2025 REPORT
OF THE
CONGREGATION-CORPORATION
OF
WESTMINSTER PRESBYTERIAN CHURCH
Auburn, New York 13021
January 25 2026

2025 CHURCH OFFICERS

THE SESSION

Linda Russell, Clerk of Session
Brian Teucke Assistant Clerk of Session
Rev. Adam Demetros, Moderator
Rich Newman, Treasurer

CLASS OF 2025	CLASS OF 2026	CLASS OF 2027
Thomas Fessenden	Alice Hoatland	Joe Runkle
Linda Russell	Ted O'Hara	Susan Marteney
Brian Teucke	Mike Pantoliano	Bruce Blodgett

THE DEACONS

Linda MacKay, President

CLASS OF 2025	CLASS OF 2026	CLASS OF 2027
Linda MacKay	Jackie Darquea	Shelley Pantoliano
Amy Sargent	Donna Riester	Gary Coon
Christina Thornton	Pat Kennedy	Aaron Creighton

CHURCH STAFF

Pastor- Rev. Adam Demetros
Administrative Assistant - Melanie Toole
Housekeeper - Kathleen Hansen
Property Caretakers - D. Shawn Reeves , Jim Dunster
Children's & Youth Coordinator - Noel Cregg
Organist/Choir Director - Lori Rhodes Pettit
Children's Worship Center Leader- Caitlyn Clink
Nursery Care - Rhiannon Nauseef, Kaylee Clink, Geraldine Cregg

DOCKET FOR THE ANNUAL MEETING

Welcome
Opening Prayer
Call to the Annual Meeting
Necrology and Prayer
Approval of Minutes from Congregation Meetings February 9, 2025 and October 12, 2025
Approval of Revised By-laws
Financial Report for 2025
Review of Budget for 2026
Approval of Pastor's 2026 Terms of Call
Receive Boards/Committees/Staff Reports and Highlights
Closing Prayer
Adjournment

Pastor's Report 2025

Not that I have already obtained this or have already reached the goal; but I press on to make it my own, because Christ Jesus has made me his own. Beloved, I do not consider that I have made it my own; but this one thing I do: forgetting what lies behind and straining forward to what lies ahead, I press on toward the goal for the prize of the heavenly call of God in Christ Jesus. Let those of us then who are mature be of the same mind; and if you think differently about anything, this too God will reveal to you. Only let us hold fast to what we have attained.

Philippians 3:12-16 (NRSV)

The passage above comes from the Apostle Paul's letter to the church in Philippi, a church that was in a time of transition and grown, blessings and challenges, but most of all they were devoted to the mission of Christ in the world. Paul's letter to them was a message about perseverance, of hard work and dedication, and of keeping one's eyes focused on the prize.
Anyone who has ever set big goals in life, as I'm sure we all have at some point in our lives, can easily identify with Paul's main point: attaining one's goals is no easy task, but in order to do so we must press on.

Paul's goal was a worthy one: to know Christ and the power of his resurrection and the sharing of his sufferings by becoming like him in death (Philippians 3:10). Paul wanted to be Christ-like in life and death, and he invited the church in Philippi to join him in this sacred mission. And in doing so, Paul and the church would be better enabled to discern Christ's call and become the people God had created them to be, the people God had called them to be through the baptismal waters. Indeed, this is the goal of all who devote their lives to Christ and his mission in this world.

While I've only known Westminster for a short while, I can already tell that this church has a heart similar to Paul's. We want to know Christ. We want to be like him in all that we do. That's why we put so much time and energy into worship, so that we can express the deep yearning and adorations on our hearts. It's why our choir sings with such passion and conviction. It's why we open our doors to twelve step programs, art groups, boy scouts, conflict mediation, anyone in need of personal care items, and anyone looking for safe, warm place to share a meal and conversation. Westminster does all of this, and more, as a response to our baptismal vows and our deep commitment to our neighbors.

In the pages of this report, you will find examples of how people at this church have been faithful in navigating the challenges and blessing of 2025 with amazing grace by reaching out to people in need and leading through the difficult times, all while growing in faith and community. I hope you will be able to draw strength from these stories and inspiration for another year spent in service to God alongside your family and friends at Westminster Presbyterian Church.

Yours in Christ,
Reverend Adam M. Demetros

2025 Report from Clerk of Session

In 2022 Westminster Church adopted the slogan "Where You're Already Home," a proclamation that we continue to affirm. We are "a church that seeks to love each other and provide a welcoming home for all, where we can grow closer to each other and to God." We feel "called to be a home where we share the good news of Christ, worship God with all our mind, body, and soul, cultivate inclusive belonging, and take that vision of a loving home into the community and its hurting places." And "we do so because God first loved us." [from church vision statement]. You will find this commitment to provide a "home" reflected in the reports from boards, committees and staff in this annual report.

One of the big things to happen this year was the arrival of our new pastor, the Rev. Adam Demetros, in February and we were blessed to celebrate his installation by the Presbytery of Cayuga-Syracuse on June 1, 2025.

The work of the Session is primarily carried out through its committees. But Session has also established working groups. The Bylaws and Policies Working Group (Bob Davenport, Jill Fandrich, Alice Hoatland, Brian Teucke, Linda Russell) was tasked with reviewing, updating, or writing as necessary the bylaws and all church policies: building use (property), child safety, social media, emergency action plan, comprehensive endowment policy, benevolent gifts, funerals and weddings, relationships with community groups, public positions, employee handbook, sexual harassment, anti-racism, anti-harassment, and the remnants of Holy Conversations. Revised bylaws come to this meeting for a vote. Building use, child safety and social media have been updated and approved by Session. Policies related to personnel are being diligently addressed by that committee under the capable leadership of Brian Teucke.

The Building Use Working Group. In 2024 Session engaged in a study of Mark Elsdon's book *We Aren't Broke* and followed that in 2025 by joining webinars on the *Good Futures Accelerator Program.* This working group (Susan Marteney, convener; Bob Davenport, George Fay, Alice Hoatland, Linda Russell, Ashley Teucke, Brian Teucke) was formed and charged with re-imaging the use of church spaces, particularly to identify possible new clients for spaces in the Education Building. A strong candidate for the first floor eventually withdrew. Finding interested candidates has proved elusive for this hardworking group. The need to clean/update is a major consideration.

The Pride House Working Group was dismissed with thanks in April, since PH was unable to meet requirements for insurance, child safety, and other policy requirements for building use.

Session studied the program to become an Earth Care Congregation and elected to postpone that effort, renewed the Playground Use Agreement with the YMCA, and extended hospitality to the "Y" with occasional parking lot use. And it bears noting that we extend regular hospitality to a wide array of community groups, including: Alzheimer's Support, six 12-step programs, Pickle Ball, Ray of Hope (infant loss), Boy Scouts Troop 43, Cub Scouts Pack 43, Warm the Children, Center for Dispute Settlement, Masterworks Chorale, Human Rights Commission, and occasionally to Auburn Players, Perform 4 Purpose, NAACP, and Seward House as needed.

Life is filled with challenges, changes, and even new adventures; and life at Westminster is no different. It has been my pleasure to serve as your clerk this year, along with my seven session colleagues and Pastor Adam. We bid a fond farewell to Thomas Fessenden and Brian Teucke as they rotated off session and to Rich Newman as he retired as Treasurer.

There is not enough room in this report to adequately thank and commend the dozens of dedicated volunteers and faithful worshippers who have served God through our ministry at Westminster. But all our efforts would fall short were it not for our administrative assistant Melanie Toole. Please join me in expressing our profound gratitude for all she offers us, including her heart-warming smile!

Because of the love we share with one another, whether a long-time member or the occasional visitor, we are able to help one another carry out the ministry we are called to here at 17 William Street where, with God's help, we will continue to be a place where everyone will discover they are "already home."

In Christ's service,
Linda S Russell

2025 CLERK'S STATISTICAL REPORT

Communicant Members, December 31, 2024			**180**
Additions:			
Profession of Faith/Reaffirmation of Faith		0	
Transfer Letters	0		
Restore to Active Rolls	0	180	
Losses:			
Deceased	1		
Removed from rolls (per request)	0		
Removed from rolls (inactive)	0	179	
Communicant Members, December 31, 2025			**179**

In Memoriam (members)

Richard F. Bok died October 11, 2025

New Members

(None)

Removed from Rolls

(None)

Weddings

(None)

Baptisms

(None)

Bylaws and Policies Working Group
Westminster Presbyterian Church, Auburn NY

The Bylaws and Policies Working Group (Linda Russell, Bob Davenport, Alice Hoatland, Brian Teucke, and Jill Fandrich) was formed by Session in 2025, and charged with reviewing, updating, organizing, researching, and writing the policies and procedures related to the church. Members of the Working Group have been working on their individual assignments, doing research, reviewing existing policies, gaining input from relevant committees, organizations, and individuals, and beginning to new draft policies as needed.

The Working Group decided to make updating the church **bylaws** its first priority. A draft of revised bylaws was presented to session on November 17, 2025 (first read) and approved by Session on December 15, 2025 to submit to the congregation for approval at the Annual Meeting on January 25, 2026.

