presented in fellowship hall prior to and after the worship service. Ushers welcome church members and visitors at the Dewitt and Wenona Street entrances with a warm smile, handshake, and a copy of the worship service bulletin.



Congratulations 50-Year Members!

September 29, 2024

Congratulations to this year's 50-year members: Sally Calvo, Marilyn Lapham, Christine Thurman, and Patti Wesenick. Thank you to the Deacons for hosting the 50-year member luncheon.



DEACONS & DEACONS TREASURER REPORT

Members to Remember: (Sally Calvo & Kathy Elzinga, Chairpersons)

Westminster actively maintains a list of members unable to attend worship service. Each member is assigned to a Deacon that keeps regular contact through personal visits, phone calls or cards. Their birthdays are observed, and throughout the year they receive greeting cards. Members are encouraged to participate in worship service where possible over the internet. There is a team (Sally Calvo and Anne Remington) that provides and mails a weekly synopsis of the sermon and bulletin for those members who do not have internet access. A summer luncheon is held in the fellowship hall for members and their guests. In addition, each member receives either a poinsettia, fruit basket, or homemade cookies at Christmas time. Active military members, both stateside and overseas, receive a Christmas gift as well.

Deacon Treasurer Report

INCOME

Offerings and Memorial Gifts \$2,007.15

EXPENSES

Members to Remember \$ 335.07

Stephen Ministry \$ 100.45

Fifty Year Members \$1,506.53

Other Deacon's Expense \$ 696.26

Disaster Assistance \$1,000.00

TOTAL EXPENSES \$3,638.31

MAIN CHECKING ACCOUNT BALANCE \$3,256.19

December 31, 2024

TOTAL ASSETS \$3,256.19

Wings of Prayer: (Karen Mitchell, Chairperson)

In place for over 50 years, Wings of Prayer is a network of church members who call each other once a prayer request has been made. The prayer chain is setup in a pyramid arrangement with word quickly getting out to over two dozen people dedicated to the power of prayer for our members, their family and friends.

50 Year Member Recognition: (Marilyn Bechtel, Irene Eskilsen, Chairpersons)

The Deacons organize, prepare and serve a beautiful and delicious luncheon for the "50 Year Members' Recognition Sunday," honoring the dedication and support of those members. All members are invited to attend this celebration in Fellowship Hall.



Christmas Caroling

PRESBYTERIAN WOMEN

TREASURER REPORT

Revenue

Circle Offering	\$ 94.00
Funeral Dinners	\$ 1,215.00
Rummage Sale	\$ 2,336.00
Total Revenue	\$ 3,645.00

Expenses

Literature and Library	\$ 132.00
Funeral Dinners	\$ 1,582.00
PCUSA	\$ 1,000.00
Bay Women's Center	\$ 1,000.00
Support Food of Faith	\$ 3,016.00
Other PW Expense	\$ 174.00
Total Expenses	\$ 6,904.00

Checking Account Balance as of December 31, 2024:
\$2,059.88

The Presbyterian Women currently have 2 active circles that meet each month and a large group that continues to prepare and serve Funeral dinners, host a Mother's Day baby item drive and a Rummage Sale once a year. They use their funds to cover expenses from the funeral dinners, purchase Bible Study materials, and support women in crisis and Food of Faith.



Mother's Day "Baby Shower"

STEPHEN MINISTRY

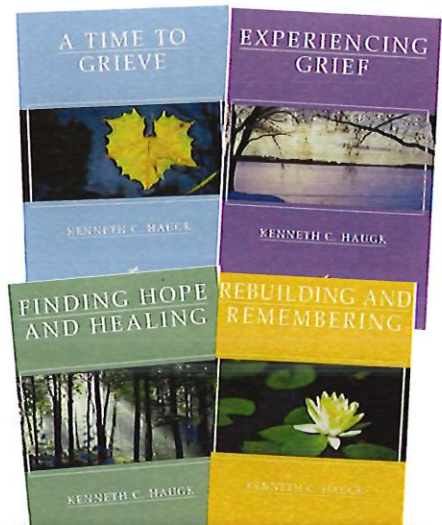
Stephen Ministry is a lay caring ministry being used by thousands of congregations to increase care and outreach to hurting people. Through Stephen Ministry, congregations are able to equip and empower a team of lay-people called Stephen Ministers who provide one-on-one, Christ-centered care to people experiencing grief, unemployment, hospitalization, loneliness, divorce, financial stress, terminal illness, or other life difficulties. We want to be here for you.



