Where God’s Truth Meets Real Life

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CORE MISSION STUDY REPORT

WESTMINSTER PRESBYTERIAN CHURCH
1500 S. JUNIPER STREET
ESCONDIDO, CA 92025

JUNE 27, 2018
WESTMINSTER PRESBYTERIAN CHURCH CORE MISSION STUDY

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Greetings and thank you for reading our Core Mission Study. We hope it gives you an idea of who we are, and what we are about. There is so much to tell you, and we encourage you to check us out at www.wpcesco.com.

Our eight-member Core Mission Study team started meeting in September 2017. Our former pastor, Reverend James Scott Rauch, retired in July after 21 years. Since then, the CMS team has:

- met at least twice a month to discuss progress and the next steps to take
- designed name tags for the team members to wear, identifying ourselves to the congregation.
- distributed a “survey before the survey” asking members how and where they would like to meet for the congregational gatherings
- placed 4 easels around the campus asking for responses to the Question of the Week for 5 weeks before the new year (2018) (Appendix B)
- posted a 60-year (by decade) timeline where members wrote their memories of each decade (Appendix C)
- attended community meetings to gage City issues and programs
- created a survey for all attendees to take – either by hand or on-line asking for input regarding challenges, ideas, concerns, wishes for Westminster (Appendix E)
- interviewed individually the ten longest standing members
- hosted a spaghetti lunch to celebrate the participation in the survey, and to let our congregants know that we value their input
- addressed the congregation on the third Sunday of each month, at each service, bringing them up-to-date with our progress
- held two congregational gatherings which included a short Bible study, a presentation from a city official and a discussion about our community, culture and identity; our church involvement in the community; and our goals, objectives and focus. The information gathered is included in this Study. (appendices H and I)
- created databases used to compile statistical charts
- received updated Mission and Vision Statements from Session
- researched and developed the Core Mission Study
- submitted the Core Mission Study to Session for review and approval (June 19, 2018)
Westminster is 61 years old, but we say we are young at heart. We have 250 members whose average age is 60. We have 50 children who regularly attend with their parents, and 70 “other participants” who have not joined Westminster but attend and participate.

The staff consists of:

- Transitional Pastor, Rev. Dr. Jefferson McCrory (September 2017)
- Director of Spiritual Life Ministry, Cori Geving (2006)
- Director of Family Ministries, Becky Dean (2017)
- Director of Children’s Ministries, Megan Benjamin (2017)
- Director of Youth and Special Ministries, Aaron Aguirre (2018)
- Director of Music/Organist, Donna Benson (2007)
- Pianist, Judy Gotschall (2007)
- Office Manager, Mary Pluto (2005)
- Office Assistant, Carole Ostrander (2010)
- Custodian, Jorge Buendia (2014)
- Bookkeeper, Leticia Baez (2016)
- Financial Secretary, Barry Holden (2018)
- Child Care Coordinator, Lisa Waldron (1981)
- Praise Band Coordinators, Matt Jones (2017) and Ryan Oliver (2018)

The office is open from 8 am – 2 pm Monday through Thursday. There are 12 Elders on Session, and 15 caring Deacons who minister to the needs of the congregation.
CHURCH HISTORY

We have had three installed ‘head of staff’ pastors at Westminster in the past 61 years – Bob Thomas, the organizing pastor, who served from November 1956 to May 1985; Joyce DeGraaff, who served from March 1986 until August 1994; and Jim Rauch, who served from September 1996 until August 2017.

The story of Westminster Presbyterian Church, a PCUSA church in Escondido, CA, begins with its first meeting at the Seventh Day Adventist Church on March 10, 1957. At the time, Escondido was an agricultural town, some country distance from the urban reach of San Diego. The town was laced with vast citrus and avocado orchards and natural chaparral, where parrots loved to flock. There was one house across the street from the church, where now there are multiple apartment buildings and shoulder to shoulder houses. Half a mile away was the drive-through for the Hollandia dairy which now houses a drive-through Starbucks, drug store, and health food store.

The church at its current site of 1500 S. Juniper in Escondido began in 1959 with the building of what we now call “the chapel”. The chapel was expanded in 1978 and again in 1999. After months, if not years, of starting every Sunday morning with the announcement, “If everyone could please scoot towards the middle and make space on the aisles…”, we broke ground for our current sanctuary in 2005 and began services there February 18, 2007. This sanctuary was constructed around a special gift from a church family - a Schantz pipe organ with amazing capabilities for enhancing worship.

A pivotal moment in the life of Westminster came on August 15, 2001, when Westminster joined the Confessing Church movement in order to assert its continued adherence to biblical principles. (See Appendix A)

The people have always been the lifeblood of this church. They are the reasons people have come. They are the reasons people have stayed. Perhaps new visitors came because we were the only Presbyterian church in town. However, universally among those interviewed, they stayed because of the people. “The people are like family.” Even when times were hard. Congregants remember the first person who greeted them, the first person who befriended them, the first person who fed them.

WPC has blessed large groups and individuals. Many current members recall ways the church has been an integral part of their lives through the years – in marriages, baptisms, funerals. There are many memories of laughter here, tears here, and growth. People have gathered on this campus for many ministries of fellowship and discipleship to strengthen people in body and soul, building them as believers and good stewards of God’s gifts. Some of the ministries that have come and gone include Mariners; the Westminster Cooperative Preschool, which ran for 44 years; Sonseekers, Logos & Chi Rhos (Youth programs); Tuesday Night Live (midweek program for all ages); hand bell choir and junior hand bell choir; Harvest Festivals; and family retreats.

Seventy years are given us! And some may even live to eighty

--Psalm 90:10
Other ministries started long back that still run include various Women’s groups, the Older Adult Ministry, Health Ministries, Heart to Heart, Mothers of Preschoolers (MOPS), and annual Vacation Bible School. This does not include all current ministries but gives insight into those of our past that continue today.

Through the years, WPC has put forth great effort in its community outreach and assistance. The list of projects and programs is humbling. They included youth programs such as teaching English to neighborhood school children, financial support for Escondido Youth Encounter (a crisis intervention program), shoes and socks for children of Central Elementary, and financial support to Casa de Amor (a child-abuse intervention organization). We have also cared for the elderly of our community through programs such as a 13-year ministry of bringing a worship service to a local convalescent home one Sunday a month and fellowship three Saturdays a month, as well as financial support to Meals on Wheels. For the community at large, Westminster was one of the founding churches of the Inland North County Crisis Center, which is now the Interfaith Community Services; for 19 years hosted the Rotational Shelter in Escondido for the homeless, provided ongoing donations to the Escondido Emergency Food Supply, the Escondido Community Clinic, the San Diego Crisis Center, Alternatives Women’s Clinic as well as sheltering families displaced by the 2007 wildfires. Our outreach has gone much further afield with many international efforts such as house-building in Tijuana, Mexico (at least 20 houses so far), support for refugee families from Viet Nam and Thailand, support for Tijuana Presbyterian Church’s Project Concern Hospital, packed food for emergency relief, sent youth on short term mission trips, sent one or more people worldwide annually with Project Compassion every year since 2000, and ongoing support of Mission Aviation Fellowship, Missionary Air Group, Talking Bibles, and Alliance for African Assistance. This is not a complete list of current efforts (please see the reports from our committees). All of this comprises a missional character that reaches both around the world and those in our midst.

In order to reach out to the extensive Hispanic community around the church, Westminster opened its chapel (a.k.a. the old sanctuary) to a Spanish speaking Apostolic congregation in 2008, which has been meeting in our chapel ever since. They meet on most weeknights, as well as for several hours on Sunday afternoons. Once our new current sanctuary opened in 2007, the chapel was little used. We are glad not only to provide a place of worship to our Spanish speaking community, but also to have our chapel regularly utilized. The two congregations - the English and Spanish - have enjoyed interaction through the years, especially during our summer VBS program and other annual events such as the Harvest Festival, and our Session has been treated to delicious home-cooked dinners by the Apostolic community. The churches’ leadership has also enjoyed a positive, professional relationship through the years.

We would be remiss not to acknowledge some hard times through which the church has passed, times of pain and division, times of loss. There were some hard transitions between pastors. Great care was taken in the selection of our most recent pastor, Jim Rauch, who served faithfully and belovedly with us for 21 years. Here we are again, listening for God’s guidance as we seek our new pastor. May God bless us with His wisdom and discernment, as well as with continued unity and love for one another.
VISION AND MISSION STATEMENT 2018:

Approved at the stated Session meeting on May 22, 2018

VISION:

To develop devoted followers of Christ who are committed to grow in their relationship with God and each other, as we share God’s love and make a noticeable difference cross-culturally in our community and around the world.

MISSION STATEMENT:

We exist to:

- **Communicate** the life-giving message of redemption found in Jesus Christ as he is revealed in God’s Word and intentionally inviting others to live a life committed to following Christ. *(EVANGELISM)*

- **Nurture** believers and seekers in their faith journey, helping them to grow in their relationship with God and each other and aim to seek God’s direction through prayer and study of scripture. *(DISCIPLESHIP)*

- **Worship** God authentically with joy and reverence as we magnify God together in community and celebrate God daily by pursuing lives of hope, gratitude and worship. *(WORSHIP)*

- **Serve** our diverse community with the love of Christ so that they may experience God’s goodness and grace and be compelled to follow him. *(SERVICE)*

- **Connect** deeply with one another, carrying each other’s burdens, praying for each other, and living in honest, loving relationships with one another. We acknowledge that a healthy Christian journey cannot be lived alone. *(FELLOWSHIP)*

- **Send** Christ’s followers both locally and globally into the world to bear witness to Christ as we serve, sacrifice, and share the hope of salvation found in Christ. As a community of faith, we offer our gifts, time, and treasure to be a compelling force for good in the world as we live for something larger than ourselves. *(MISSIONS)*

Where there is no vision, the people perish.