The changes are itemized below.

Some are relatively minor, and are being recommended to allow needed flexibility, especially for scheduling meetings under unusual circumstances (like the covid shut down):

1. Annual meeting shall be held in January *or as soon as possible thereafter.* Removed "in the church edifice"
   and allows for minor delays if necessary.
2. Procedure to call meetings will be whatever is required by Book of Order.

11. *Allows for* (does not require) hybrid meetings of the congregation *at the discretion of Session*, *providing the technology allows all members present to hear and be heard.* (Note—we do not currently have technology which does this well in the sanctuary or social room).
12. Clarifies language on co-extensive meetings (meeting of the congregation is also a meeting of the corporation)
13. Removes language regarding pastor being presiding officer of the corporation.
18. Adds language that elders are also trustees
19. Adds reference to electing an Assistant Clerk

The following changes are more substantive:

14 and 15. Adds "*at least* 9" as the composition of Session and Deacons, with three classes *"as nearly equal in number as possible"*. Ordinarily, the boards would consist of 9. Adding "at least" would allow for unusual circumstances when an addition elder or deacon might be added to a board, such as a youth elder or deacon, or an out of town deacon whose efforts would be focused on on-line worshipers, etc.

21. REMOVES the list of standing committees.
22. ADDS that Session shall form committees, commissions, working groups, task forces or teams as needed.
23. ADDS provisions for calling special meetings of Session.
27. ADDS specific language for "email voting" to concur with NY laws
28. CHANGES composition of Nominating Committee to be ONE member of Session, one deacon, and four members at large. Book of Order minimum is one elder and three at-large. We feel a larger Nominating Committee is desirable.

The Session approved the proposed revisions, and recommends approval by the congregation. Following approval by the congregation, the next step will be to create and compile a manual of operations which will provide more details of how we carry out our work. A Manual of Operations can be approved and amended by Session, whereas bylaws require congregational approval.

BYLAWS (DRAFT)
of
WESTMINSTER PRESBYTERIAN CHURCH
Auburn, New York

ARTICLE 1

NAME AND DENOMINATION

The Westminster Presbyterian Church of Auburn, New York, is a congregation of the Presbyterian Church (USA), and a member church of the Presbytery of Cayuga-Syracuse and the Synod of the Northeast. It recognizes that the Constitution of the Presbyterian Church (USA) is in all its provisions, obligatory upon it and its members. The Foundations of Presbyterian Polity in the Book of Order shape the life and work of the church. The Westminster Presbyterian Church is incorporated under the laws of the State of New York and recognizes its obligations to observe the Religious Corporation Law of the State of New York.

ARTICLE II

THE CONGREGATION

1. There shall be an annual meeting of the congregation, in January or as soon as possible thereafter, to receive reports of all committees and organizations, and to transact any business that may properly come before such meeting.

2. Special meetings may be called by the Session or by the Presbytery as specified in the Book of Order. Such calls shall clearly state the purpose of the special meeting and no other matter except that specified in the call may be considered.

3. `Public notice of the time, place and purpose of all meetings of the congregation shall be given on at least two successive Sundays preceding the meeting. The meeting may be convened following the notice on the second Sunday.

4. The installed pastor shall ordinarily moderate all meetings of the congregation. If it is impractical for the pastor to preside, he or she shall invite another teaching elder who is a member of the presbytery or a person authorized by the presbytery to serve as moderator. If there is no installed pastor, or the installed pastor is unable to moderate and/or to name another moderator, the presbytery shall make provision for a moderator.

5. The Clerk of Session (or Assistant Clerk of Session) shall be the secretary of the meeting of the congregation. If the clerk (or assistant) is unable to attend, the congregation shall elect a secretary pro-tem.

6. All active members as defined by the Book of Order shall be entitled to vote at Congregational meetings. Voting by proxy is not allowed.

7. As required by the laws of the State of New York, only active 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.

8. Meetings shall be conducted in accordance with the most recent edition of Roberts Rules of Order.

9. All meetings shall be opened and closed with prayer.

10. A quorum shall consist of no less than one-tenth of the active members of the church.

11. The congregation may meet electronically at the discretion of session, provided that the technology employed allows for all members present to hear and be heard simultaneously. This includes joining one or more persons electronically to an otherwise in-person meeting.

12. The annual meeting, or any meeting of the corporation of the Westminster Presbyterian Church of Auburn, New York, shall be coextensive with all congregational meetings of the Westminster Presbyterian Church. Consistent with the laws of New York, both ecclesiastic and corporate business may be conducted at the same meeting of the congregation. When any business shall come before the congregational meeting which is the legitimate concern of the corporation, it shall be so stated by the moderator and recorded by the secretary and only those voters present who qualify under the Religious Corporation Law shall be permitted to vote.

ARTICLE III

OFFICERS

13. The active elders of the session of the Westminster Presbyterian Church shall be the trustees of the Westminster Presbyterian Church by virtue of the office.

14. The Session shall be composed of at least nine (9) elders divided into three classes as nearly equal in number as possible, one class of whom shall be elected each year for a three-year term. No elder shall be elected for a term of more than three years, nor shall an elder serve for consecutive terms, either full or partial, aggregating more than six years. An elder having served a total of six years shall be ineligible for reelection to the same board for a period of at least one year.

15. The board of deacons shall be composed of at least nine (9) members, divided into three classes as nearly equal in number as possible, one class of whom shall be elected each year for a three year term. No deacon shall be elected for a term of more than three years, nor shall a deacon serve for consecutive terms, either full or partial, aggregating more than six years. A deacon having served a total of six years shall be ineligible for reelection to the same board for a period of at least one year.

16. Vacancies on the Session or Board of Deacons due to death, removal, or resignation, may be filled by appointment by the Session. Such appointed person shall stand for election by the congregation at the next congregational or annual meeting.

ARTICLE IV

THE SESSION

17. The moderator of the Session shall be the installed pastor of the church and is entitled to vote. If there is no installed pastor or if the installed pastor is unable to invite another moderator, the presbytery shall make provisions for a moderator.

18. The elders serving on Session shall serve at the same time as trustees.

19. The Session shall elect the Clerk of Session annually. An Assistant Clerk of Session may also be elected.

20. The Session shall elect a Church Treasurer annually.

21. The Session shall have oversight of the entire program of the church and all its organizations. The Session shall have the responsibility for governing the congregation and guiding its witness to the sovereign activity of God in the world, so that the congregation is and becomes a community of faith, hope, love, and witness. The Session's responsibilities are described in the Book of Order of the PC(USA).

22. The Session shall form committees, working groups, and task forces to carry out its work. These groups will report as directed by Session.

23. 23. Special meetings of the Session may be called by the Moderator when he or she deems necessary or when requested in writing by any two members of Session. Reasonable notice shall be given of all special meetings.

24. A quorum for the transaction of business of the Session at any stated or special meeting shall be the pastor or other presiding officer and one-third of the Session. The quorum for the reception of new members shall be two elders in addition to the Moderator. Voting by proxy is not allowed.

25. The pastor is an ex-officio member of all committees, working groups, and task forces of the Session.

26. Elders may participate in and act at any meeting of the Session through the use of a telephone conference, internet group meeting, or other similar communications equipment, by means of which all persons participating in the meeting can communicate with each other. Participation by this method shall constitute attendance and presence in person at the meeting of the person(s) so participating. Hybrid meetings are allowed.

27. Action by unanimous written consent without a meeting (such as "email voting") is allowed under the strict requirements of the State of NY as detailed in the NY Religious Corporations Law and the NY Not for Profit Corporations Law. Any action required or permitted to be taken by the Session or any committee thereof may be taken without a meeting if all members of the board or the committee consent in writing to the adoption of a resolution authorizing the action. The consent may be written or electronic. The consent must be returned within a specified time, must be unequivocal, and must be unanimous in order for it to be valid. All members must return their consent and all must be in agreement. Electronic consent must be transmitted by email or other electronic means and include information that can reasonably be determined to be from the board member. The resolution and the written or electronic consents thereto shall be filed with the minutes of the proceedings of the board or committee. Such unanimous written or electronic consent shall have the same effect as a unanimous vote of the directors at a duly held meeting.

ARTICLE V

NOMINATING COMMITTEE

28. There shall be a representative nominating committee consisting of one member of the Session appointed by the Session, one deacon designated by the Board of Deacons, and four members at large, none of whom shall be members of the Session or the Board of Deacons, who shall be elected by the congregation. The pastor shall serve ex officio and without vote.

29. The nominating committee shall bring to the congregation, with the consent of the nominee, the name of one person for each office to be filled. Additional nominations may be made from the floor by any eligible voter, with the consent of the nominee. The nominating committee shall bring its slate of officers to the congregation on a Sunday, ordinarily in October, each year at a special congregational meeting called for this purpose. A majority of all the active members present and voting will be required to elect. Those elected will be ordained, if not already ordained for that office, and installed during January. Their term of office will begin in January.

ARTICLE VI

AMENDMENTS

30. These bylaws may be amended subject to the charter of the corporation, the laws of the State of New York, and the Constitution of the Presbyterian Church (USA) at any annual or special meeting by a two-thirds (2/3's) 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.