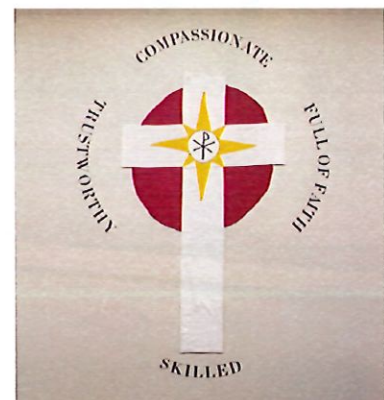
Stephen Ministers: Irene Eskilsen, Nancy Harrelson, Linda Johnroe, Pam Monville, Judy Randall, Randy Thibo, Rev. Linda Williams and Jan Witucki.



Longest Night Service



Journey Through Grief Books



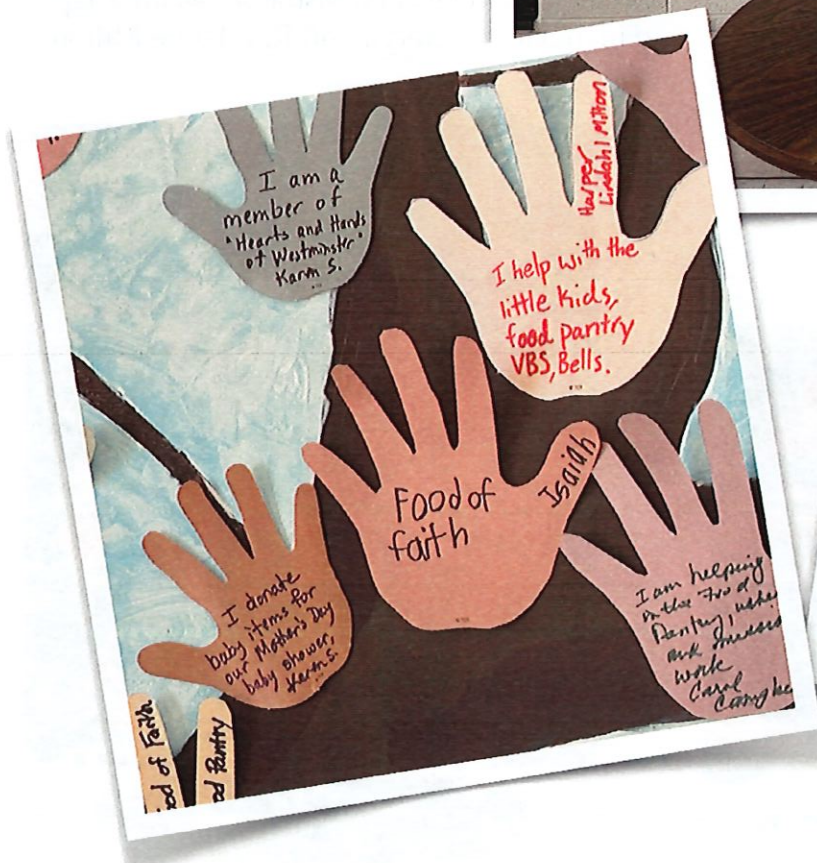
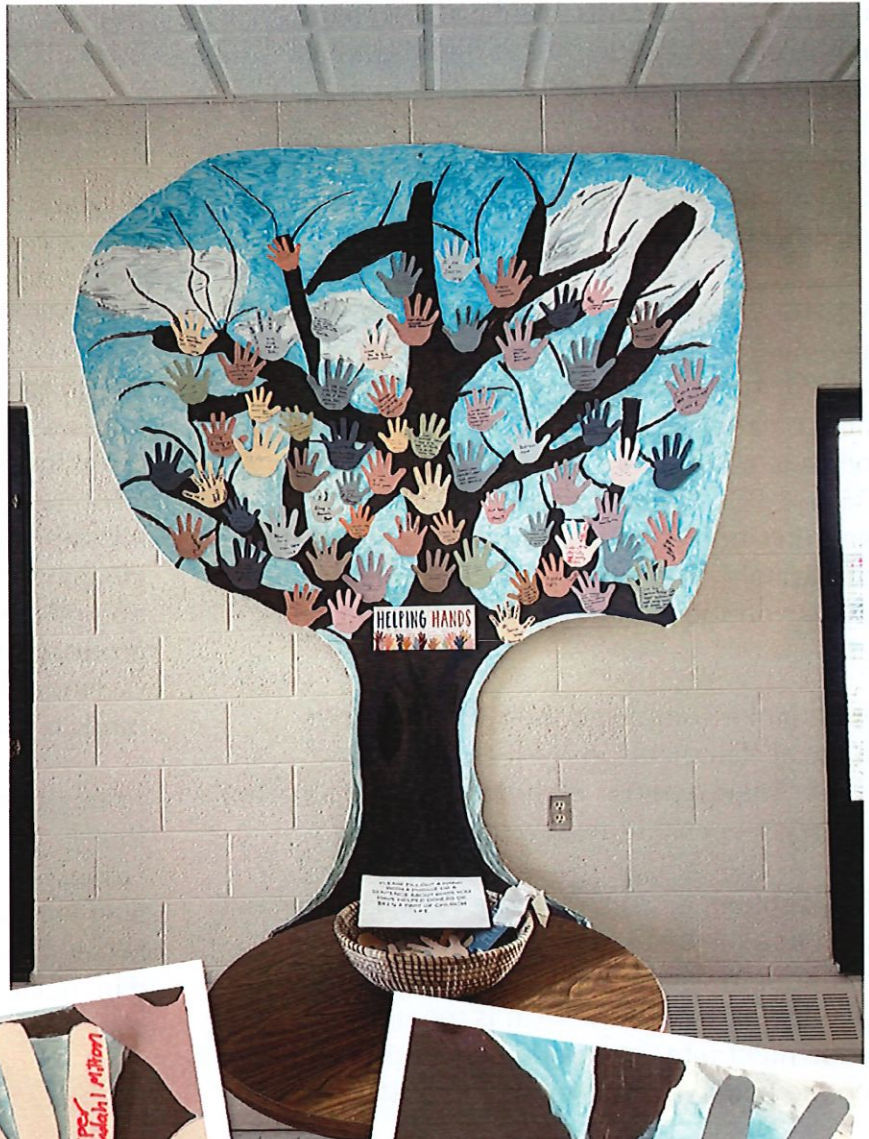
STEWARDSHIP MINISTRY

We continue to provide commitment cards and receive them during the months of January and February instead of in November of the year before. Your financial support of Westminster Presbyterian Church, its programs, and outreach make it possible for Westminster to do God's work here on earth. Without your financial support, it would be difficult for our members to share their time and talents effectively.

We thank you for your prayerful consideration of your financial support.

Members of the Stewardship Ministry:

Karen Schoeppach
Julie Kelly
Sally Calvo
Heather Heidtman
Phil Reagh
Pastor Jamie Milton



FINANCE COMMITTEE

In 2024 Westminster's finances continue to be affected by rising costs. We have lost many faithful and generous church friends due to death. These factors led to a deficit in the Operating Fund at the end of the year, despite many of our committees coming in under budget. Investment income is used to make up this difference.

In 2016 we took out a loan to renovate part of the building. At the start of the year, our loan with Presbyterian Investment and Loan Program had a balance of \$152,543.52. As the year comes to a close, our balance sits at \$35,641.00. Thanks to endowment income, generous individual donations and pledges to the Capital Campaign, we feel confident that we can pay off the loan in 2025, almost ten years early.