Proverbs 29:18
The campus consists of three buildings – the office / parlor / Sunday school with five rooms, the chapel / fellowship hall / kitchen / youth room, and a 12-year-old sanctuary with choir and meeting rooms, has sixty-seven solar panels and can seat 376 people. There is an unfinished balcony with room for expansion. There is a patio between the office and fellowship hall which hosts Sunday snacks and fellowship between services. The parking lot has room for 119 cars. The chapel (the old sanctuary) is rented to a Hispanic Apostolic church which meets during the weeknights and Sunday afternoons. WPC has two services, the first service (9 AM) is Contemporary style with a Praise Band, and the second service (10:45 AM) is Traditional, with piano, organ and choir. There is also an adobe house on the church property which is a rental.

Westminster Presbyterian Church is located at the corner of Juniper and Idaho (15th St) close to “Old Town” Escondido. In the past 6 months, the carpet in the office has been replaced and the walls painted. The Youth Room, Fellowship Hall and hallways have new laminate flooring and have been repainted. The kitchen and bathrooms have new ceramic tile flooring and have been repainted. New signage has been installed throughout the campus. The landscape has been upgraded and the outside walls repainted. All of this is in anticipation of your arrival!
Each dot represents a member household
Members live in San Diego, Poway, Rancho Bernardo, Carlsbad, Vista, San Marcos, Valley Center and Ramona with the majority residing in Escondido. Other churches noted on the map are members of the Presbytery of San Diego.
WPC HOUSEHOLDS WITHIN ZIP CODES

( nn ) = Number of WPC Households per ZIP code

TRAVEL TO CHURCH
87% of attendees live in the contiguous ZIP codes surrounding Westminster.

Other attendees:
1 family drives 30 miles
1 family drives 21 miles
3 families drive 15 miles
4 families drive 11 miles
1 family drives 10 miles
6 families drive 9 miles
1 family drives 8 miles
7 families drive 7 miles
The Session keeps a clean and lean membership roll.

Overall the attendance has been steady.
There are 51 Christian English-speaking churches in the boundaries of Escondido, and 7 Spanish-speaking churches listed in the church research results. Some churches have dual English/Spanish services. Westminster rents the chapel (old sanctuary) to Roca Fuerte, a Spanish and English-speaking Apostolic church, with approximately 40 members.
GOVERNANCE

THE SAN DIEGO PRESBYTERY
The San Diego Presbytery is made up of 32 churches and several missional churches in San Diego and Imperial County. It is a conservative, missional and relational community.

OUR VISION
We are a relational community working to become a mission agency. We believe the Holy Spirit is inviting us to join in the mission of God, cultivating an environment of missional imagination and experiments, as we seek to bless our communities in Jesus’ name.

OUR MISSION
Our mission is to develop deeply devoted disciples of Jesus, missional congregations blessing our community, and a covenantal fellowship.

PASTOR
The Pastor of Westminster Presbyterian Church will be a member of the San Diego Presbytery. As defined by G-2.0501 of the 2017-2019 Book of Order, Ministers of the Word and Sacrament (also called teaching elders and pastors) shall in all things be committed to teaching the faith in word and deed and equipping the saints for the work of ministry (Eph. 4:12). They may serve in a variety of ministries, as authorized by the Presbytery. When they serve as preachers and teachers of the Word, they shall preach and teach the faith of the church, so that the people are shaped by the pattern of the gospel and strengthened for witness and service. When they serve at font and table, they shall interpret and “show forth” the mysteries of grace in word and action, lifting the people’s vision toward the hope of God’s new creation. When they serve as pastors, they shall support the people in the disciplines of the faith amid the struggles of daily life. When they serve as presbyters, they shall participate in the responsibilities of governance, seeking always to discern the mind of Christ and to build up Christ’s body through devotion, debate, and decision. Following is a ranking of pastor qualities and responsibilities compiled from the survey:

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<tr>
<th>NUMBER OF RESPONSES</th>
<th>MOST IMPORTANT CHARACTERISTICS OF OUR FUTURE PASTOR</th>
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<td>90</td>
<td>Preaching / Teaching and Worship Leadership</td>
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<tr>
<td>87</td>
<td>Compassion and Caring</td>
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<td>84</td>
<td>Communication (written / oral)</td>
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<td>69</td>
<td>Administrative Leadership</td>
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<td>65</td>
<td>Problem Solving / Conflict Management</td>
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<td>63</td>
<td>Congregational Revitalization</td>
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<td>51</td>
<td>Home, Hospital and Emergency Visitation</td>
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STANDING COMMITTEES OF SESSION

The Session is responsible for the total oversight and programs of the church. The detail management of the work of the Church shall be performed in the Session Standing Committees occupied by twelve Elders. These Committees are responsible for planning and executing the effort in their particular area. The Committees, through their chair, shall report to the Session at each Stated Meeting the status of their work and obtain approval from the Session when required for particular actions or decisions. The Committees shall organize themselves as they deem necessary in order to fulfill their assigned responsibilities, using sub-committees, task forces or ad-hoc committees.
BUILDINGS AND GROUNDS:
The Building and Grounds Committee is responsible for the use, care and maintenance of the church buildings, grounds, furnishings and equipment. The chair of this committee was instrumental in getting the approval, financing and installation of solar panels for the sanctuary, saving the church money each month.

CHRISTIAN EDUCATION:
Christian Education Committee is responsible for nurturing the whole congregation through Nursery, Sunday School, Small Group Ministries, Vacation Bible School, Bible Study and Wednesday night family events. They also coordinate with Mothers of Pre-Schoolers.

CONGREGATIONAL LIFE:
The Congregational Life Committee, a newly formed committee, is responsible for church fellowship events, Sunday morning coffee / snacks (fellowship), coordinating the kitchen schedule and participating in retreat planning.

FINANCE AND STEWARDSHIP:
The Finance and Stewardship Committee is responsible for the oversight of church corporate and financial matters and to plan and administer a program of stewardship within the congregation, including preparing the annual budget and managing the church rental house. Other duties include recruiting an auditing team to audit the Church, Deacon and financial statements annually. It also is responsible for conducting year-round stewardship education for the entire congregation.

HUMAN RESOURCES:
The Human Resources Committee is responsible for all matters relating to the employment, compensation and evaluation of church employees.

MEMBERSHIP:
The Membership and Evangelism Committee is responsible for encouraging members of the community to join our fellowship and share in the Good News of Jesus Christ. They plan and conduct new member classes and present new members to the Session for approval. The Committee is responsible for serving the ongoing needs of members within the church. It reviews the church membership rolls annually and makes recommendations to Session for removal. The committee has responsibility, jurisdiction and oversight of the church website (www.wpcesco.com).
MISSION:

Map Of Global Mission Support Displayed In The Narthex

The Mission Committee is responsible for the Mission program within the Church and its interpretation to the members. The committee organizes and participates in many outreach mission activities. The committee is responsible for allocation of mission funds.

The Mission Committee supports sixteen organizations financially through the mission giving of our congregation. Prayerful consideration and oversight are given to the recipients and to the allocation of funds.

In addition to financial support, the Mission Committee encourages congregational participation in several local community outreach projects. The following is a list of some of these activities from the last few years:

- Dinners for Homeless Shelter guests at Interfaith Community Services (ICS)
- Breakfast and Lunch preparations for the homeless clients at ICS on the second Friday of each month
- Food collection for the ICS pantry each Sunday
- Baby and Office Showers for Alternatives Medical Clinic
- Underwear drive for the homeless served by Presbyterian Urban Ministries
- School supply and backpack drive for Felicita Elementary School and ICS
(Mission activities continued)
· Book drive for Felicita Elementary School
· Christmas gifts for military and Felicita School families
· Food packaging events with Friends & Family Community Connection
· Annual house-building trip to Mexico with Youth with a Mission (YWAM)
· Hygiene kits for ICS homeless and YWAM children
· Alternative Christmas Gift Markets
· Prepare rooms & provide welcome home bags for Pendleton Marines
· Prepare soup mixes and sew quilts at Gleanings, a YWAM mission to feed the hungry around the world

Organizations Supported by WPC

| o Alliance for African Assistance |
| o Alternatives Medical Clinic |
| o Baja Presbyterian Missions, Inc. |
| o Dave & Linda Ringenberg, Mission Aviation Fellowship |
| o EGRIP - Escondido Gang Reduction, Intervention and Prevention Taskforce |
| o Friends & Family Community Connection |
| o Interfaith Community Services |
| o Jeff & Sherry Graf, Navigators |
| o Menaul School |
| o Mothers of PreSchoolers (MOPS) |
| o Project Compassion |
| o Sean & Carmen Garrigan, Missionary Air Group |
| o Smyrna Ministries International |
| o Talking Bibles |
| o Urban Youth Collaborative |

NOMINATING:
The Congregational Nominating Committee is responsible for nominating qualified members within the Church to be presented annually to the congregation for election as Elders, Deacons, Endowment Committee and succeeding Nominating Committee members. This year the committee members are also responsible for recruiting and nominating members to the Pastor Nominating Committee.

WORSHIP:
The Worship Committee is responsible for working with the Pastor to prepare for and arrange the services of worship, including sanctuary decorations, usher recruitment, communion servers, and multi-media presentations and recordings. The AV suite consists of a 32-channel analog mixer, in-ear monitoring for the Praise Band and TV monitor. Videos can be sourced from DVD or computer at the sound board or lectern.

ENDOWMENT:
The Endowment Committee manages the nine endowment funds which supports various venues and missions of the church. These include Christian Education, peacemaking, sanctuary improvement, flowers for Sunday services, music ministry, seminary preparation, college scholarships, and building fund support. The total value of the Endowment Funds is over $330,000.
BOARD OF DEACONS:

The office of Deacon is one of sympathy and service. The Board of Deacons ministers to those in need, to the sick, to the friendless and to any who may be in distress. Other responsibilities relating to the life of the Church may be delegated to the Board of Deacons as determined by the Session.

In addition to caring for their parish members, every deacon is an officer of the Deacon Board and/or a member of a committee that is responsible for other work in the church. The committees are as follows:

Communion Preparation – prepares, sets up, and cleans up for communion on the first Sunday of each month, as well as Ash Wednesday, Maundy Thursday/Good Friday, and Christmas Eve services. (A gluten-free option is now offered for all communion services).