31. These bylaws or charter of this corporation may not be amended contrary to or so as not to include provisions of the Presbyterian Church (USA).

Adopted, January 21, 1970
Amended, January 21, 1973
Amended, January 19, 1975
Amended, March 11, 1979
Amended, January 17, 1982
Amended, December 5, 1986
Amended, January 28, 1990
Amended, January 31, 1993
Amended, October 27, 1996
Amended, January 26, 1997
Amended, September 17, 2000
Amended, April 27, 2014
Amended, October 22, 2020
Proposed amendments, January 25, 2026

FINANCE COMMITTEE REPORT

For the year ending December 31, 2025

God has blessed our Church this year with a gift from an anonymous donor in the amount of one million dollars to be used for the improvement and maintenance of our Church property. Withdrawals may be made annually for Session- approved capital improvements and maintenance. This gift is an answer to our prayers for completing the Beardsley suggested structural improvements. Many thanks to our generous benefactor.

We ended our year better than expected with an excess of expenses over revenue in the amount of ($26,526) which was under our budgeted loss for the year of ($67,346) by $40,820. This was due to contributing factors such as generosity of our congregation and committees not spending their full budgeted amounts. Pledge and non-pledge income exceeded budget by $17,667, trust income was over budget by $4,928, and donations collected for use of our building was over budget by $2,781. None of our committee spending exceeded their budgets and was under budget. Our balance sheet remains strong with an ending fund balance of $2,835,851. Some of this fund balance, $1,930,715, is restricted for use in maintaining our property, providing scholarships, and is specified for missions. Principal payments made on our Presbyterian Investment and Loan Program loan were $18,209 and interest paid was $5,355. This leaves a remaining principal balance of $149,950 which will be paid in full in 2033.

Our investments performed well this year with a 14.7% rate of return. We did not withdraw our allowed 4% income from the investment accounts this year due to adequate cash balances in our checking account. We did withdraw $5,000 from the scholarship fund for the awarded scholarships to students.

Our 2026 budget will again be a challenge to meet. Our budgeted pledge income of $138,744 for 2026 is down by $46,842 from the 2025 pledge income received of $185,586. After expenses our 2026 budget shows a deficit of ($14,542).

Thank you to the congregation for your efforts in meeting our financial needs in 2025. A special thank you to Rich Newman for all the time and energy he has devoted to our Church as Treasurer, Chair of the Finance Committee, choir member, and member of Session. Rich and Janet, we wish you well in your new home. Thanks to our finance team: Melanie Toole, Rich Newman, Rob Schemerhorn, George Hiza, Judi Miladin, Kurt Lavin and Tony Gero. Charlie Cator has joined our finance committee in 2026. And thanks to Mike Trapani for your assistance with the annual report and for always taking on projects when we need you.

Submitted by Alice Hoatland, Finance Committee Chair
1.14.26

WESTMINSTER PRESBYTERIAN CHURCH
Comparative Financial Statements for the Years Ended December 31, 2025 and 2024

BALANCE SHEET

ASSETS	2025	2024
Current Assets		
Petty Cash	$ 100.00	$ 100.00
Checking—Operating Account	112,361.37	110,894.85
Checking—Korean Partnership *	4,743.27	4,718.27
Checking—PPNK *	-	5,089.90
Subtotal Current Assets	**117,204.64**	**120,803.02**
Other Assets		
General Endowment Investment Account	1,107,526.03	966,058.51
Brokerage Account—Property Fund	958,854.51	-
Gilchrist Scholarship Investment Account	633,670.00	555,428.37
Gilchrist Maintenance Investment Account	255,218.53	221,714.08
Subtotal Other Assets	**2,955,269.07**	**1,743,200.96**
TOTAL ASSETS	**$ 3,072,473.71**	**$ 1,864,003.98**

LIABILITIES AND FUND BALANCE	2025	2024
Current Liabilities		
Accounts Payable—403b Deductions	$ -	$ 100.00
Prepaid Pledges	3,700.26	15,775.00
Subtotal Current Liabilities	**$ 3,700.26**	**$ 15,875.00**
Long Term Liabilities		
PILP Loan	149,949.92	168,158.78
TOTAL LIABILITIES	**$ 153,650.18**	**$ 184,033.78**
FUND BALANCE		
Donor Restricted Fund Balance		
Korean Partnership Fund *	$ 4,743.27	$ 4,718.27
Presbyterian Peace Network for Korea Fund *	-	5,089.90
Uganda Fund *	3,804.04	3,804.04
Due to Property Fund from Foundations & Pledge	30,602.81	18,905.00
Due to Disaster Relief	5,339.22	-
Due to Art Group Memorial Donation	990.00	
Gilchrist Scholarship Fund	633,670.00	555,428.37
Property Fund	1,251,566.04	221,714.08
Total Donor Restricted Fund Balance	**$ 1,930,715.38**	**$ 809,659.66**
Unrestricted Fund Balance	**$ 988,108.15**	**$ 870,310.54**
TOTAL FUND BALANCE	**$ 2,918,823.53**	**$ 1,679,970.20**
TOTAL LIABILITIES AND FUND BALANCE	**$ 3,072,473.71**	**$ 1,864,003.98**

** Finance Committee began tracking these accounts in 2023 and decided to add them to the balance sheet because they are held in accounts under WPC's tax ID number. Two Korea funds are held in dedicated checking accounts, the Uganda Fund is held in the church's operating account.*

FUND 01 INCOME

PLEDGE INCOME

WESTMINSTER PRESBYTERIAN CHURCH
Comparative Financial Statements for the Years Ended December 31, 2025 and 2024

SUPPORTING SCHEDULES

The schedules below report activity and ending balances for each fund.

GENERAL ENDOWMENT INVESTMENT ACCOUNT		2025		2024
Beginning Balance		$ 966,058.51		$ 858,568.55
Increase (Decrease) in Market Value	141,467.52		121,489.96	
Transfers to Operating Account per budget			(14,000.00)	
Excess Income/Expense		141,467.52		107,489.96
GENERAL ENDOWMENT BALANCE, December 31		**$ 1,107,526.03**		**$ 966,058.51**

GILCHRIST SCHOLARSHIP FUND		2025		2024
Beginning Balance		$ 555,428.37		$ 488,415.27
Increase (Decrease) in Market Value	83,241.63		72,013.10	
Scholarship Awards	(5,000.00)		(5,000.00)	
Excess Income/Expense		78,241.63		67,013.10
GILCHRIST SCHOLARSHIP FUND BALANCE, December 31		**$ 633,670.00**		**$ 555,428.37**

PROPERTY FUND		2025		2024
Beginning Balance		$ 221,714.08		$ 200,269.02
Increase (Decrease) in Market Value	29,851.26		29,715.06	
Anonymous Gift (Includes amounts in Brokerage & Checking)	1,000,000.70			
Transfers to Operating Account			(8,270.00)	
Excess Income/Expense		1,029,851.96		21,445.06
PROPERTY FUND, December 31		**$ 1,251,566.04**		**$ 221,714.08**

* Includes Gilchrist Maintenance, Capital Reserve Investment Fund, Property Maintenance Investment Fund and $37,492 in checking account.

DUE TO PROPERTY FROM FOUNDATIONS & PLEDGE		2025		2024
Beginning Balance		$ 18,905.00		$ 5,075.00
Receipts - Gift for HVAC Study			14,655.00	
Receipts - Sale of Bell (Adjustment in 2025)	(4,000.00)		4,000.00	
Landscape Pledge Remainder	1,325.00		250.00	
Gift Designated for HVAC in Social Room	13,922.81			
Gift Designated for Hearing Impairment Technology	700.00			
Expenditures - Landscaping	(250.00)		(775.00)	
Expenditures - Capital Projects			(4,300.00)	
Excess Income/Expense		11,697.81		13,830.00
DUE TO PROPERTY FROM FOUNDATIONS, December 31		**$ 30,602.81**		**$ 18,905.00**

UGANDA FUND		2025		2024
Beginning Balance		$ 3,664.70		$ 769.30
Receipts	6,344.34		9,122.40	
Expenditures	(6,205.00)		(6,227.00)	
Excess Income/Expense		139.34		2,895.40
PROPERTY FUND FROM FOUNDATION, December 31		**$ 3,804.04**		**$ 3,664.70**

WESTMINSTER PRESBYTERIAN CHURCH
Comparative Financial Statements for the Years Ended December 31, 2025 and 2024

INCOME AND EXPENSES - 02 IN-OUT FUND

FUND 02 INCOME		**2025**		**2024**
Local Mission From Donations	$	21,477	$	21,959
One Great Hour of Sharing				1,260
Pentecost Offering		941		435
Peace Offering		1,049		1,515
Christmas Joy Offering		1,729		778
Designated Gifts Income		24,423		3,968
Flower Income		817		609
Miscellaneous Income		2,783		4,886
Prayground Project Income				2,000
FUND 02 TOTAL INCOME	**$**	**53,219**	**$**	**37,410**

FUND 02 EXPENSES				
Local Mission from Donations	$	21,107	$	24,205
One Great Hour of Sharing				1,048
Pentecost Offering		565		261
Peace Offering		1,049		947
Christmas Joy Offering		1,729		778
Designated Gift Expense		9,800		3,968
Prayground Expense				1,627
Flower Expense		342		632
Miscellaneous Expense		1,778		5,531
FUND 02 TOTAL EXPENSE	**$**	**36,370**	**$**	**38,997**
FUND 02 SURPLUS/(DEFICIT)	**$**	**16,849**	**$**	**(1,587)**

Westminster Presbyterian Church - Auburn, NY

Adam Demetros
Solo Pastor, Installed
Terms of Call beginning January 25, 2026

Effective Salary*

*The split between cash salary and housing is up to the pastor, but the total remains the same. These two added together are known as "Effective Salary."