Quast Janke completed their review of our financial statements in April and found no issues. Their report is included on page 35. They will begin our 2024 review shortly.

As of September 30, 2024, the WPC Endowment had a market value of \$313,005.79. Session continues to earmark the interest earned toward the PILP loan. After the loan is repaid, WPC Endowment interest earned will be reinvested into the Endowment itself. Westminster is also

the beneficiary of the Vernon E. and Ruth Short Educational Endowment, which has a balance of \$221,819.60 as of September 30, 2024. Interest from this Endowment is paid to the Short Endowment Interest Fund held at New Covenant Funds. In 2024, interest of \$8,009.18 was received, and at December 31, 2024, the fund balance was \$38,579.42. See page 18 for a report on how funds disbursed from the Interest Fund were used.

Westminster also has three other investment funds with New Covenant. At December 31, the WPC Investment Fund has a balance of \$166,636.31, the Birthday Investment Fund has a balance of \$3,165.45, and the Pastoral Housing Investment Fund has a balance of \$65,042.07. The Church is also the beneficiary representative of funds held at the Bay Area Community Foundation. Interest from those funds is used to pay down the PILP loan.

Committee Membership: Juile Kelly (Chair), Phil Reagh, Karen Schoeppach, Randy Thibo, Ruling Elders Gary Eagle, Jeff Rogers, Bill Shelt, and Staff members Heather Heidtman (Treasurer), Pat Foster (Financial Administrator), Martha Tapley (Financial Secretary), and Rev. Jamie Milton.



Loons Game



Stewardship Sunday

WESTMINSTER PRESBYTERIAN CHURCH
STATEMENT OF FINANCIAL POSITION (UNAUDITED)

<u>ASSETS</u>	<u>2024</u>	<u>2023</u>
Main Checking Account	\$32,944.17	\$65,818.63
Imprest Checking Account	2,000.10	2,000.77
Savings Account	25,683.26	66,786.78
Investment Fund	166,636.31	149,510.71
Short Leadership Endowment Interest	38,579.42	35,777.09
Birthday Investment	3,165.45	2,908.88
Pastoral Housing Investment	65,042.07	68,993.57
 <u>PERMANENTLY RESTRICTED ASSETS</u>		
Short Endowment	221,819.60	208,905.10
WPC Endowment	313,005.79	294,782.37
TOTAL ASSETS	\$868,876.17	\$895,483.90
 <u>LIABILITIES</u>		
Payroll	10,065.08	\$1,300.12
PILP Loan	35,640.75	152,543.52
TOTAL LIABILITIES	\$45,705.83	\$153,843.64
TOTAL FUND BALANCES (SEE NEXT PAGE)	\$823,170.34	\$741,640.26
TOTAL LIABILITIES AND FUND BALANCES	\$868,876.17	\$895,483.90

WESTMINSTER PRESBYTERIAN CHURCH
STATEMENT OF FINANCIAL POSITION (UNAUDITED)

<u>DESCRIPTION</u>	<u>2024</u>	<u>2023</u>
WPC Endowment	\$313,005.79	\$294,782.37
Short Endowment	221,819.60	208,905.10
Short Leadership Endowment Interest	42,527.08	35,791.15
Prepaid Offerings	36,500.00	34,000.00
Per Capita Apportionments	-5,178.93	0.00
Designated Benevolence	3,175.00	325.00
Deacon's Fund	5,256.19	6,871.48
Presbyterian Women	2,059.88	5,317.75
Youth Fellowships	2,963.04	3,004.04
Birthday Fund	3,241.16	3,912.59
Pastoral Housing Fund	65,042.07	68,993.57
Capital Campaign Fund	-11,347.71	-113,406.76
Equipment Purchases	882.17	3,107.29
Ministry Development	5,678.28	5,677.83
Building Improvement Fund	14,002.43	11,725.17
Major Repairs Fund	43,880.69	40,820.28
Pastor Continuing Education	1,035.15	1,035.15
Organ Fund	32,150.27	32,147.84
Music Ministry Fund	8,533.03	11,335.18
Pending Memorials	1,834.00	3,130.00
Spiritual Growth	945.15	392.25
Fellowship and Outreach	1,622.90	863.21
Worship	3,264.35	5,984.27
Bequests	4,344.31	4,323.78
Bell Choir Fund	1,914.93	1,106.62
Food Pantry	1,727.44	0.00
Memorial Gifts	17,586.85	5,747.16
Mission Partnerships	7,399.12	8,971.53
General Operating Fund	-76,795.91	-50,670.58
Reserve Fund	34,102.01	67,446.99
Set Aside by Session	40,000.00	40,000.00
TOTAL FUND BALANCES	\$823,170.34	\$741,640.26