Memorial Reception Coordination – inventories and provides supplies, sets up, serves cookies, punch and coffee at Memorial Receptions.

Nominating Committee – provides a Deacon member to serve on the church nominating committee.

Visitation and Heart-to-Heart – visits shut-ins and those hospitalized.

Health Committee Liaison – reports monthly on news from the Health Ministry.

Home Communion – visits shut-ins and those hospitalized or in retirement homes to provide communion the Monday after Communion Sunday. Deacons have been trained to administer the elements.

Quilt Ministry – works with the Prayer Quilt Ministry and Deacons to request prayer quilts for those in need. Members and friends have joyfully received 175 quilts since its founding in 2009.

Prayer Ministry – receives reports from the various prayer groups – Sunday morning, Wednesday afternoon with the Pastor, and other gatherings.

Serve wholeheartedly, as if you were serving the Lord, not people.

Ephesians 6:7
WORSHIP OPPORTUNITIES

Westminster holds two services each Sunday. The 9 am service is contemporary, with a praise band (guitars, piano, drums, violin, singers). The 10:45 am service is traditional, with piano and organ. The choir sings the second and fourth Sunday in this service. Audio sermons are posted on the church’s website and CD’s are available to give to our shut-in members. Communion is offered at both services the first Sunday of the month, and other times as approved by Session. An Ash Wednesday service is traditionally a solemn, quiet and meaningful reflection. Palm Sunday features a musical – either a children’s musical play or the Chancel Choir. A Good Friday service is held on the following Friday in the evening. The sanctuary is decorated with Easter lilies, donated by members of the congregation. A family-friendly Christmas Eve service is held at 5 pm, and a more formal service with communion is held at 7 pm. Each service ends with a candlelight carol sing-along on the patio. Members donate towards a poinsettia fund for the Christmas décor, which also includes special banners and a 10-foot Christmas tree. On Pentecost Sunday, members wear red and the sanctuary is decorated with red banners. Recently we have added Wednesday Nights of Worship for all ages to worship together in a less structured way with contemporary praise music, prayer and activity stations. These have been enthusiastically attended. We are constantly looking for new opportunities to worship in more meaningful ways. We recently launched a well-attended service of healing.

CHURCH PROGRAMS

Adult Education – Focuses on biblical education for adults between services each Sunday.

Children’s Education – Children in the fifth grade and under attend the first part of the church service in the sanctuary and are then invited to go to the Treehouse room for lessons, games and fellowship.

Youth Education – Youth attend the 9 am church service, enjoy fellowship in the patio, then meet in the youth room for lessons, games and fellowship.

Wednesday Evenings – All the committee and Deacon meetings have been pushed to Tuesday, to free up Wednesday evenings for all-church-events at least once a month. This is in the beginning planning stages – waiting for you to come and participate.

Women’s Group Bible Study – Meets September through May, every other Wednesday morning for 2 hours, led by our Spiritual Life Ministries director. A video, discussion, homework and prayer make up the core of the meetings.

Men’s Group – a small group meets at a local restaurant for breakfast each Wednesday. It was mentioned several times in the Congregational Gatherings that this is an area that needs to be reassessed – especially how to include men who are currently employed and not available to meet during the day.
Prayer Quilt Ministry – a small but mighty group of women meet the third Saturday of the month to make quilts to give to those in need of prayer and love.

Health Ministry – active and retired nurses and medical personnel provide flu shots, blood pressure screenings, health and safety information, healthy snacks twice a year during fellowship time, encourage participation in a walking program during a 6-week period, encourage members to bring their surplus fresh fruits and vegetables to share, support Holy Yoga and Chair Yoga classes, sponsor health seminars, and conduct a Service of Remembrance for those who have experienced recent personal losses.

Adult Fellowship Luncheon – offered to all adults on the second Sunday of the month after second service. The cooks are members of the congregation, and often a speaker is scheduled.

MUSIC

Chancel Choir - A group of about 25 singers rehearses Thursday evenings, and sings at second service the second and fourth Sundays. Sometimes the choir sings 3-4 times per month, in the case of special services and seasonal events. The group also presents musicals alternately on Palm Sunday and during the Christmas season, with more singers involved (30-35). Musicals are accompanied by an orchestra.

Children’s Choir – Planning for children’s choir is by the season. The children have presented Christmas and non-seasonal musicals with drama and dance. They have also rehearsed to participate in Sunday morning services and to sing with the Chancel Choir.

Handbell Choir - is on a hiatus. The bells are 3 octaves and 10 -12 people play. A set of 2 octave hand chimes was gifted to the music department.

COMMUNICATIONS/SOCIAL MEDIA AVAILABLE

The church has a website at www.wpcesco.com. It was redone in 2017 and a more updated version is scheduled to go live July 1, 2018.

There is also a Facebook page at Westminster Presbyterian Church @wpcesco.com. The Youth Group has a Facebook page and an Instagram account.

E-blasts - sent on a weekly basis to those who have computers announcing upcoming events - "What's Happening at Westminster".

Calendar inserts - as a result of the Congregational Gatherings, it was suggested, and the staff saw merit in, inserting a calendar sheet in the bulletin on the last Sunday of the month containing events at the church for the next succeeding 2 months. The size is suitable for taping to home refrigerators or bulletin boards.
(For decades the congregation received a monthly newsletter - The WestPres. In the past 10 years, the former pastor’s wife edited and produced the paper. We are currently exploring communication options. Our Finance Committee encouraged us to try going paperless, except to accommodate our oldest members, in order to save on paper, ink and postage costs).

OUTSIDE GROUPS THAT USE THE CHURCH CAMPUS:

Roca Fuerte – Apostolic Hispanic Church – Rents the use of the chapel (old sanctuary) Sunday afternoon, Tuesday and Thursday evenings, some Saturdays

Amazing Grace School of Dance – Rents the use of the Parlor and Studio Two (Sunday school classroom) throughout the week and serves 75 families

Yoga and Fitness Groups – use the Parlor and Narthex throughout the week

Women’s AA Group – uses the Parlor on Saturday morning

Recitals – Piano, Violin, and Dance throughout the year

The staff has stopped renting out the hall facilities to outside parties for weddings, receptions, etc. because of the lack of security and increased custodial needs required to ensure safety to the guests and prevent damage to the campus.

GROUPS WITHIN THE CHURCH THAT USE THE CHURCH CAMPUS:

(Leaders have established Tuesday evenings as meeting times for Session Committees and Deacon meetings, thus freeing up Wednesday Evenings for church events)

Sunday – Children, youth and adult Sunday school

Monday – Friday – Vacation Bible School (one week in July from 9 – noon)

Tuesday – Committee meetings (Including Session and Deacons)

Wednesday – Women's Bible Study (September – May – twice a month from 9 - 11 am)
  Prayer Group – Pastor’s office meeting mid-day

Thursday – Mothers of Pre-Schoolers (MOPS) uses Fellowship Hall, Kitchen, Parlor, Sanctuary meeting rooms and classrooms the first three Thursdays of the month from September through May for 3 hours, and various rooms for Leadership meetings. 60+ mothers and their children, along with “mentor moms” and child care givers attend.
  Choir practice in the evening

Saturday – Prayer Quilt Ministry (third Saturday) meets mid-morning

Small prayer groups meet on campus and in homes throughout each month
ESCONDIDO COMMUNITY / WESTMINSTER MEMBER STATISTICS

Racial ethnic percentages - Escondido

All racial/ethnic groups are projected to remain constant over the next five years.

Westminster Racial / Ethnic Membership Statistics

<table>
<thead>
<tr>
<th>Racial Ethnic Composition:</th>
<th>Asian</th>
<th>Black</th>
<th>Hispanic</th>
<th>Native</th>
<th>White</th>
<th>All Other</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Congregation</td>
<td>2</td>
<td>0</td>
<td>3</td>
<td>0</td>
<td>241</td>
<td>4</td>
<td>250</td>
</tr>
<tr>
<td>Session</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>11</td>
<td>1</td>
<td>12</td>
</tr>
<tr>
<td>Deacons</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>14</td>
<td></td>
<td>14</td>
</tr>
</tbody>
</table>
Age Percentages - Escondido

Westminster Age Statistics:

Average age – 60 (254 members)
Average age – Women – 60 (173 members) Men – 60 (81 members)

Occupation - Escondido

Westminster Membership by Occupation from Survey

Accounting Manager          HR Manager
Arts Administration         Maintenance
Attorney                    Medical Records Reviewer
Business Owner              Ministry Staff
Certified Real Estate Appraiser Music Teacher (3)
Chief Financial Officer     Musician
Chief Operating Officer     Nurse (4)
Chief Technical Officer     Office Assistant
Children's Ministry Director Pastor
Choir Director / Organist   Physician / Pediatrician
Civil Engineer              Project Manager
Construction Management    Retention and Compliance Specialist
Consultant                  Retired (52)
Dance studio owner          Sales Manager
Engineer (2)                Software Engineer
Engineering Manager         Student (2)
Financial Clerk             Wife / Mother / Homeschool (7)
Floral Designer
THIS IS THE ESCONDIDO COMMUNITY

MOTTO – The City of Choice

Escondido, California is a community in northern San Diego county, the southernmost county on the California coast. Escondido is bordered on the south by the community of Rancho Bernardo, on the west by the city of San Marcos, on the north and east by unincorporated county land including the community of Valley Center.

All around town, you'll see references to the Spanish origin of the city’s name. “Escondido” comes from the root word meaning “hidden” and gives rise to many of the town’s business and community names such as Hidden Valley and Hidden Meadows. The city is located along the north/south corridor of the Interstate 15, 30 miles northeast of the city of San Diego. It sits at the eastern terminus of the freeway portion of state route 78, which runs 20 miles east/west directly to the Pacific coast. It is nestled in a long valley surrounded by foothills – hence the hidden.