Cash salary	$49,700
Housing	$33,300
Total	**$83,000**

Health & Pension [26% of Effective Salary] $21,580
[medical = 16% of Effective Salary]
[pension, death & disability = 10% of Effective Salary]

SECA Offset [7.65% of Effective Salary] $ 6,350

Reimbursable expenses (by voucher)

Auto (IRS rate) / Books / Study	$ 3,429
Professional Expenses	$ 1,000

2026 Total financial package: $115, 359 ($83,000+$21,580+$6,350+$3429+$1000)

Other benefits:

Paid vacation leave of four (4) weeks annually
Paid continuing education leave of two (2) weeks annually, cumulative up to six (6) weeks*
*Note: One unused week from 2025 being carried forward.
Paid Family Medical Leave (if needed) of 12 weeks minimum in accordance with G-2.0804

NOTE:

In 2025 the pastor's total financial package began as $120,883.50. At the congregational meeting held October 12 the Personnel Committee moved that the Board of Pensions spousal coverage ($11,000) be removed from Rev. Demetros' Terms of Call effective October 1, 2025 due to the fact that Amanda Demetros was then receiving medical benefits from her new employer. The congregation approved this motion, reducing the pastor's total financial package to $109,883.50. The 2026 financial package also does not include spousal coverage. Thus the difference between the 2026 terms of call and the revised 2025 terms of call financial package is an increase of $5,475.50 ($115,359 less $109,883.50 or 4.98%).

//lsr

Westminster Presbyterian Church - Auburn, NY
Minutes of the Annual Meeting of the Congregation/Corporation
February 09, 2025

1. The meeting was held in-person only in the church sanctuary.
2. The meeting was called to order, and an opening prayer was offered by Rev. Adam Demetros at 10:48am.
3. Clerk of Session Linda Russell attested to the presence of a quorum.
4. The necrology for 2024 was read by Elder Rob Schemerhorn, and Rev. Demetros offered a prayer of remembrance for Barbara Bok, Gerald L. Kennedy, and Virginia White.
5. Elder Schemerhorn led the congregation through a review of the printed reports from various boards, committees, ministry teams and staff, inviting the chair or spokesperson to lift up highlights and respond to questions from the body. (See printed 2024 Annual Report.)
6. Elder Alice Hoatland, Finance Committee chairperson, reviewed the financial report from 2024, and Treasurer Rich Newman reviewed the budget for 2025 which had been approved by Session in January. (The congregation was reminded that annual budgets are approved by Session, not the congregation.)
7. **Motion** (Sue Querns, 2nd Paul Dungey): **To accept the reports of the boards, committees, ministry teams, staff and Treasurer.** ***Motion passed unanimously.***
8. Elder Schemerhorn was recognized and thanked for his service as Westminster's Clerk of Session for the past five years.
9. **Motion** (Tom Fessenden, 2nd Beth Salvage): **To adjourn the meeting with prayer.** ***Motion passed unanimously.***
10. The meeting was adjourned with prayer by Rev. Demetros at 11:15am.

Attested by: Linda S. Russell, Clerk of Session, Rev. Adam Demetros, Moderator

Westminster Presbyterian Church - Auburn Ny
Minutes Of The Called Meeting Of The Congregation
October 12, 2025

1. The congregation of Westminster Presbyterian Church of Auburn, NY held a called meeting in the church sanctuary on October 12, 2025. Clerk of Session Linda Russell testified to the presence of a quorum. Rev. Adam Demetros, Moderator, called the meeting to order at 10:26 am and opened the meeting with prayer.
2. Rev. Demetros stated the two items of business on the agenda and reminded the body that no other business could be considered.
3. Rev. Demetros recognized Elder Bruce Blodgett, Chair of the Nominating Committee. Bruce thanked the members of the 2025 Nominating Committee as well as officers rotating off their positions. On behalf of the Nominating Committee Bruce then **moved the following nominations:**
   Session Class of 2028: Eli Hernandez, Karyn Mazzeo, Linda Russell
   Deacons Class of 2028: Samantha Hockey, Linda MacKay, Sue Querns
   Nominating Committee 2026 members-at large: George Hiza, Judy Santillo, Ashley Teucke, Sylvia Wasserman
   The moderator called for nominations from the floor. There being none, nominations were voted closed and the motion to elect the above slate of nominees was unanimously **VOTED APPROVED.**
4. Rev. Demetros recognized Elder Brian Teucke, Chair of the session Personnel Committee. Brian presented the following motion: "Because Rev. Adam Demetros' wife, Amanda, has secured employment with full benefits, **the Personnel Committee MOVES that the Board of Pensions spousal coverage ($11,000) be removed from Rev. Demetros' Terms of Call effective October 1, 2025.** If approved, Rev. Demetros' total financial package including effective salary, reimbursable expenses, and the Congregational Pastors Package would total $109,883.50." Motion was seconded. Moderator called for discussion. There being none, motion was unanimously **VOTED APPROVED**.
5. Rev. Demetros offered a closing prayer and the meeting was voted adjourned at 10:32 am.

Attested by: Linda S. Russell, Clerk of Session, Rev. Adam Demetros, Moderator

2025 Annual Report from the Personnel Committee

(Paul Dungey and Brian Teucke- committee members)
Compiled by Committee Chair: Brian Teucke
Throughout 2025, the Personnel Committee met regularly to address a variety of important personnel matters. Below is a summary of this work. In keeping with Session's responsibility for the administration and oversight of the congregation, including the employment and support of staff (Book of Order **G-3.0110**), this work was carried out on behalf of the congregation. Congregants are welcome to contact Brian with any questions at **brian.d.teucke@gmail.com** or **804-955-9950**.

Employee Covenants
Employees of WPC received a new document this year called an **Employee Covenant**. This document includes each employee's job description (a few of which were updated this year), wage and benefit information, and a theology of employment that grounds their work at WPC through a Presbyterian lens. The covenants also make explicit reference to both the employee handbook and church policies. Taken together—the handbook, policies, and covenant—these documents now form the foundation for essential employer and employee expectations.

Employee Handbook Update
Updates to the employee handbook included the addition of language outlining the church's legal obligation to provide paid sick leave, as well as language making employees aware of current and forthcoming church policies.

Staff Reviews
This year's staff reviews were conducted in a relational and conversational manner rather than using the current rubric-based evaluation form. Employees engaged in candid conversations about their job descriptions, needs, goals, and how their work fits into the broader mission of the church. The committee and Pastor gained valuable insight through these discussions. This approach reflects the Book of Order's understanding of pastoral leadership and shared ministry as rooted in mutual accountability, encouragement, and trust (Book of Order **G-2.0801; G-2.0804**).

Beginning next year, the current evaluation form will be used for a mid-year review, while the end-of-year review will again be conducted in a conversational format. It should be noted that among employees currently serving WPC, a very high level of quality work is being demonstrated each week.

The Pastor's revised job description was amended carefully, incorporating feedback from committees, alignment with the PNC search criteria, and retaining the majority of Pastor Heery's original job description. Pastor Adam is doing an excellent job meeting—and in many ways exceeding—these expectations. He will receive his formal annual review based on the revised job description in **January**.

Personnel Changes
In 2025, two nursery care staff members and the Children's Ministry Coordinator left WPC voluntarily. The previous caretaker's employment was terminated, and a new caretaker has since been hired. All essential work necessary to the mission of the church is currently well covered by existing staff, with strong and loving support from relevant committees.

Regarding the Children's Ministry Coordinator position, the Christian Education Committee may choose to add a new staff position in 2026 if it discerns the need to do so. The Personnel Committee believes there is sufficient budget flexibility to support this hire should the CE Committee move forward. Overall, WPC continues to be blessed with a strong and dedicated staff serving the church's needs.

Benefit Changes
The committee remained committed to balancing fiscal responsibility with ensuring staff received competitive wage increases and benefits. Adjustments were made to wages and benefits to promote retention and recognize staff contributions. In accordance with the Book of Order's requirements regarding compensation and terms of call (Book of Order **G-2.0804**), Session has received and approved—without objection—the Personnel Committee's proposed benefit and wage increases as part of the 2026 budget. The committee strongly encourages the congregation to adopt the budget and the Pastor's updated terms of call so that staff and Pastor may receive their well-earned increases in 2026.