INDEPENDENT ACCOUNTANT'S REVIEW REPORT



**Quast, Janke
& Company**

1010 N. JOHNSON STREET
BAY CITY, MICHIGAN 48708

Phone: (989) 892-4549

Fax: (989) 892-4030

CERTIFIED PUBLIC ACCOUNTANTS

Partners:

*Timothy J. Quast, C.P.A.
David G. Gwizdala, C.P.A.
Robert E. Friske, C.P.A.*

Members:

*American Institute of C.P.A.s
Michigan Association of C.P.A.s*

INDEPENDENT ACCOUNTANTS' REVIEW REPORT

Session of Westminster Presbyterian Church
Westminster Presbyterian Church
Bay City, Michigan

We have reviewed the accompanying financial statements of Westminster Presbyterian Church, which comprise the statement of assets, liabilities, and net assets – cash basis as of December 31, 2023, and the related statements of revenues, expenses, and changes in net assets – cash basis for the year then ended, and the related notes to the financial statements. A review includes primarily applying analytical procedures to management's financial data and making inquiries of entity management. A review is substantially less in scope than an audit, the objective of which is the expression of an opinion regarding the financial statements as a whole. Accordingly, we do not express such an opinion.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with the cash basis of accounting; this includes determining that the cash basis of accounting is an acceptable basis for the preparation of financial statements in the circumstances. Management is also responsible for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement whether due to fraud or error.

Accountant's Responsibility

Our responsibility is to conduct the review engagement in accordance with Statements on Standards for Accounting and Review Services promulgated by the Accounting and Review Services Committee of the AICPA. Those standards require us to perform procedures to obtain limited assurance as a basis for reporting whether we are aware of any material modifications that should be made to the financial statements for them to be in accordance with the cash basis of accounting. We believe that the results of our procedures provide a reasonable basis for our conclusion.

Accountant's Conclusion

Based on our review, we are not aware of any material modifications that should be made to the accompanying financial statements in order for them to be in accordance with the cash basis of accounting.

Basis of Accounting

We draw attention to Note 2 of the financial statements, which describes the basis of accounting. The financial statements are prepared in accordance with the cash basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America. Our conclusion is not modified with respect to this matter.

Very Truly Yours,
Quast, Janke and Company
April 12, 2024

MINUTES OF THE ANNUAL MEETING OF THE CONGREGATION 2024

Our Annual Meeting of the Congregation/ Corporation of Westminster Presbyterian Church was held on Sunday, February 4, 2024 during Worship at 10:30 a.m. The meeting was opened with prayer. A certification of a quorum was present. The notice was given two weeks before in bulletins and the Log.

MOTION to refer minutes of this meeting to Session for their approval which will take place on February 20th, our next Session meeting. Motion passed.

A presentation and reception of printed reports were presented for information.

Ways We Proclaim God's Love and Peace Fellowship and Outreach: Joyce Hegenauer shared the many ways this committee serves this congregation and the goals for 2024.
Board of Deacons: Moderator Janelle Ballard explained the many ways this board serves Westminster and the goals ahead for 2024.

Ways we Proclaim God's Word
Spiritual Growth and Faith Formation: We heard from Elder Faith Sneller who serves on Spiritual Growth and Faith Formation. She shared the many things that this committee is responsible for and the ideas for the coming year.
Worship: Organist Seth Cunningham shared the many ways that music serves this church over the past year. He will head up a Contemporary Choir in the near future.