The city is far from hidden now. It is the fourth largest city in the massive county of San Diego with more than 144,831 residents and covering 37.44 square miles, but with influence over much surrounding county land that nearly doubles that size. Nonetheless, Escondido still maintains the friendliness and personality of a small town.

It is the heart of “North County.” While enjoying the heritage of its rich past, Escondido is also progressively embracing its future. Its pride in history is evident in its care for Grape Day Park and the historic district of Old Escondido, with its annual Mother's Day home tour, as well as the “Cruisin' Grand” car event every Friday night from April to September down Grand Avenue (the center of town), which brings people together from every walk of life. Alongside this, Escondido has welcomed the dynamic California Center for the Arts which draws world-class entertainment as well as the state-of-the-art Palomar Medical Center, a 740,000-foot 11-story hospital facility which opened in 2012, the largest facility in North County.

Even with these large venues in our midst, the City's economic base is made up mostly of successful small businesses, many of which are family-owned. It is a diverse community with people of all income levels.

Residents also enjoy the San Diego Zoo's Safari Park, the Roynon Museum of Paleontology, the San Pasqual Battlefield, the Lawrence Welk Resort and the San Diego Children’s Discovery Museum. For outdoor enthusiasts, Escondido offers Daley Ranch for hiking and biking, Dixon Lake, Lake Wohlford and Lake Hodges for fishing and camping, the Iceoplex for ice sports and swimming, many golf courses, parks and community pools, as well as the extensive sports facilities and hiking trails of Kit Carson Park wherein sits Queen Califia’s Magical Circle, a sculpture garden donated by late internationally renowned artist Niki de Saint Phalle. Escondido also is home to the largest indoor mall in North County, Westfield North County. To the northeast is Palomar Mountain, with its famous Observatory. Escondido has a diverse agricultural community, with abundant avocado and orange groves, as well as wineries and even a mushroom farm. In addition to this, Escondido’s dining and entertainment scene is exceedingly
vibrant, with an ever-growing number of restaurants, a 16-screen movie theater, boutique wineries and craft breweries, and the world famous original location of Stone Brewing and its World Bistro and Gardens. The Old Escondido Historic District seeks to preserve the original neighborhoods. There are a number of new construction projects underway or being considered, including a redesign of the downtown area. A condominium project is planned near the city center. A large retail shopping area is being built along Centre City Parkway.

Other significant organizations in the city include the Boys and Girls Club of Greater San Diego, YMCA, several chapters of Rotary International, a U.S. Naval Sea Cadet Corps, Veterans of Foreign Wars Chapter 1513, Blue Star Mothers of America, American Legion – Post 149, Disabled American Veterans Chapter 70, as well as numerous children’s sports organizations including baseball, softball, figure skating, Pop Warner, soccer, and more offered through the local YMCA and Boys and Girls Club.

The weather in Escondido varies slightly from the coastal climates because of its location in an inland valley. Temperatures range from an average of 56° in December to an average of 76° in August, with annual average rainfall of 15.2 inches and 263 sunny days per year. Escondido's climate is mild enough to allow cultivation of avocados, grapes, and oranges. The high temperatures exceed 100° in August, September and October. The record high was 112° in July 2006.

Due to the mountainous nature of San Diego County, and Escondido’s location in the midst of it, you can feasibly in one day, surf in the morning, hike in the desert in the afternoon, and enjoy dinner at a snowy mountain restaurant in the evening.

The demographic trends of the area around Westminster are fairly steady. The rate of growth of the city is slower than that of the state of California. While the average age of
the population in the area is slightly lower than that of California (37.48 compared to 37.91), it is increasing at about the same rate, with the most noted growth in the over 65 age group. It is an area mostly made up of family households, at 85.8%. Over half of the population in the area is married, at 51%.

Current Issues and Community Efforts in Escondido

HOMELESS POPULATION
There are three different populations of homeless people, and there is no one solution. They are helped through programs available at Interfaith Community Services (ICS) or other organizations. The city is working to reconnect some individuals with their families in other states and get them back home. Dedicated police officers and social workers work with these individuals and have had success with ten people so far who have been sent back to their families in other states. Other cases can be helped with temporary housing. One man was living in a dirt cave off Highway 78. He found jobs but he was unable to keep a job due to his lack of hygiene. They were able to get him cleaned up and get him temporary shelter until he could keep a job and afford permanent housing. Mentally ill homeless people need more focus. Each case is different. There are mental health resources available through Interfaith Community Services. The third group is the “easy to dislike,” those with substance abuse issues, criminal records, and who do not wish to comply with any rules, and present more difficult problems requiring frequent monitoring.

The social workers and police are working closely with the City on the homeless problem. The Interfaith Community Services goal this year is to get 1,000 homeless people off the streets and into housing. Ask a homeless person, their number one wish is a home of their own.
ICS helped 17,000 people last year, through over 50 programs in North County. 50% of people in Haven House transitioned into housing. There is a 90% success rate with assistance with rental deposits. They have a 75% success rate with the recuperative center that takes people who are being discharged from hospitals with no place to go. Westminster Presbyterian Church directs the visitors to its office to ICS to get the help they need. Staff also gives out food vouchers, paid for by the Deacon fund, to the North County Food Bank – visitors can obtain 100 pounds of food with each voucher.

A special Escondido police unit has been formed to work with the homeless population. Their objectives are as follows:

- Treat everyone with dignity and respect
- Maintain civic harmony among residents/visitors; business owners/customers; homeless
- Enforce Laws
- Offer Services at every opportunity – talk with the homeless, build relationships and trust
- Take the time needed to resolve homeless situations.

CONSTRUCTION BOOM
Ten projects are being built, scheduled to be built, or proposed:

1. Water desalination plant, Washington and Ash, to bring recycled water to farmers in the eastern and northern parts of the city.
2. Centre City Commercial Center, a large commercial center now underway that will include a restaurant and big car wash, on Centre City south of Mission Avenue.
3. Exeter Harmony Grove Industrial Development, a 212,000-foot warehouse/distribution center is being built along Harmony Grove Road, with completion expected in August.
4. Safari Highlands Ranch, a 550-luxury home development will go to the City Council for approval this year. If approved, the City will annex the land into the municipality.
5. Escondido Gateway, 126 condominiums of various sizes will be built soon where the old police headquarters were, near the transportation center in the middle of town.
6. The Villages at Escondido Country Club, a proposed development of 330 houses where the Country Club and golf course were located.
7. Aspire condo project, a 106-unit condominium six-story building, is being planned for Parking Lot #1 in the downtown area.
8. Oak Creek housing development, a 65-home upscale near Felicita County Park, was approved two years ago, and is awaiting new sewer lines being installed.
9. Lake Wohlford dam replacement is needed to be earthquake safe and may begin within a year.
10. Possible residential and commercial development of the old Palomar Health Center property is being negotiated between Palomar Health and developers.
WPC’S RESPONSES TO THE COMMUNITY:

<table>
<thead>
<tr>
<th>Major Issues Confronting Escondido</th>
<th>Westminster’s Response</th>
</tr>
</thead>
<tbody>
<tr>
<td>Homelessness is at the forefront of issues here as in many local cities, due to our mild southern California climate. The City seeks to humanely treat the homeless population and find long-term housing solutions, using resources of police, social workers, and non-profit organizations.</td>
<td>The church supports Interfaith Community Services (ICS) with volunteers who cook and serve meals for homeless shelter guests and serve breakfasts and lunches for homeless clients. The church sponsors collections of school backpacks and collects food weekly for the ICS pantry.</td>
</tr>
<tr>
<td>Felicita Elementary School struggles to meet State Standards due to its large English learner population (69%) and socioeconomically disadvantaged students (91%).</td>
<td>The church supports Felicita with school supplies, backpacks, a book drive, Christmas gifts, and volunteers who read with kindergarteners.</td>
</tr>
<tr>
<td>Gang violence is being reduced in Escondido due to community efforts such as school mentoring programs, and the police department’s gang unit efforts.</td>
<td>This year the church gave the Peace Offering proceeds to Escondido’s Gang Reduction Intervention and Prevention Task Force, (EGRIP), and hopes to do more with this organization in the future.</td>
</tr>
<tr>
<td>The military has a large presence in nearby Camp Pendleton. Many families struggle to meet their needs and cope while parents are away on deployment.</td>
<td>The church provides Christmas gifts to military families, and Welcome Home bags to those returning from deployment, through Operation Help a Hero.</td>
</tr>
<tr>
<td>Lack of access to health care, especially prenatal care, due to socioeconomic situations.</td>
<td>The church supports Alternatives Medical Clinic that provides services to individuals and couples on family planning, pregnancy, and alternatives to abortion.</td>
</tr>
<tr>
<td>A large Spanish-speaking population in the community.</td>
<td>The church rents the Chapel (our old sanctuary) to a Hispanic Apostolic Christian church for Sunday worship.</td>
</tr>
</tbody>
</table>

FELICITA SCHOOL – MISSION COMMITTEE PROJECT
Kindergarten through Grade 5. WPC supports this school through book donations, supplies and backpacks in September and Christmas presents for needy families. Some members of WPC volunteer in the reading program. Total enrollment 679 students. Hispanic or Latino, 95.9%; Socioeconomically Disadvantaged, 91.5%; English Learners, 69.4%; Percent of Learners meeting or Exceeding the State Standards in 2015 – 2016: English Language Arts/Literacy 48% and Mathematics: 36%.
THE CORE OF THE CORE MISSION STUDY

GOALS AND OBJECTIVES:

Results of the Congregational Gathering held May 20th:

COMMUNICATION:

GOAL: Expand our on-line presence and content

OBJECTIVES:

1) Establish a person/committee to identify current on-line exposure and set goals, enlist volunteers and timelines to accomplish the goal
2) Develop a replacement for the church newsletter
3) Join Escondido Friends online for a presence
4) Develop methods for members to submit photos about WPC events for use on the Sunday pre-service slides, WPC website and Facebook

YOUTH MINISTRY:

GOAL: Support the new Youth Director

OBJECTIVES:

1) Encourage an intergenerational emphasis to the Youth Program
2) Expand age range to include post-high school and young adults
3) Establish an “Adopt a Youth” program for older members to support individual youths.
4) Coordinate with other family ministries of the church (dance, choir, music, mission, etc.)