Improved Communication Between Pastor and Congregation/Committees
The Personnel Committee worked with the Deacons, Administrative Assistant, and Session to ensure the Pastor's schedule and methods of contact are clearly communicated, and that committees and staff are working collaboratively to support the spiritual care of the congregation.

Improved Communication Between Committees and the Personnel Committee
The committee also worked with Session and other committees to ensure personnel-related norms and procedures are well understood and consistently followed.

Overall, 2025 was a busy and productive year. I remain committed to serving as Personnel Committee Chair and to using my experience as a labor advocate and labor relations specialist to support the mission of the church as faithfully and effectively as possible.

Yours in Christ,
Brian D. Teucke

Deacon Report 2025

The Deacons as set forth in Scripture have delved into the role of ministry as one of compassion and service. We learned with Rev. Adam Demetros' guidance of the origins of deacons ministry as revealed in Acts 6:1-7. The ministry stems from the problem observed by Greek speaking Jews against the Hebrew speaking Jews discovering that the widows were being overlooked in the daily distribution of food or supplies. The apostles gathered to problem solve saying "its not right that we should neglect the word of God in order to wait on tables." Hence, seven men of good standing and full of the Spirit and of wisdom, were selected to stand before the disciples to spread the word of God.

In the year 2025, the deacons served home communion to shut-ins, participated in the Westminster Manor worship service delivering communion, visited with members and friends in various level of health care facilities, provided representation to session, nominating, mission and worship committees, offered bi-monthly wholeness and healing services, assisted with communion set-up and clean-up, established consistent communication with members needing spiritual care by phone calls, visits or cards, maintained a consistent weekly fellowship/coffee hour after worship, arranged congregational meals such as Palms and Pancakes and Christmas brunch, delivered Christmas ornaments to Westminster manor residence donated and created by Sara Davenport, delivered poinsettias to shut ins, and continue to be on stand-by for urgent spiritual care in communication with Rev. Demetros.

We are beginning to partner with the Prayer Shawl Ministry, already in December delivering to 3 adult members and two new mothers. The newborn blankets are a joy to deliver and greatly appreciated by the recipients. Thanks to those who are able to knit and crochet.

We thank those who are going off the board, Chrissy Thornton and Amy Sargent and welcome class of 2027, Linda Mackay, Sue Querns and Samatha Hockey.

As we enter the year of 2026 the deacons will continue to show the love and justice of Jesus Christ filling the role of service and compassion. And praise the Lord for the gifts we are able to provide in service to God.

Board of Deacons:
Linda Mackay, chair, Aaron Creighton, Gary Coon, Jackie Darquea, Pat Kennedy, Shelley Pantoliano, and Donna Riester,

Property Committee 2025 Report

The property committee has seen many projects completed in 2025, has several planned for 2026, and keeps up with small routine maintenance jobs on a regular basis. In 2025 members of the committee designed and installed a gas release extension on the exterior of the buildings to eliminate the odor of excess gas from the boiler that has been an issue for many years. Three mini splits (heating and cooling units) have been installed in the pastor's office, the executive assistant's office, and the conference room. This should be an energy saving step as well as an increase in comfort for those areas. Four new heaters have been installed in the sanctuary.

The cricket around the base of the bell tower has been rebuilt by Fred Dennis Roofing. The slate roof has also been inspected and repaired as needed. Room 205 in the education building has received a fresh coat of paint and new carpet. It is ready for use as an office. Mark Patterson has completed the boiler valve and linkage repair needed to keep the boiler functional. Ryan Creighton completed a renovation of room 108 in the education building towards earning his Eagle Scout badge. A work request form was designed for use to facilitate repairs that people see need doing. Many thanks to those who regularly submit them!

Railings were built and installed by Jim Dunster at the front of the sanctuary. Signage has been put up in the parking lot entrance and on the fence to encourage parking only by authorized drivers. The water heater in the social room kitchenette has been replaced. New parking lot stripes were created at no cost to the church. The ones installed last year were not holding up as they should. WPC and the YMCA have collaborated on the use of the playground for the Y's early childhood center. The Y has agreed to help maintain the area and WPC has agreed to keep the fence in place all winter for use by the children in good weather.

Last but certainly not least, WPC has had the privilege of hiring Jim Dunster as caretaker, taking the place of Shawn Reeves. (Shawn gave us many years of service and for that we thank him.) Jim has proven already to be a great asset. He comes with a wonderful skill set and a real desire for achieving improvements in WPC's overall appearance and structure. Jim is a longstanding member of Westminster. Plans for 2026 are many. Bids are being sought for replacement of the windows in the social room, the choir rehearsal room, and the pickle ball court (formerly used by The REV). These windows are at the end of their useful life and don't function as they should. Bolts for the bell cradle have arrived and will be installed by members of the committee in the spring so that the bell can swing freely when rung. Bids are being sought for the repair/replacement of the roof over the handicapped entrance to the sanctuary building. The contractor who had previously planned to do the work has withdrawn his offer.

An estimate has been received from Gator's Specialty Finishes (a firm recommended by Beardsley) to repair and replace failing plaster in the two buildings. Bids are being sought for the installation of two mini splits in the social room for heating and cooling. This should add to the comfort of users as well as be an energy saver.

New additional shelving will be built for the meditation room so that all related materials can be stored in that room for use by those looking for study materials. Jim Dunster will build them. Jim will also finish prepping and paint room 306. This room will house costumes for our various pageants.

A railing for the choir loft will be installed. This will bring the loft up to code and add a measure of safety.

A long list of regular maintenance jobs are always underway, such as fixing leaky faucets, replacing light bulbs, removing leaves in the fall, other yard work, Sunday morning snow removal, Sunday morning care takers, removal of falling tree limbs, and generally helping with all kinds of small jobs.

The committee is full of knowledgeable and willing workers and they are much appreciated!!

Members are Thomas Fessenden, Joe Runkle, Jim Burlingame, George Fay, Mike Pantoliano, Beth Salvage (Chair) and WPC caretaker Jim Dunster.

Mission Committee Annual Report 2025

The committee met every other month during the year to discuss issues facing the church and the community and to offer support and possible solutions. Members share their concerns and experiences about social issues within the congregation and beyond. Small Groups also fall under the Mission Committee.

Collected for the last 15 years, Loose Change Offerings are indeed just that – any loose change in the collection plate. The first Sunday of every month is donated to Calvary Food Pantry while on the remaining Sunday collections are donated to St. Peter and John's Soup Kitchen, WPC Boy Scout and Cub Scout Troop, Sleep in Heavenly Peace, Meals on Wheels, Ugandan Family Education Fund, SCAT Van, SPCA, Matthew House, Calvary Food Pantry Thanksgiving baskets, Warm the Children, Veterans and the PSUSA Christmas Joy Offering. The 2025 total donated was $21,107; an increase of $19,400 over 2024. Agencies have been selected for 2026.

Linda Gero continued to manage the PCUSA quarterly offerings and coordinate with Melanie for bulletin inserts. Anne, Shelley and Susan managed the purchasing and coordination of the Personal Care Pantry. The PCP is now registered with the Cayuga County Food Pantries Consortium with info distributed far and wide in the county. A Rummage Sale was held the first weekend of October with great assistance from many people. Total raised was $1,717 divided between the St. Peter and John's Soup Kitchen and the Uganda Family Education Fund. Funds received from the Presbytery ($377.72) were equally divided and donated to the Vineyard Food Pantry, St. Alphonsus Food Pantry, Calvary Food Pantry and the Salvation Army Food Pantry in response to increased need throughout the community. The Small Group brochure was updated and distributed to the congregation.

An invitation flyer to attend services and other WPC events was created by Jill Fandrich to be posted and distributed to groups which use the building (12 Step Groups and others) and through Safe & Warm as food and personal items are distributed in the community. These will be updated as needed.

Committee Members: Anne Malvaso, Shelley Pantoliano, Molly Trapani, Linda Gero, Nina Wickett, Jerry Wickett, Jackie Darquea and Susan Marteney, Chair

Christmas Giving Tree 2025 Report

Through the 2025 Christmas Giving Tree mission, the loving, generous members and friends of Westminster Church once again demonstrated their commitment to God's commandment to "love your neighbor." In partnership with Cayuga County's Early Intervention Program, which provides services to families with young children, we donated over 130 presents and generous gift cards to 9 local families with young children (and a few older siblings), most of whom were single parent homes. The caseworkers tell us that the recipients are moved to tears when the presents are delivered – and to wide smiles on Christmas morning.

Thank you to everyone who supports this ministry! And to the dedicated, hard-working Christmas Giving Tree Team members: Coylynn and Charlie Cator, Caroline Hiza, Shelley and Mile Pantoliano, and Jerry and Nina Wickett; and Melanie Toole for her staff support!

Linda Russell, Team Leader

Small Group Annual Reports

Rummage Sale: Organizers continue to be astonished at the amount of goods which are donated each year. Days of sorting and pricing and two days of selling led to a total of $1,717 being raised and distributed to St. Peter and John's Soup Kitchen and the Ugandan Family Education Fund. The 2026 sale is scheduled for early October 2026. Leader: Susan Marteney

Little Free Library: Books donated by members are placed in the LFL located in front of the Education Building.