Ways We Respond to God's Gifts
Property: Elder Bill Shelt shared the many ways the Property Committee served Westminster as well as the goals for 2024.
Stewardship: Chr. Karen Schoeppach mentioned the ways we as individuals can work together to make Stewardship work for Westminster and continue goals for 2024.

Ways We Respond to God's Call
Mission Partnerships: Elder Bonnie Marsh shared the many ways this committee has made an impact on the lives of those less fortunate. She shared the continuation of these happenings.

Nominating Committee Report
Chr. Bonnie Marsh brought to the meeting a slate of officers to elect for the following positions and those filling the classes: nominations of four deacons for the **class of 2027:** Marilyn Bechtel, Sally Calvo, Mary Rose Davis and Kevin Robinson. There were no further nominations from the floor. **Motion** was made, seconded and approved for the following deacons for the Class of 2027: Marilyn Bechtel, Sally Calvo, Mary Rose Davis and Kevin Robinson. Motion passed.

The election of two Elders was made for the **Class of 2025:** Collin Heidman and Judy Hudson. Hearing no further nominations from the floor, **Motion** was made, seconded and approved to elect Collin Heidtman and Judy Hudson. Motion passed.

The election of four Elders for the **Class of 2027:** Pam Johnston, Steve Kusterer, Bonnie Marsh and Jeff Rogers. Hearing no further nominations from the floor, **Motion** was made, seconded and approved to elect Pam Johnston, Steve Kusterer, Bonnie Marsh and Jeff Rogers. Motion passed.

A new Nominating Committee (5 at-large members) for election were Martha Tapley, Judy Harrelson, Tim Rutzen, Tom Majchrzak and Melissa Woodward. No other nominations were heard from the floor.

Motion was made, seconded and approved for the following to serve on the Nominating Committee: Martha Tapley, Judy Harrelson, Tim Rutzen, Tom Majchrzak and Melissa Woodward. Motion passed.

MINUTES OF THE ANNUAL MEETING OF THE CONGREGATION 2024

Memorial moment and prayer: Jan Witucki, Clerk of Session, read the names of those who had entered the Church Triumphant in 2023:

- Ronald Otto Deuscher
- Gerald Edwin Pavlawk
- Mary Kay Prudden
- Sandra Lee Thibo
- Lucille Rose Newcomb
- David Michael Fenske
- Bonnie J. Scheddel
- Marcia A. Andrews
- Irwin Glenn Hignite
- John Charles Tapley
- Daniel Foster Gould
- Russel Albert Marvin

PRESENTATION OF THE 2024 BUDGET

Treasurer Heather Heidtman spoke of the Budget and putting together all line items which made up the 2024 Budget. There were no questions asked.

TERMS OF CALL for Pastor Jamie Milton: Phil Reagh from the Personnel Committee excused Pastor Jamie during the voting process of this item. He complimented the staff of Westminster and the wonderful job they are doing.

2024 TERMS OF CALL REV. JAMIE MILTON

PASTOR/HEAD OF STAFF		<u>Accountable Reimbursements</u>	
Cash	\$57,606.78	Professional Expenses	\$1,000.00
Housing Allowance	\$24,000.00	Continuing Education	\$1,500.00
SECA	\$6,366.00	Travel (IRS rate)	\$1,200.00

Motion was made, seconded and approved for the Terms of Call for Pastor Jamie Milton was taken. Motion passed. **A closing prayer was given by Pastor Jamie. Motion was made, seconded and approved to adjourn the meeting at 11:30 a.m. Motion passed.**

ANNUAL MEETING OF THE CORPORATION

JULIE KELLY, PRESIDENT, BOARD OF TRUSTEES

The meeting was called to order with an opening prayer by Pastor Jamie Milton. President of the Corporation, Julie Kelly was called forward.