COMMUNITY INVOLVEMENT:

GOAL: Explore teaching English as Second Language and other opportunities on the WPC campus and develop possible ways to implement

OBJECTIVES:

1) Contact principals of local elementary schools and ask what their needs are and how WPC can help
2) Identify existing programs at Community Colleges about ESL to further these goals
3) Design tee-shirts with the WPC name and logo
MEN’S MINISTRY:
GOAL: Establish a viable Men’s Ministry

OBJECTIVES:
1) Invite men to brainstorm ideas and develop a purpose
2) Start some pilot events

ALL CHURCH FAMILY MINISTRY:
GOAL: Create a desire to come together as a church family on Wednesday nights

OBJECTIVES:
1) Establish Wednesday nights for all ages – with food and programs
2) Consider events – picnics, sporting events, beach days, concerts, talent shows, retreats, etc.
3) Establish new and grow existing small groups that gather for Bible study, meals and friendship
4) Coordinate outreach to involve MOPS and Amazing Grace School of Dance families
THIS IS US – CONCLUSION

Twenty-three years ago, I was the chair of the Core Mission Study that brought Pastor Jim to our church. In it, I wrote “Never before have I worked with a group so willing to volunteer for assignments with such enthusiasm. We truly were a team, and I am so grateful for the experience of working with each and every member”. This current Core Mission Study Team has enabled me to encounter déjà vu all over again!

Dale and Gail Finney were instrumental in providing all the elements required for the very successful spaghetti luncheon, and their input during discussion time at our meetings was invaluable. Kelly Clemeshaw spent hours inputting data from the hard-copy surveys into the Excel spreadsheet containing the on-line information and recording the meeting notes at some of the congregational gatherings. Lisa Milam has wonderful writing skills, which are incorporated throughout the study. Judy Sperling visited the community and recorded much needed information about the needs of a local school, and the flavor of Escondido City Council meetings. Rob Laverty led some of the congregational meetings, typed up notes taken during the audience participation at these meetings, and kept us on track. John Weldon took on the overwhelming task of compiling the survey responses, leading some of the congregational meetings, and creating the fabulous charts in Appendix F. We are indebted to Transitional Pastor Jeff McCrory, who brought encouragement and direction to our meetings. Mary Pluto, our office manager, researched and brought about the on-line survey availability. Frances Lin, liaison from the Presbytery Committee on Ministry, was very supportive of our efforts. Also, many hours of personal commitment were required above and beyond the time spent in group meetings and congregational gatherings.

It is our hope that Committees of Session, Deacons and other committees of the church see this as an opportunity to open new venues of helping the community, growing our church and investing in the future of Westminster.

After reading and praying over this epistle, we want you to know if you are interested in us, we are interested in you. It is our prayer that this Core Mission Study will assist you and our Pastor Nominating Committee and that it will serve as a guide and beacon for Westminster Presbyterian Church as we look forward to the challenges of the future in service to our Lord.

It has been our pleasure to serve the church and prepare for its next phase under a new pastor. The team met with energy, respect, enthusiasm and resourcefulness.

Carole Ostrander,
Chair for the 2018 Core Mission Study Team

Better is the end of a thing than the beginning.

--Ecclesiastes 7: 8
APPENDIX A - CONFESSING CHURCH RESOLUTION

August 15, 2001

Background

The General Assembly of the Presbyterian Church (U.S.A.) has proposed a constitutional amendment that would delete G-6.0106b from the Church's Book of Order. G-6.0106b requires of church officers, “fidelity within the covenant of marriage between a man and a woman or chastity in singleness.” The General Assembly also proposed adding a sentence to G-6.0106a of the Book of Order which would state that “suitability to hold office is determined by the governing body where examination takes place, guided by scriptural and constitutional standards under the authority and Lordship of Jesus Christ.” These amendments have been sent to the 173 presbyteries of the Presbyterian Church (U.S.A.) for ratification by a simple majority.

The General Assembly was also asked to make a clear statement affirming the biblical proclamation that Jesus Christ, the Son of God, alone is Lord of all and “salvation is found in no one else, for there is no other name under heaven given to men by which we must be saved.” (Acts 4:12). Many in the church were disappointed that the General Assembly was not able to affirm this clear teaching which is central to the New Testament and a core theme of the creeds and confessions of the Presbyterian Church (USA).

In response to the lack of clarity of the General Assembly on particular issues which are critical at this point in the life of the church, many local churches have taken the initiative to publicly state their beliefs in three key areas: The person and work of Jesus, the authority of scripture, and the life of discipleship. This has begun what many are referring to as a “Confessing Church Movement” in our denomination. Rather than reacting to the actions of the denomination, many churches are seizing the opportunity to be proactive in stating what they believe in clear terms. After much study, prayer, and discussion, the Session of Westminster Presbyterian Church unanimously adopted the following resolution:

Session Resolution

At its meeting on August 15th, 2001, the Session of Westminster Presbyterian Church in Escondido, California, moved to confess and affirm the following historic truths of the Christian faith: This confession is renewed by Session each August).

The Centrality of Jesus Christ

That Jesus Christ, the Son of God, alone is Lord of all and “salvation is found in no one else, for there is no other name under heaven given to men by which we must be saved.” (Acts 4:12). [John 14:6; 1 Timothy 2:5-6; 1 Corinthians 8:6; Colossians 1:15-20]
The Authority of Scripture

The Bible, as God’s revealed word, is authoritative in all matters of faith and life. When we teach, preach and exercise church discipline in areas related to character, theological doctrine, ethical behavior, and lifestyle choices, we are to follow God’s word above all earthly experiences, authorities, thought systems, and ideologies. [2 Timothy 3:16; Romans 15:4; 1 Thessalonians 2:13]

The Life of Discipleship

Disciples of Jesus are called to holiness and wholeness in all aspects of life. This call includes, but is not limited to, the following areas of obedience to God’s word:

- Attention to the life of the Spirit through the disciplines of study, prayer, reflection, worship, stewardship, and service. [Exodus 20:8; Acts 2:42; Romans 12:11-13; Ephesians 6:18]
- Honesty and truthfulness in relationships with others. [Exodus 20:16, Ephesians 4:15; Ephesians 4:25]
- Sexual purity and relational integrity which includes fidelity within the covenant of marriage between a man and a woman, or chastity in singleness. [Genesis 2:23-24; Romans 1:24-27; 1 Corinthians 7:8-14; 1 Corinthians 6:18]
- Refraining from abusive, addictive, or exploitative behavior, and seeking help to overcome such behavior if it occurs. [Exodus 20:15; Proverbs 20:1; Proverbs 23:29-35; 1 Corinthians 3:16-17; Galatians 5:13-15]
- Refraining from gossip and abusive speech. [Exodus 20:16; Leviticus 19:16; Proverbs 20:19; James 4:11-12]
- Rejecting the idolatry of our present culture which places worldly success, sexual fulfillment, national interest, entertainment, appearance, and self, above God. [Exodus 20:3-5; Romans 1:24-25, Matthew 19:16-24]
- Walking with God with an attitude of repentance, humility, and forgiveness. [Psalm 51, Mark 1:15; James 1:21; Philippians 2:3]
- Bearing witness to the gospel of Jesus Christ with courage and compassion, in word and in deed. [Mark 1:17; James 2:15-17; Matthew 28:18-20]

We call special attention to these areas of obedience because they are areas which have been undermined by our culture and neglected by many who call themselves Christians.

The confession of these beliefs is here specifically declared because of a growing theological, spiritual, and moral confusion within the Presbyterian Church (USA). We, the session, therefore announce our commitment as a Confessing Church in the Presbyterian Church (USA) and register Westminster’s commitment to and participation with other congregations who join us in affirming the above theological declarations.

"Question of the Week" November 19th (#1) “What was the most memorable event (for you) in the life of WPC?”

The day my mother found WPC on Pentecost Sunday
The first Choir Musical with live orchestra
How welcoming the church was on my first visit. Made me want to stay.
My baptism in the old chapel (the sanctuary at the time) after my confirmation class – 1984
The day my mother passed out 100 roses for her 100th birthday
Meeting my future husband
My sister’s memorial service – everyone was so kind and helpful
The dedication service of our new sanctuary
Dedication Sunday – My husband and I were standing on the banks of Loch Lomond in Scotland, My mom, kids and grandkids were in attendance. They called us on a cell phone as the first song came from the organ. We were joined with our family and church family on the cell phone
Daughter’s wedding, son’s wedding reception, baptism of all 7 grand kids
Children’s baptisms and finally my husband’s baptism by Pastor Don Irwin
Joyful Noise Choir
Family retreats at Pine Valley
My wife’s service which was Sept 12, 2017. It was beautiful!! I was not yet a member
Wonderful blessings from the many musical presentations by choir (both adult and children)
Always – Vacation Bible School
Meeting my wonderful friends the first month
I met and then married my beautiful wife
When “Beautiful Scandalous Night” was sung at the Tenebrae service in 2007

**November 26th (#2) “What are you most thankful for at WPC?”**

All of my Christian friends here at church

For the friendships I have made at WPC. This church has become my family!

All the people and the care they have for each other

Children’s church

The Music Ministry, especially for opportunities to participate

Youth Group

Music, Musicals

The wonderful people

Call to Worship

My church family and all the friends I have made

MOPS Caregiving opportunity

Christmas, Easter musicals and Kids musicals

A strong Mission Committee that gives us a way to serve also – many opportunities

Our pastors, both previously and present

Kindness from the members

I love the people who attend our church

Everyone gets along

Feel secure in my faith

A place to call home, full of love, peace and God
December 3 (#3) “How have we as a congregation changed over the past 21 years?”