Praise & Play: Weekly 6 – 8 pickleball players enjoy the spacious Great Hall on Monday and Friday mornings beginning at 9am and show up to let out the spirit and release the stressors of everyday living. In gratitude, the group has generously contributed the Westminster Christmas Giving Tree and Calvary Food Pantry. To quote a favorite tee shirt "All I really need is Jesus and Pickleball". Leader: Linda Mackay

Prayer Shawl Ministry: During 2025 the committee delivered 6 prayer shawls to members of the congregation. We appreciate the women, Diane DeRoos, Beth Salvage and Donna Riester who created and contributed the shawls for the pantry. In 2026 the Prayer Shawl Ministry will be administered through the Deacons. Any requests should be directed to the Deacons. ~ *Sylvia Wasserm Monta Faye Tuxill*

Social Justice Task Force: The group hosted a book club style reading of "Our Invisible Neighbor" and focused on homelessness in Auburn; a Sunday forum with the author Crystal Wolfe and Gary Mann from Rescue Mission who elaborated on the local issues; 2 speakers from Jewish Voices for Peace talking about the genocide happening in Gaza; a very successful potluck and movie viewing of "Storming Ceasar's Palace", a documentary about women who organized and shut down the Las Vegas strip when the state threatened to take away food benefits; and a pizza and movie night at Booker T Washington offering child care to the community while showing and then discussing "Evicting the American Dream". Our goal was to provide one program each season, and we successfully met that commitment. Leaders: Brian and Ashley Teucke

Personal Care Pantry: Serving the community for over 10 years the PCP offers items which cannot be bought with SNAP. On the last Wednesday of each month, volunteers greet as many as 73 guests. A move to the Fireside Room allows for better interaction and better storage. Many members donate personal care items, tote bags and calendars along with the Fleming Federated Church and Kinney's on Owasco Street. Regular volunteers include Nina and Jerry Wickett, Shelley and Mike Pantoliano, Jackie Darquea, Sylvia Wasserman, Dorothy Dunhan, Susan Marteney and Molly Trapani and her granddaughters, Mia and Emma. Submitted by Shelley Pantoliano.

Ugandan Family Education Fund: 20 years ago, and through a relationship with Bob and Beverly Miller, WPC has taken a family in Kampala, Uganda under its wing and supported the education of the nieces and nephews of Agnes. Each semester, the group receives school reports and photos of the children. Financial Donations are accepted throughout the year. Leader: Susan Marteney

Additionally, Westminster supports **Safe & Warm,** a joint venture with several local churches which meets Friday afternoons from 3-5 pm in the Conference Room offering a warm spot to charge phones, use a computer, learn about services and have a snack. Mental Health representatives attend the first week of the month as well. Furthermore, meals and personal care items are distributed at local hotels. A **cub scout den/Scout troop** has called Westminster home for many years and is organized by members, Andrea and Aaron Creighton.

Through the dedication, passion and efforts of many congregation members, countless agencies and groups - local, national and international - are supported financially and through immeasurable volunteer hours. These efforts are living proof that Westminster is a Matthew 25 church.

Fully Alive Prison Ministry (FAPM)
A group of Auburn and Central New York laity and clergy volunteers act with boldness and compassion to see our incarcerated neighbors through Jesus' eyes. Each week they meet for prayer, praise, worship and Bible study with incarcerated individuals at the Auburn Correctional Facility (ACF) in Auburn, NY, and Cayuga Correctional Facility (CCF) in Moravia, NY.

The FAPM volunteers meet with incarcerated individuals who profess Christ as Lord, as well as seekers striving to build a relationship with the God they have heard about, but don't fully know or understand. For much of the calendar year 2025, FAPM volunteers have been unable to continue this ministry program due to the prolonged staffing shortages that exist within the facilities of the New York State Department of Corrections and Community Supervision. Many volunteer-led programs at DOCCS facilities are stalled until staffing issues have been addressed.

Please be in prayer for the DOCCS administration, Correction Officers and civilian staff; as well and the incarcerated individuals who reside in DOCCS facilities. Pray also for the families and all those whose lives are affected by the tensions that result from the continued staffing shortages.

Contact Paul & Kim Dungey, Nina Wickett, or Bronwyn O'Connor for additional information.

Sleep in Heavenly Peace - Auburn
"No Child Sleeps on the Floor in Our Town" is SHP's motto and mission. The SHP-Auburn chapter is a volunteer group that builds bed frames, and delivers beds & bedding to needy children in the greater Cayuga County area. As of mid-December 2025, two hundred and ninety-five beds have been delivered year-to-date, while forty-seven kiddos remained on the waiting list. Since the inception of the SHP-Auburn chapter in January 2020, 1,379 beds have been delivered.

SHP-Auburn is the designated recipient of Westminster's 'loose change offering' for March 2026. Volunteers of all ages are needed at the monthly bed-build events held at SHP's workshop at the Fingerlakes Mall (no tools or prior experience required)! Monetary donations enable the chapter to purchase lumber, construction materials and mattresses. Donations of new bedding materials for single beds are welcome (sheets, pillows, blankets and comforters) and can be dropped-off at the SHP-Auburn chapter's workshop at the Fingerlakes Mall. For volunteer opportunity dates and times, or to learn more, speak with Paul Dungey or Jerry Wickett, or visit: https://shpbeds.org/chapter/ny-auburn/

Westminster Manor Worship - Small Group Ministry Team
The Westminster Manor Worship – Small Group Ministry Team leads a worship service for the residents of Westminster Manor, located at 81 South Street, Auburn NY, on the first Sunday of each month at 3:00 pm. A Westminster Manor Worship Small Group Ministry Team Member prepares and leads the worship service, and together with the residents they join in the reading of scripture, prayer, hymn singing, fellowship, and the Sacrament of Communion is celebrated.

The worship leaders at Westminster Manor were: June 8, 2025, Rev. Janet Newman; July 6, 2025, Paul Dungey; August 3, 2025, Rev. Larry Bell; September 7, 2025, Jill Fandrich; October 5, 2025, Rev. Adam Demetros; November 2, 2025, Paul Dungey & Kim Dungey; December 7, 2025, Audrey McNally. Donna Riester, pianist; and Kim Dungey, guitarist, provided musical accompaniment for the singing of hymns during worship at Westminster Manor.

2025 Worship Committee Annual Report

From the earliest times of the Christian church, the people of the church have gathered on the Lord's Day for the proclamation and exposition of the Word and the celebration of the Sacraments. In the Reformed traditions of the Presbyterian church, our practice emphasizes the importance of the Lord's Day as the time for hearing the Word and celebrating the Sacraments in the expectation of encountering the risen Lord, and for responding in prayer and service.

Your 2025 Worship Committee Members have been: Paul Dungey, Jill Fandrich, Anne Malvaso, Audrey McNally, Ted O'Hara, Donna Riester (representing the Deacons), Ann Wiley, Lori Petit (Music Director), and Rev. Adam Demetros.

Interim Pastor Rev. Joe Tagliaferre's last worship service with us was on Christas Eve, 12/24/2024. During the month of January, Elder Paul Dungey & Elder Jill Fandrich led worship,1/5/25; Elder Rob Schemerhorn, 1/12/25; Rev. Janet Newman, 1/19/25; and Rev. Larry Bell, 1/26/25. Our congregation welcomed Rev. Adam Demetros as our newly called pastor and worship leader on February 3, 2025.

The faith community of Westminster Presbyterian Church celebrated the Sacrament of Communion on these dates: Sunday, January 19th, Sunday, February 9th, Sunday, March 2nd, Wednesday, March 4th - Ash Wednesday, Sunday, April 13th - Palm Sunday, Thursday, April 17th - Maundy Thursday, Sunday, May 4th, Sunday, June 8th - Pentecost Sunday, Sunday, July 6th, Sunday, August 3rd, Sunday, September 7th, Sunday, October 5th - World Communion Sunday, Sunday, November 9th, and Sunday, December 7th, the 2nd Sunday of Advent.

Special worship services during 2025 included Scout Sunday, February 2nd; both a 'Drive-thru' and traditional Ash Wednesday services on March 5th; Presbyterian Disaster Assistance 'Blue Shirt Sunday, March 9th; Maundy Thursday service, April 17th; an Easter Sunrise Service at the foot of the cross monument at St. Joseph's Cemetery on Lake Avenue, and a traditional Easter Morning Service, April 20th; the Installation Service for Rev. Adam Demetros, June 1st; Pentecost Sunday (wear red), June 8th; and Baccalaureate service, June 22nd;

Worship was conducted outside on the front lawn of the church on Sunday, July 14th and Sunday August 11th. Rally Sunday was on, September 7th; World Communion Sunday, October 5th; Reformation Sunday, October 26th featuring bagpiper Doug Havens; All Saints Sunday, November 2nd; A Christmas Cantata: "Wondrous Night" performed by the Westminster Choir, December 14th; the Longest Night Service, December 21st; Christmas Eve Service, December 24th; and "A Service of Nine Lesson and Carols", December 28th.