Motion was made, seconded and approved for the Westminster Presbyterian Church of Bay City, MI, meeting on Sunday, February 4, 2024 adopts all acts of the Congregation. Motion passed. **Motion** was made, seconded and approved to close this Corporation meeting. The Moderator, Pastor Jamie Milton closed the meeting with prayer at 11:40 a.m.

BYLAWS OF THE CONGREGATION OF

1. The Westminster Presbyterian Church of Bay City, Michigan, being a particular congregation of the Presbyterian Church (U.S.A.), recognizes that the Constitution of said Church, is in all its provisions, obligatory upon it and its members.
2. There shall be an annual meeting of the congregation in the Church edifice within the first six weeks of the calendar year for the transaction of any business properly coming before such meeting.
3. Special meetings may be called by the session or the presbytery. Such calls shall state clearly the purpose of such special meeting, and no other matter, save that specified in the call, may be considered.
4. Public notice of the time, place and purpose of all meetings of the congregation shall be publicly announced from the pulpit on two successive Sundays preceding the meeting.
5. One of the pastors shall preside. If the church is vacant, or if the pastors and the ruling elders agree that the subjects to be discussed require it or if the pastors are ill or are otherwise unable to be present, a minister of Lake Huron Presbytery shall be invited by the session to preside. This invitation shall be cleared through the Committee on Ministry of Lake Huron Presbytery.
6. The clerk of the session shall be secretary of the meetings of the congregation. If unable to attend, the session shall designate someone to act as secretary.
7. The members of the Church who are entitled to vote shall be active members in good standing as defined by the usages and rules of the Presbyterian Church (U.S.A.), regardless of age.
8. As required by the laws of the State of Michigan, only members of full age (18) shall be eligible to vote on questions dealing with property and matters that are strictly the business of the corporation. Otherwise, all active members of the church are eligible to vote at all stated and special meetings of the church. Voting by proxy is not allowed.
9. Meetings shall be conducted in accordance with the General Rules of Judicatories adopted by the General Assembly of the Presbyterian Church (U.S.A.), so far as they apply, and when they do not apply, according to usual legislative rules of order.
10. All meetings shall be opened and closed with prayer

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11. A quorum shall consist of the moderator, clerk of session, those present and voting.
12. There shall be no less than 12 and no more than 18 ruling elders divided into three classes, one class of whom shall be elected each year for a three-year term, at the annual meeting of the congregation. No ruling elder shall serve on the session for consecutive terms, either full or partial, aggregating more than six years; and shall be ineligible to be elected to a new term until one year has elapsed.
13. There shall be 15 deacons divided into three classes, one class of whom shall be elected each year for a three-year term, at the annual meeting of the congregation. No deacon shall serve on the board of deacons for consecutive terms, either full or partial, aggregating more than six years; and shall be ineligible to be elected to a new term until one year has elapsed.
14. Vacancies on the session or board of deacons may be filled at a special meeting of the congregation or at the annual meeting, as the session may determine.
15. A quorum for session meetings shall be one-third of its membership.
16. There shall be a representative Nominating Committee chosen in accordance with Rule 17. This committee shall bring to the annual meeting nominations of one eligible person only for each officer to be filled. Additional nominations of qualified persons may be made from the floor by any eligible voter.
17. The Nominating Committee shall consist of the following:
 - Two (2) elders, one of whom shall chair the Nominating Committee
 - One (1) deacon
 - Between Four (4) and Seven (7) members-at-large

The elders and the deacons shall be elected by the body they represent. Between four and seven members-at-large may be nominated by the nominating committee or from the floor and elected by popular vote at the annual meeting of the congregation.

18. These bylaws may be amended subject to the charter of the corporation, the laws of the State of Michigan, and the Constitution of the Presbyterian Church (U.S.A.) at any annual meeting or at any special meeting by a two-thirds (2/3) vote of the voters present provided that a full reading of the proposed changes or a printed distribution of the same shall have been made in connection with the call of the meeting.
19. These bylaws or the charter of this corporation may not be amended contrary to or so as not to include the provisions of the Constitution of the Presbyterian Church (U.S.A.).

NOTES



WESTMINSTER PRESBYTERIAN CHURCH

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