Congregation has gotten older
Decreased interest in Sunday School
Less volunteerism
Increase in young families and ethnicity
New sanctuary 11 years ago
We have gotten older (and wiser)
We have said goodbye to people who have moved or died
We have added new members
Pastor Jim left

December 10 (#4) “When did you laugh the hardest at a WPC event?”

I laugh every week. More fun than Saturday Night Live
At the Adult Luncheon in Spring of 2016 when Edie Becker hosted the entertainment
WPC talent shows

December 17 (#5) “What excites you about WPC?”

The message, the music and my church family
The church family
Fellowship gatherings, potlucks, roasts, etc
Pastor Jeff
Great sermons, service to others and music
Ditto!
The Children’s choir!
All the Fellowship of the people
We love all the young people and the music!
The Word of God is preached here
Where are we headed – how will we impact our world
Our sweet joyful congregation
The season of change we are going through
The ever-friendly atmosphere
Everyone is important
WPC is my family, my best friends are here, my support in tough times, my celebration in good times and years of wonderful memories.
Word of God is preached
Our church is very giving

**December 24 (#6) “What are traditions that WPC does that you enjoy?”**

Christmas Eve service
Christmas tree gifts for the needy families
Fellowship on the patio after church – I agree - Yes
I love that the Pastor does a benediction as part of the service
VBS and Water Night
YWAM
Singing Silent Night on Christmas Eve outdoors
Singing outside at night on Christmas
Talent Show
VBS
Adult luncheons
December 31 and January 7 (#7) “If you were setting a new year’s resolution for WPC, what would it be?”

Put in more volunteer time

Get the Men’s Group more involved in maintenance of grounds and buildings

That we increase our attendance + membership through programming, small groups and inviting others to WPC

Remember that our ideas are not our God’s

Daily say “The joy of the Lord is my strength”

Get an adult Sunday school class that never ends (I don’t mean it goes on for hours, I mean we can trust that it will be there Every Sunday). Ditto

How do we become more evangelical to bring non-saved people to Christ and grow the church through that?

Have old fashion Potlucks

Have a Chili Cook-off

Display our Nativity Sets

More outreach to our neighbors, community. Amen

Heal the sick. Raise the dead

Resolve that we will all find new ways to volunteer and give of ourselves Amen

Renewed participation in youth group activities

Resolve to find a good youth leader and keep him/her here!

Increase membership
APPENDIX C - CHURCH WALL TIMELINE INPUT BY DECADE

1967-1976

I have great memories of being in Youth Group during my elementary and junior high days! Lots of fun, food and laughter!

1971 We started the WPC cooperative preschool. It continued until 2016. So many parents and children benefited by this low cost Christian preschool!

Brenda Lockie and Tim Tillyer lead the Chi Rhos for 11 years!

1977-1986

The session purchased the Idaho property on faith. We knew that was our chance to expand.

Bob Thomas was pastor here for many years before Don Irwin became interim pastor. There was a split in the church at the time.

Bob Thomas’s wife Evelyn directed the choir and we all wore those turquoise choir robes!!

Mrs. Davies would come to Sunday School classes and lead music with her auto harp.

Chi-Rhos Youth Group – Middle School. This is when I learned to play the guitar, so we could lead worship. 😊

Pastor Joyce DeGraaff became pastor 1986

I remember the vote for pastor Joyce in the old sanctuary. Everyone voted yes except for 1 person. I’ve always wondered who made that vote.

Cynthia Poole directed the choir “Joyful Noise”. We wore those yellow shirts that we got to decorate. This is where I learned to read music and developed a love of singing that has lasted a lifetime. K-8th grade!

Also – Jr. Handbell Choir! And the musicals we did every year…anyone remember the “Kids Praise” musical when our Youth Director Daryl played Psalty? OR Music Machine? Adam & Eve when Jeff Kirby played Adam?

Thursday night adults choir practice and all of the kids would come to the Fellowship Hall and cause mischief.

1987-1996

1987 – Older Adult Ministries began.

1988 Pastor Joyce baptizing Brad & Keith Dorschel and carrying them both down the aisle!

I pushed Pastor Joyce in the pool at our church retreat.

1989 – Logos program for youth

1992 Logos became Tuesday Night Live – about 80 people – all generations – Bible study – music – games – community building. (Could be some type of intergenerational program could be done again – maybe 1 x a month)

Pastor Joyce left in 1994

Joined the Pastor Search Committee, we took a year to call the new pastor – by a unanimous vote! 1996 Pastor Jim is called to serve!

Training churchwide in how to handle disputes (Biblically based)

1992 Harvest Festival began – Tuesday Night Live – Halloween fell on a Tuesday

Sonseekers High School Group! We used to have “all nighters” at the church and sleep in the sanctuary and play capture the flag in the dark.

Our Sonseekers Camp during the summer was at Catalina Island – always so fun!

1996 Pastor Jim arrives.

*Presbytery Halloween parties we used to go to with youth groups.

1997-2006

Nov. 1997 – 1st time at WPC – Teal Brandt was first person I met; Michael and Christina Burke brought me bread – Holly Nolan

Nov. 1998 – joined WPC

Dec. 1998 – Mary Nolan Baptized – Pastor Jim Rauch

Dec. 1999 – Sarah Nolan Baptized – Pastor Jim Rauch

Dora Lou Hansen became Christian Ed Coordinator

2000-2001 Adopted and first came to the USA and Church

Serving on both, the Renovation of existing building and New Sanctuary Committee.

Got rid of orange carpet – new stained-glass windows installed.

1998- Married in old chapel (Lisa & Michael Milam)

Family trips to Pine Valley specifically singing songs with Pastor Jim around the campfire, were my favorite.  – Danielle Geving

All church retreats in Pine Valley started.

1999- Health Ministries began – Bonnie Sanchez
2001 WPC first YWAM House Building Trip to TJ (Al Martinez)
2001 – Married in old chapel. Ed and Susan Swauger
2005 – Groundbreaking for new sanctuary.
Family Camps at Pine Valley
Building Campaign for new Sanctuary
Westminster Christian Cooperative Preschool – Working in Classroom
2006 – Ann Pine gives a dinner for Irina & Marina’s adoption
2006 – Ann Pine repaints the nursery

2007-2017
2007 – Donna and Judy start as Organist/Director and Pianist
Family Camps at Pine Valley
2007 – MOPS ministry began at WPC
Oct, 2007 My granddaughter and I came to the Harvest Festival, then joined the church.
Oct 2007 – Westminster is shelter for displaced families during fires.
That time Rev Jim forgot the words to the Lord’s Prayer.
2012 Holy Yoga at WPC
Heart to Heart ministry begins
2014 – first Summer Camp at Pondo; with both of older sisters
2016 – Harvest festival
2016 – Confirmation/Baptism – Camille Rickard by Pastor Jim Rauch
Summer Camp 2016 – The first time I went to a youth group related camp
2011-2013 – Middle School Camps at Forest Home
2014 – Summer Camp at Pondo
Aug 2016 – The whole church supported us with a beautiful memorial for our son Keith!
We cannot thank Pastor Jim and everyone enough for the prayers & love!!
Our support of the Sudanese church was a joy. Would love to always support refugees.
Building houses in Mexico for years, such an honor.
Started working at WPC – Jorge
2016 – Brent and Lydia joined youth ministry
2017 Pastor Jim leaves 😞 Pastor Jeff comes 😊
APPENDIX D - HISTORY OF WESTMINSTER BY DECADE

FIRST DECADE 1957 – 1967

The Service of Organization of Westminster Presbyterian Church was held Sunday morning March 10, 1957 at 10:00 am in the Seventh Day Adventist Church.

The Mariners Club was organized in June 1959, and Calvary Presbyterian Church donated the Hammond organ to our church.

A contract was awarded to Howard Stiner Co. in February 1959 for construction of our church chapel and church school buildings. The buildings were completed in October 1959. Painting and landscaping were accomplished by church members.

In 1962 Basic English was taught in our pre-school class to a great number of Spanish speaking families. Many of these children got so far behind in school in the first few grades, because of the language barrier, they were never able to catch up. Our church took steps to remedy this with this outreach service.

In 1963 church attendance had increased to the point where both services were overflowing and Session was planning more building construction.

In 1963 our Pastor Robert J. Thomas was selected as Vice Moderator of the Los Angeles Presbytery, a signal honor.

Open house for the new manse located on Mira Loma Lane was held on February 24, 1963. Construction began in July 1962.

In 1964 the Board of Deacons was established, and membership had increased to 493.

1965 was the first year to have a full year of assistance to the pastor from Hugh Foster, Minister of Visitation...

Our 10th anniversary was celebrated November 20, 1966.

A church architect was employed in 1967 to provide plans for the new building program.

SECOND DECADE 1968-1977

1968 Rev. Roger Skinner joined our staff as Assistant Pastor. He served until 1970.

1970 Outreach: Began a 13 year ministry of bringing a worship service to a local convalescent home one Sunday a month and fellowship three Saturdays a month.

Missions: Helped launch a tutorial program at Orange Glen High School for Hispanic and Indian students.

Helped with rental expenses for the E.Y.E. (Escondido Youth Encounter).
Mariners fellowship missions: landscaped west side of Sanctuary, painted/carpeted church nursery, repaired and painted equipment in nursery playground, sent needy boy to YMCA camp, and worked at Felicita Pageant held at Kit Carson Park.

1971—January - Groundbreaking ceremony was held for the education building and office. December - Dedicated and moved into new Education and Administration facilities.

1974 - Rev. Keith Geckeler joined the church staff as Assistant Pastor and served until November 1976.

1975 --Missions: Gave a reception for 100 refugees and began supporting a Vietnamese refugee family of husband, wife and four children until they were self-supporting (one year later).

1976--Supported Tijuana Presbyterian Church Project Concern Hospital.

1977—Bob Mentze joined the staff as Associate Pastor. He served as Assistant and Associate Pastor until February 1984.

THIRD DECADE 1978-1987

1978—Expanded sanctuary and purchased the Idaho adobe property for $140,000.

1979—Supported a young refugee from Thailand.

    September - Service was held in the enlarged sanctuary.