Our Westminster Choir, directed by Lori Rhodes-Petit rehearsed weekly, and sang their anthems during worship from January – June, and September – December. Westminster Choir singers are Gary Coon, Diane deRoos, Paul Dungey, Linda Gero, George Hiza, Samantha Hockey, Pat Kennedy, Jody Longeill, Audrey McNally, Rich Newman, Shelley Pantoliano, Donna Riester, Beth Salvage, and Elizabeth Rudnick

During the summer, while the choir was on break, special music was offered during worship. Our thanks go to these individuals who shared their talents during the summer: "Feed My Lambs" sung by Audrey McNally & Gary Coon; "Jesus Take All of Me" sung by Beth Salvage; "The Lone Wild Bird" sung by Linda Gero, Shelley Pantoliano, & Donna Riester; "Holy Ground" sung by Diane deRoos; "Lamb of God" sung by Shelley Pantoliano & Beth Salvage; "Jesus Take All of Me (Just As I Am)" sung by Beth Salvage; "God of Every Grace" sung by Paul Dungey; "Be Still and Know That I Am God", sung by Diane deRoos; "Amazing Grace, How Sweet the Sound" by Elizabeth Rudnick.

The Westminster Handbell Choir, led by Musical Director Lori Rhodes-Petit, rehearsed Oct. – Nov. on Sunday mornings following worship. They performed "I Saw Three Ships Come Sailing In" during worship on Sunday, December 7th. The handbell ringers are Janet Newman, Linda Gero, Donna Riester, Paul Dungey, and Tony Gero

The Skinner Pipe Organ is serviced and tuned at regular intervals by Kerner & Merchant Pipe Organ Builders of East Syracuse, NY. The church's pianos were tuned in August by piano tuner, Kris Boronczyk.

Musicians who shared their musical talents during worship this year included Donna Riester, who played hymns and gospel compositions on the sanctuary's grand piano as the congregation gathered for worship; Larry Lehner, saxophonist, and Enrique & Mariela Hernandez when they sang and played the guitar!

Additional copies of the Glory to God Hymnal were purchased with monies contributed by members and friends of the church to supplement the numbers of hymnals available in the pews of the sanctuary and the Metcalf Memorial Chapel.

Every Sunday, we livestream our worship service to welcome members and friends of Westminster who are traveling, homebound, or out of town, enabling them to worship remotely. We strive to engage our online community in our worship and in our prayers with the in-person congregation. The church's technology team utilizes three Mevo livestream cameras to provide different camera views, allowing online worshippers to see their church community. The church's sanctuary audio amplification system feeds the audio signal to the Facebook Live stream.

Worship Support Roles: A word of thanks must be said to those who have contributed their time, talent and labor to serve in various worship roles: Anne Malvaso, and the people she has recruited to serve as ushers; Audrey McNally, and the people she has recruited to serve as liturgists; Paul Dungey, and the people he has recruited to operate the livestream cameras and sound system technicians; Beth Salvage and those she has recruited to serve as the Sunday Property Caretaker; and all those who willingly stepped-up and said "yes" to serve our faith community in these important roles.

We also must recognize and give thanks for Westminster's staff whose work enhances our worship: Pastor, Rev. Adam Demetros; Administrative Assistant, Melanie Toole; Property Caretaker, Jim Dunster; and Housekeeper, Kathleen Hansen.

Submitted by Paul Dungey, Moderator of the Worship Committee

Report of the Pastor Nominating Committee

The Pastor Nominating Committee (PNC) was a committee elected by the congregation on June 25,2023 and charged with the work of seeking a new pastor for our church. The committee was intentionally reflective of the congregation, representing various ages, genders, experience with the church, and personal perspectives, and included Jill Fandrich, Audrey McNally, Brian Teucke, Eli Hernandez, Sarah Trapani, Thomas Fessenden, Amy Sargent, George Fay, and Lilyana Thornton. The role and responsibilities of the Pastor Nominating Committee are defined in the Book of Order in Section G-2.08.

Following a long and difficult search process, meeting weekly and reviewing over 100 PDPs (Pastor Discernment Profiles, or resumes), the PNC recommended the Rev Adam Demetros to be elected by the congregation as Westminster's installed solo pastor. The congregation elected Rev Demetros on December 8, 2024 at a congregational meeting following worship.

After dissolving his relationship with his former church (Wyoming Valley PC in Wilkes Barre, PA), Pastor Adam and his wife Amanda moved into their new home in Owasco in early 2025. His first Sunday at Westminster was February 9, 2025, and he was formally installed on June 1, 2025 in a presbytery service at Westminster.

The work of the Pastor Nominating Committee officially ended when Pastor Adam was installed. The committee was dissolved on June 1, 2025.

Jill Fandrich and Audrey McNally, Co-chairs of PNC

2025 Annual Report From the Music Director

Westminster is very fortunate to have such hard working, dedicated, talented singers, handbell choir members, various soloists and instrumental musicians who consistently offer beautiful anthems both before and during every service.

The Westminster Adult Choir has many faithful members. 2025 saw the addition of new member Elizabeth Rudnick. Current members are Gary Coon, Diane deRoos, Paul Dungey, Linda Gero, George Hiza, Samantha Hockey, Pat Kennedy, Jody Longeill, Audrey McNally, Rich Newman, Donna Riester, Elizabeth Rudnick and Beth Salvage.

Choir soloists include Gary Coon, Diane deRoos, Paul Dungey, Linda Gero, Audrey McNally, Rich Newman, Shelley Pantoliano, Donna Riester, Elizabeth Rudnick and Beth Salvage.

Handbell choir participants were Paul Dungey, Linda and Tony Gero, Janet Newman and Donna Riester.

Instrumental and vocal soloists were the Andrea Birbilis group (clarinet, saxophones, flute, piano), Doug Havens (bagpipes), Enrique (vocals, guitar, piano) and Mariela (vocals) Hernandez, Larry Lehner (saxophone) and Donna Riester (piano).

A huge and heartfelt thank you is due to Donna Riester for continually blessing this congregation with her lovely and meaningful piano music each Sunday morning before worship.

I wish to truly thank all our musical participants and express my deepest gratitude for their love and support this past year. Music plays an essential role during worship services and our accomplished musicians help make positively spiritual experiences.

Respectfully submitted,
Lori Rhodes Pettit

Report from the Communications Coordinator

Keeping our congregation connected and informed is the underlying purpose of church communications. Another priority is to communicate with the community beyond our church walls.

Melanie Toole and Jill Fandrich collaborate on preparing and mailing newsletters on a seasonal basis throughout the year. Jacobs Press prints and mails the newsletters. Jill and Melanie also collaborate on preparing announcements for the weekly church bulletins. Jill prepares weekly "westminstergrams" with news of the upcoming Sunday services and other information, and distributes them to 163 recipients every week using MailChimp, a free e-news platform. The westminstergrams have an open rate of about 64%, which is very good for this type of communication. There is also a smaller email group who receive pastoral care notifications. If you'd like to be added to any of these distributions, please let Melanie know.

Westminster's social media presence remains strong. The Facebook page has over 1000 followers, and is an important tool for engaging the congregation and the public at large. This page is most effective when followers like, comment, and share posts and information on their own pages or stories, which we encourage members to do. A Westminster Youth Facebook group page is also used to communicate with Westminster families about children and youth events. This is a closed group, and allows for more private information sharing. It is administered by members of the CE committee. The church's Instagram page has a smaller following, but reaches a different audience besides the Facebook page.

Our weekly worship services are livestreamed every Sunday on the church's Facebook page, and there is a loyal core of online worshipers who participate in services weekly. We use a Mevo camera system, and are grateful to the small team of regular camera operators, which include Paul Dungey, Anne Malvaso, Jerry Wickett, Diane Lehner, and Bruce Blodgett. Jack Hardy and Jim Burlingame operate the sound system.

The church's webpage is also kept current by Jill Fandrich, and members and staff contribute monthly columns to The Citizen. We are grateful to the Citizen for providing this outlet to share faith-related and church-related columns.

We use Canva to create graphics, brochures, flyers, and posts. We are fortunate to have an upgraded account, which is free to us as a qualified not-for-profit organization.

Spreading the good news and keeping us connected are the goals of church communications.

Jill Fandrich, Communications Coordinator

2025 Douglas J Gilchrist Memorial Scholarship Committee Report

The Gilchrist Memorial Scholarship Fund established in 1991 by a bequest of Douglas J. Gilchrist provided a scholarships to one members of Westminster Presbyterian Church in 2025. In awarding the scholarships the committee considers the applicant's service to the church and the community, financial need, character and scholastic standing. The total amount of scholarships awarded was $5,000. The member who received the award and the college he is attending is listed below.

Alex Blodgett SUNY Oswego

Respectfully submitted, Monta Faye Tuxill, Moderator
Committee Members: Penny Adams, George Daniels, Anthony Gero,
Marilyn Durbin Lavin, Judi Miladin

Christian Education Committee 2025 Annual Report

The Christian Education Committee is responsible for the congregation's program of Christian faith development for all ages from infancy through adulthood, including Sunday morning and mid-week programming. The committee is comprised of one or more Session members (one of whom is generally, but not always, the moderator of the committee), the pastor, CE program staff members, and members-at-large from the congregation. The committee is currently moderated by Audrey McNally and represented on the Session by Linda Russell.