1980—purchased $35,000.00 Allen organ –fully paid by installation.

1981 - Made loans to five refugee families for rent and living expenses. All the families repaid loans by promised date.

Examples of some of giving to local agencies on a yearly basis: Meals on Wheels, Escondido Emergency Food Supply, Escondido Community Clinic, San Diego Crisis Center, Casa de Amparo, Grass Roots North County, Campus Ministries, Ecumenical Council, Outreach Community Welfare Fund.

1982 --Helped establish and began supporting Inland North County Crisis Center (N.C.I.C.), (now Interfaith Community Services I.C.S.)

1984—Interim Pastor –Don Irwin

    Summer intern—Jim Rauch

1985—Estimated value of church land and buildings: $1,615,310.

1986—Joyce DeGraaff installed as senior pastor

1987—Sold manse to Henry and Joyce DeGraaff. That enabled the church to purchase a van and retire the loan on Idaho property.
THE FOURTH DECADE 1988 - 1997

In 1988 our church began a 19-year commitment to the Rotational Shelter Program housing homeless people in our church for a 2 week period. The Eagle Boy Scouts and our high school youth moved irrigation lines and laid the cement pad connecting the fellowship hall and offices.

In the summer of 1990 a contemporary service with a folk choir, the Praise Singers accompanied by guitars, bass and piano replaced the previous traditional 8:30 am service choir.

In 1990 we became a debt free church and our church participated in Habitat for Humanity by raising enough money to build one house in Tijuana. Several members took part in building the house in June.

The Covenant Group, a small group meeting twice monthly in a “Bible-Based” fellowship, was initiated in 1991.

The Core Mission Study, approved by the Presbytery in April 1991, defined our goal of becoming a church with and of the community in three service areas; 1) after school latch-key tutor program; 2) day care for pre-school children; and 3) day care for older adults/respite for caregivers; to meet this goal requires expansion of church facilities.

In 1992 the City of Escondido approved plans for a Three Phase expansion and remodeling of Westminster Presbyterian Church. Plans were put on hold due to operating budget deficit and a recession.

In 1994, Interim Pastor Reverend Cynthia O'Brien was called after the loss of Pastor Joyce DeGraaff to her new call in Medford, Oregon.

Session voted to purchase a new 8’ x 20’ shed for additional storage in July 1995.

In June 1996 the congregation voted to call Jim Rauch to serve as Pastor of Westminster Presbyterian Church.

In 1997 the Facilities Task Force Committee was created to address improvements and revisions to existing facilities.

THE FIFTH DECADE 1998 – 2007

In 1998 the Congregation voted to begin Phase 1 facilities renovation including a new patio and wheelchair access ramp. Development of funds for Phases 2 & 3, sanctuary and kitchen renovation was also approved.

In August 1998 a new air conditioner was installed in the Preschool. In December, the music ministry received a Kawai Grand Piano as a Christmas gift.

In 1999 the majority of Phase 1 projects were completed and work on a new Modular unit for classrooms was initiated. The new Council for Health Ministry set up blood pressure screenings and gave flu shots. 18 stained glass windows were installed in the sanctuary.
In 2000 Bob Davis was appointed Interim Director of Discipleship & Outreach Ministries/Associate Pastor Carla Williams was ordained on April 1, 2000. The city of Escondido approved installation and use of the new modular unit. Renovation of the sanctuary continued with carpeting and tile flooring.

In January 2001 Bob Davis was ordained and installed as Associate Pastor, and Mike Lockie was appointed Praise Band leader in April. Westminster joined the Confessing Church movement.

In 2002 renovation of the Fellowship Hall kitchen & bathroom was started. In July Gina Abbas was appointed Director of Youth Ministry.

In 2003 Architects Dominy & Associates, were selected to develop a new Master Plan and the congregation voted to proceed with plans for a new sanctuary. The new pipe organ was ordered from Schantz Organ Co., Orrville, Ohio.

In 2004 Pastor Jim enjoyed his 8-week Sabbatical. A new digital telephone system was installed and “Building God’s Community” campaign was initiated to raise funds for the new sanctuary.

September 2004, Carmen Berger was ordained as a Minister of Word and Sacrament.

In October 2005 the ground-breaking ceremony for the new sanctuary was conducted. A 45-member team supported building 2 houses in Tijuana with YWAM.

In 2006, construction of the new sanctuary was essentially completed; Pastor Bob Davis was called to Chula Vista; WPC embarked on Project 6:15 Vision Discernment with 9 other churches in the San Diego Presbytery; Cori Geving was appointed coordinator of the new Small Group Ministry. We built 2 more houses in Tijuana with YWAM.

On February 18, 2007 a combined service was held in the new sanctuary. The new 2,300 Schantz pipe organ was installed in April; tuning completed in May.

**SIXTH DECADE – 2008 – 2017**

2009 – Solar panels for new sanctuary proposed and approved. New drum set purchased by Endowment Committee funds VBS was offered to 114 kids Bylaws and Standing Rules were reviewed and updated 50+ members built two houses in Tijuana for Habitat for Humanity

2010 – Solar panels completed with an on-line link to monitor production New website up and running Pastor Jim using PowerPoint during sermons Military wall in Narthex hallway dedicated to military relatives of church members Christmas musical program a hit

2011 – Members participated in a trip to Israel Two houses built in Mexico through YWAM All Church Retreat held in May – “He knows your name” Partner with Grace Lutheran Church to hold a FFCC food packing event
2012 – Jim takes an extended sabbatical, including a trip to Israel with church members
   Two houses built in Mexico through YWAM
   Staff expanded to include Children’s Ministry, youth ministry, praise leader
   Approved the Policy for the Protection of Children and Church Workers
   First Advent Evening Worship celebrated at the beginning of Advent

2013 – 350 attended Talent Show/Preschool Auction/Tri-Tip Dinner
   New wood floor for Parlor and safety-reinforced mirrors on one wall
   Chapel pews removed and donated to a Hispanic church in Brawley
   Fellowship Hall divided into 1/3 and 2/3 with wall and A/V center
   Welcomed Amazing Grace School of Performing Arts to WPC campus
   One house built in Mexico with YWAM
   Refinanced the sanctuary mortgage

2014 – VBS expanded to allow enrollment up to 160 children
   Electronic giving available to members
   Renewal of baptism service held at Oceanside beach
   Blog accessible through the WPC website
   One house built in Mexico with YWAM

2015 – Church beautification team formed
   Mission Committee sponsored a Generate Hope dinner and discussion
   Spiritual Gifts Inventory workshop held on three Sundays after worship
   Discovery Group established to investigate WPC’s relationship with PC
   Church office hours changed to 8-2 Monday through Thursday
   Pastor Jim attended the CREDO conference
   Landscaping of the church property along Juniper started
   One house built in Mexico with YWAM

2016 – Congregation participated in “The Story”
   Preschool closed after 40+ years
   New monument sign along Juniper Street
   Celebration of Pastor Jim’s 20th year as Head of Staff at WPC
   Mortgage refinanced saving $5,800 per month in payments
   One house built in Mexico with YWAM

2017 – Church webpage and e-mail changes to wpcesco.com
   Church celebrates 60 year anniversary on March 12th – souvenir bookmarks
given to all participants
   Youth participate in mission trip to New Mexico at an Indian reservation
   Congregation says ‘good-bye’ to Pastor Jim after 21 years of service
   Rev. Dr. Jeffrey McCrory welcomed as ‘transitional’ pastor and his wife, Barbara,
at a congregational pot-luck lunch
   Office gets a make-over – new carpeting (original carpeting of 45+ years
removed), walls painted
   Core Mission Study group selected, starts process for investigating, interviewing
and writing the Mission Study
   One house built in Mexico with YWAM
APPENDIX E - SURVEY AND RESULTS FOR INTERVIEWING THE 10 LONGEST MEMBERS

Name________________________________ Date__________________________

You have been identified as one of the first members of Westminster Presbyterian Church. Since you are in this select group, we are asking you to complete the special brief survey below. We want to capture your memories and impressions of Westminster in its formative years.

1. When did you start coming to Westminster?
   
   1968, 1976, 1980

2. What brought you to WPC?
   a. **WPC was the only Presbyterian church in the area.**
   b. **Heard about WPC from Mary Hawkins (no longer a member).**
   c. **Bob Thomas was the pastor. First child was baptized at WPC**
   d. **They bought a house in Oceanside and attended the Presbyterian church there. The weather was too much like the Pacific Northwest, where they came from, so they would come in to Escondido to do their shopping. They eventually moved to Escondido and joined WPC.**
   e. **Started looking as soon as they moved to Escondido – for their children – went church shopping – drove by WPC – this is it!**

3. Why did you stay?
   a. **Because of the people. Really enjoyed those that were there.**
   b. **Because of the people. She and her husband were invited to join Mariners. She wanted her children to be involved in a church.**
   c. **They were comfortable and knew people, worked with the junior high. The group was called Chi Rhos. Group made and installed the stained glass in the old chapel that was there until the remodel around 2000.**
   d. **That is where my heart is, my soul sings and is replenished. I am rooted here.**
   e. **WPC was in the community where they lived, rather than joining Rancho Bernardo. Also liked the friendliness of the congregation.**

4. What was the atmosphere?
   a. **Some undercurrents, dissatisfaction with the founding pastor.**
   b. **Lots going on. She sang in choir for many years, and was a deacon and elder**
   c. **They loved the atmosphere. It was a close group.**
   d. **It was warm and friendly. Everybody shook hands and wore name tags**
e. Very nice – young families, children of all age groups. I taught Sunday school.

f. The congregation was all white, mostly upper middle class. There probably were more families with children than there are now. They had a good music program, youth choir, and bell choir. There were four Mariner groups, and three women’s circles. There were more social activities, all church gatherings and pot lucks than there are now. There was no adult Bible study when Bob Thomas was there.