The most significant change for our committee in 2025 came in September with the resignation of our Children & Youth Ministry Coordinator Noel Cregg, who left her position after the summer to be able to worship as a regular member and to nurture the faith development of her child. Noel was first hired in 2018 as the Children's Worship Center Leader and became coordinator of our program in 2023. Noel will continue to be actively involved as a parent and as a member of the CE committee, and we are very grateful for her seven years of dedicated service.

In February, we will conduct a survey of parents to determine needs/desires for the faith development of families with children. At the present time, our roster shows children in the following age groups: Infants 0-2 - five; Preschool 3-5 - six; Gr. K-3 - five; Gr. 4-6 - eight; Gr. 7-8 - four; Gr. 9-12 - six. While this appears to be a substantial number of youth, many of these are either grandchildren of members or out-of-town members who attend infrequently. It is not our intent to rush into hiring a Children & Youth Ministry Coordinator or to offer a weekly Sunday School program, unless the number of regular attendees justifies either. Additionally, most of the duties performed by Noel prior to her leaving have been reassigned and are being carried out by members of the Christian Education Committee.

The CE Committee recognizes and nurtures the youngest members of our church family (birth to age 3) by presenting a framed pictorial keepsake of their baptisms. We also provide books and faith development materials to those who are too young to participate in the Children's Worship Center and to toddler grandchildren who live far away. Westminster nursery care workers Kaylee Clink and Rhiannon Nauseef provided loving and skilled nursery care for infants and toddlers on Sunday mornings, but both resigned from their positions during 2025 (Kaylee in the summer due to pregnancy and Rhiannon in the fall to accept a full-time job that required her to work on Sundays).

Due to the low demand for nursery care at the present time (particularly in a separate building), we have decided not to hire nursery care staff in the near future. Instead, we have re-created a baby/ toddler space in a corner of the Social Room and have also provided toys/materials for babies in the sanctuary "Prayground" area. These options seem to be serving our families well at present. Should we decide to reopen the nursery in the education building, that space has been beautifully repainted and decorated by Eagle Scout candidate Ryan Creighton.

The Worship Center, located in the church building (in the room next to the Memorial Chapel), is a mini-sanctuary for young children aged 3-9, offering them opportunities to learn about God in ways that are consistent with their faith development. The Children's Worship Center continues to thrive under the leadership of head storyteller Caitlyn Clink, hired in May 2024. The Children's Worship Center requires a greeter to assist Caitlyn every week. If you are interested in volunteering and learning to be an occasional or regular greeter, please speak to Caitlyn or a member of the CE Committee.

The Sanctuary "Prayground", now in use for eighteen months, continues to be popular with families of toddlers and children. It provides age-appropriate worship materials related to the church season and the Worship Center stories. Bibles were presented in the fall to students entering 3rd grade and storybook Bibles were given to 3 year-olds entering Children's Worship Center. Regularly scheduled in-church activities and outings for children and youth were planned by Noel Cregg throughout the first half of 2025. The CE Committee co-sponsored (with the Membership Committee) a successful family game night in November and has another planned for February.

Sunday adult forums were held regularly throughout 2025 on an as-needed (if not every-week) basis and were well-attended and well-received. Often, they involved guest speakers from the community speaking on topics relevant to our church's commitment to social justice and our mission as a Matthew 25 congregation. Thank you to Linda Russell for coordinating our adult forum program. Soup & Study Wednesday night sessions were held three times during Lent based on the devotional "Bread of Life", emphasizing how Jesus fed his followers both physically and spiritually.

Once again, our committee recruited and directed many costumed participants in the Advent mini-pageants and wreath-lighting dramas. These were held at the beginning of worship each Sunday during Advent to tell the Christmas story in four installments: the Prophecy, the Annunciation, the Birth of Jesus, and the Worship of the Shepherds. Over the decades, many babies (now grown) have had the distinction of playing the role of Baby Jesus. This year's Baby Jesus was wonderfully performed on two separate weeks by Jordan Murphy and Grace Mogle, great-grandchildren of Bronwyn O'Connor. An Epiphany highlight this year featured the procession of the Magi enacted by three girls.

Westminster members/friends who received degrees in 2025 and were honored on Baccalaureate Sunday, June 22nd, were: Nathaniel Bennett (Auburn High School), Lydia Marteney (MS, University of Copenhagen), Rhiannon Nauseef (AA, Onondaga Community College), Louis Araujo (AA, Cayuga Community College), Amanda Demetros (DE, Wilkes University), and Virginia Rudnick (DBA, Grand Canyon University).

The Christian Education Committee thanks the many volunteers and staff who have helped during the past year in leading forums, facilitating Bible/book studies, working in the Children's Worship Center, assisting in nursery care, and interacting with our children and youth.

Thank you to all the committee members for their spiritual leadership, vision, hard work, and dedication: Caitlyn Clink, Noel Cregg, Jill Fandrich, Catherine Fessenden, Linda MacKay, Linda Russell, Ashley Teucke, Ann Wiley, and to Melanie Toole, for immeasurable help, support and administrative assistance.

Audrey McNally, Christian Education Committee Moderator

Children and Youth Coordinator 2025 Report

Some of my favorite events in 2025 were those leading up to Easter. An Easter celebration was held in April for children ages 18 months-4 years old and was attended by 5 children. It was special to have an event that catered to a group of children that we have a large number of in our congregation. There was an age appropriate read aloud and song, parachute play, dramatic play with a cardboard crafted tomb, the making (and eating) of resurrection rolls and crafts. On Palm Sunday the youth, with the help of the deacons, prepared and served a pancake breakfast in the Great Hall. It was a wonderful time of intergenerational fellowship.

The youth were all invited to watch "King of Kings" at the Auburn movie Plex, a children's movie about the resurrection. Seeing the kid's wide-eyed at the screen and hearing their questions made it a moving experience for all. Following service, on Easter, the annual egg hunt was held. This year instead of candy, the children were given gift bags with faith items (young children received a stuffed lamb, older children received a book, a chocolate cross and a small Jesus, among other things). They were well received, with over 20 bags given to children.

Easter is a holy time, but carries a heavier message than the joyous one of Christmas. We were still able to spark excitement and teach the children about what Easter is, a story of salvation and good news.

Over the past seven years my soul has been refreshed and faith has been strengthened by watching the children of Westminster, children of God, grow in their wisdom, love and understanding. I'm thankful to the parents and people who encouraged me, supported me, and allowed me to be a part of their child's most precious journey. Experiencing worship as a member and a parent has been an equal blessing. Westminster is a place where I feel my son and I are welcome and loved.

Noel Cregg, Children and Youth Coordinator

Membership & Evangelism Committee 2025 Report

The committee description states: “The Membership and Evangelism Committee encourages hospitality, welcomes visitors, encourages and assimilates new members, builds relationships, implements good communication both internal and external, and oversees and promotes the involvement of new, established and inactive members through a variety of fellowship programs, ministries, and communications.” Small Group Ministry (a carry-over from the Holy Conversations proposal) is currently listed as a sub-group under the Membership Committee budget line. Susan Marteney serves as the liaison between small groups and Session. See her separate report.

Membership supplies nametags for Sunday worship to help us offer a welcoming, friendly greeting for visitors and for those who attend infrequently. The nametags are designed with the WPC logo and motto (“*Where You’re Already Home”)* and a seasonally appropriate graphic. Most of our congregants wear them, and they have been well received by visitors. A new Guest Book on the podium in the narthex is getting more attention.

Because this committee is very small, fellowship activities have mostly been offered in collaboration with the Deacons and other groups. 2025 included: three evenings of Lenten Soup and Study meals with the theme of “Bread of Life;” “Faith Filled Steps,” meditative walks at Hoopes Park (spring-late fall), led by Kim Amidon, beginning with a devotional reading, walking in silence, and concluding with gentle conversation; the Jeremiah Pottery Workshop in May; Baccalaureate Sunday ice cream social following worship; completion of church photo directory; seven (well attended) home-based (Marteney, Runkle, Wasserman, Newman, McNally, Russell, Gero) small-group “Meet and Greet” gatherings for the congregation and Pastor Adam and Amanda to get to know one-another; Rally Sunday hot dog roast; and Stewardship Brunch following worship. Fellowship offered by other groups: Deacon’s Advent brunch and Sunday coffee hours; monthly contemplative nature hikes led by Brian Teucke; “REFRESH” women’s spirituality group; and various CE activities and events for children/families.

In the fall, Pastor Adam held a three-session series for folks exploring the possibility of becoming new members. Six people participated. Two chose to become members, two chose to postpone their decision, and two lost touch.

In addition, this committee is responsible for helping Session maintain accurate membership rolls. A review of church membership was begun in late summer with significant help from the Deacons and a few others. Unfortunately, the committee was unable to finish the project. A major task for this committee in 2025 is a careful review of our membership rolls.

With many thanks to a variety of volunteers, and to Melanie Toole for her staff support,

Linda Russell and Diane Lehner, Co-chairs