5. What was the campus and neighborhood like?
   a. The apartments weren’t there, area was less dense.
   b. Across the street was an empty field. She used to watch the parrots roost there. The apartments and condos weren’t there.
   c. There was one sanctuary, with a burnt orange décor. There was only one house directly across the street, on a large lot with fruit trees. Housing was less dense than it is now, but many of the homes that were in the area are still there. The ethnicity of the population was more white, less Hispanic.

6. What programs were you involved in that no longer exist?
   a. Missions. Family programs
   b. Service and social organization. WPC had 3 groups and did lots of service. It was very popular at the church. They did campouts and retreats. They had a once a month with potluck and program.
   c. During the pastor shake-up, a lot of people left and Mariners fizzled.
   d. Mariners group and the church camp outs.
   e. Mariners and Women’s Circle.

7. Comments/Other Memories:
   a. Would like to see a family night work out. Jim’s ministry was very good. Enjoying Jeff also.
   b. Had many friends there, Was Flower Chairman, deacon, elder, served communion.
   c. Appreciates the wholeness of the church. Was superintendent of the Sunday School. She is very proud of her role as the founding director of the Cooperative Preschool that started in 1971 and lasted until 2015. She did legal research and met the needs of many families. For 2 days/week - $6/month + parent involvement. 3 days/week was $9/month + parent involvement. There were a max of 24 kids. She enjoyed being a MOPS mentor, and the veggie cooking class hosted for MOPS.
d. Always admired Presbyterians – stood out for civil rights, everyone pitched in to help build the campus or remodel. Helped with Habitat for Humanity in Tijuana.

e. We had some good pastors, and the congregation was friendly and open to involving people. The members were like your family. The Women’s Circles helped local schools, especially Central Elementary, where they provided shoes and socks for the children. Older Adult Ministry was formed in 1990.
APPENDIX F - CHURCH-WIDE SURVEY QUESTIONS AND ANSWERS

WHAT DOES CHURCH MEAN TO YOU?

- **CONGREGATION**
- **BOTH/Safe Haven**
- **Building**

WHAT AGE DID YOU ACCEPT JESUS?

- **Child**
- **Teen**
- **Adult**
How long have you been Presbyterian?

- MANY YEARS
- LESS THAN 5 YEARS
- ALL MY LIFE

Can you describe how Presbyterians are different?

- YES
- NO
HOW COMFORTABLE ARE YOU TO TALK TO NON BELIEVERS ABOUT YOUR FAITH?

- SOMEWHAT COMFORTABLE
- NEED GUIDANCE
- COMFORTABLE
- PERSONAL MATTER

WHAT EXPERIENCES HAVE HELPED DEEPEN YOUR FAITH?

- SUNDAY SERVICE
- ADULT BIBLE STUDY
- SMALL GROUP
- WOMENS GROUP
- RETREATS
- MISSION TRIPS
- ONE-ON-ONE WITH MEMBER
- YOUTH GROUP
- MEN'S GROUP
HAVE YOU HAD A PERSONAL EXPERIENCE WITH GOD? WOULD YOU SHARE THAT EXPERIENCE?

- Yes
- Share?
- No

HOW IS CHURCH COMMUNICATION?

- Above Average
- Outstanding
- Average
- Poor
PASTORAL QUALITIES

- Preaching/Teaching
- Compassion & Caring
- Communication
- Admin Leader
- Problem/Conflict Solving
- Revitalize Congregation
- Home/Hospital Visits
- Counseling
- Decision Making
- Finance Steward
- Change/Risk Taker
- Other
- PCUSA Policies
- Technology Skills
- Bilingual
- Fund Raiser

BIGGEST CHALLENGES

- Attract New Families/Grow
- Youth Ministry
- New Pastor
WOMEN'S RETREAT
ASSISTANT PASTOR
KITCHEN MANAGER
POLITICS NEUTRAL
WORSHIP SERVICE OPTIONS
ADDED INVOLVEMENT
MORE MEN'S GROUPS
BIBLE STUDY
MISSIONS & COMMUNITY
FINANCIAL STRENGTH
NEW GROUP ACTIVITIES
GROW MUSIC MINISTRY
YOUTH DIRECTOR & PROGRAMS
KEEP & GROW FAITH & VALUES
FINANCIAL STRENGTH
ADDED INVOLVEMENT
WORSHIP SERVICE OPTIONS
POLITICS NEUTRAL
KITCHEN MANAGER
ASSISTANT PASTOR
WOMEN'S RETREAT

HOPES FOR THE FUTURE

GROW
FIND PASTOR
KEEP & GROW FAITH & VALUES
YOUTH DIRECTOR & PROGRAMS
MISSIONS & COMMUNITY
FINANCIAL STRENGTH
NEW GROUP ACTIVITIES
GROW MUSIC MINISTRY
BIBLE STUDY
MORE MEN'S GROUPS
ADDED INVOLVEMENT
WORSHIP SERVICE OPTIONS
POLITICS NEUTRAL
KITCHEN MANAGER
ASSISTANT PASTOR
WOMEN'S RETREAT
APPENDIX G - SURVEY RESULTS - EXECUTIVE SUMMARY

Consensus:
The Study results indicate that the cross section of the congregation who responded have very similar views on Church, faith and current issues facing our church.

The Main Consensus of Thoughts are:
The church consists of 1) A body of Christians who come together through Jesus Christ to worship God and grow our understanding of the Bible; and 2) A sanctuary where we meet in a safe environment free from the pressures and influences of the secular world.

Throughout the study there is an overwhelming tone of desire to continue the faith and values of the church along with the existing comfort and family feel.

The Main Goals of the Church Congregation Seem to be Aligned With 3 Major Issues:

- Grow the congregation with young families and ethnic blend reflective of our community.
- Support the Youth Director and support the youth ministry program.
- Hire a Pastor who can equal or exceed who we have been blessed with so far.

Current Status:
The assessment of the current programs, missions and administration indicate confidence in the church administration, staff and leadership body. There is majority of support to continue the current missions and programs, a desire to integrate our church more into our local community and hope to continue or improve our financial stability. Areas indicating a need for growth are education, youth ministry and financial strength.

Interests in the current activities varies and is spread across the respondents. The activities noted that deepen Faith are Sunday service, sermon and music; followed by Bible study and then group activities.

The main goals listed above are echoed again in the wishes for the Church along with three additional goals that resonate in the responses:

- Expand Bible study for adults
- Expand group activities; picnics, potlucks, camping, retreats, to bring the congregation together
- Expand men’s ministries

Final Note:
It must also be noted that there is a very positive tone throughout the survey with many respondents complimenting Pastor Jim, Pastor Jeff, music ministry and volunteers who serve the church.
APPENDIX H - CONGREGATIONAL GATHERING
QUESTIONS AND ANSWERS APRIL 22, 2018

Ideas from Congregational Bible Study

Doing “normal life” stuff with people with whom we share belief – not just Sunday, not just people who “look like us.”

More cross-cultural connections within the church, more intergenerational connections.

Be present at the community events, Cruising Grand, Farmers Market, Street Fair.
Flyers and reach out to the community around us.
Follow up with families that visit or come to an event.
Facebook page, group and event notification.
Men’s Bible study.

Involve new members quickly. In the past we had mentors or long-time members follow along with new members, check in with them regularly, encourage involvement through personal invitation during their first year at church.

After listening to the Jerry van Leeuwen’s presentation about the current environment in the City of Escondido, what needs do we see for the community and church?

- Always helps to have support from the pulpit to highlight/encourage outreaches and involvement.
- More after school options for youth, some with low or no cost.
- Venue for health education updates/new information.
- Mentoring at-risk youth outside our church community.
- Extend involvement/follow-up with newcomers who participate in VBS or children’s dance/musicals.
- Reading with children in public schools.
- Homeless
- After school programs and activities
- Churches dwindling in size
- Non-structured church services
- Church activities are in competition with school, sports and other outside activities
- Homework helpers after school
- After school programs/ Nate’s program, Al Owen’s retired Escondido department lieutenant (works with youth)
- Recreation
- Seniors - 40% in Escondido live alone
- Homeless/hungry – ICS, others?
- Food (school)
- Housing
• Getting to know Jesus
• Trash/litter

• List of non-profits and needs of City of Escondido to congregation
• Vacation Bible school (Logos) for family during the week
• Wednesday services – expand for family
• Expand/revisit preschool

• Cutting recreational support, more community awareness.
• Be informed about community leadership.
• Need paid staff person to oversee volunteer activities, even if a few hours per week.
• Hitchhike on what other churches are doing.
• Full-time youth director.

• Need more AA meetings in our area- women only here.
• Kids karate group, not big enough now.
• Amazing Grace Dance Studio - meets here often, expand? Waiting list.
• After school program, mentoring youth, need a dedicated room, perhaps the modular units?
• Partner with other churches
• Maybe the youth director could also be an outreach director or community engagement director.
• When we really value something we are willing to pay someone.

• Isolated seniors
• Men’s group/Bible study
• Start a new Mariners group to look at our church community first and grow internally first and that will grow externally.
• Share more often from the pulpit about the outreach our church does.

• Literacy in community and schools
• ESL for adults, good opportunity for outreach.
• Homelessness and drug abuse
• Need for jobs
• Online shopping is hurting retail stores in the area

• After school component - long-term, needs a starter, a visionary
• WPC does a lot for missions - food
• Sharing: Family involvement activities - how WPC can add to efforts
• Sizable older community
• Community need, men’s group, outreach to men
What gifts has God given this congregation and do they meet any of the needs we have outlined above?

- Friendliness
- Wonderful music staff and program for all ages
- Spiritual direction staff member helping us to grow in the word, prayer and practicing the spiritual disciplines
- Generosity, especially with mission outreaches, special offering and disaster relief
- Some good organizers
- Strong leadership in area of financial security/spending/caution during times of decreased giving
- Loving, welcoming
- Mission trips
- Shepherding program
- Deacons - call on non-attendees
- Home improvements for seniors, yard work, transportation
- Nurture an integrated relationship with the Hispanic church on our campus
- Grandparents tutoring in schools
- Handouts for WPC/Hispanic church
- Ride share
- After school programs, music, crafts
- Interfaith Community Services, other programs i.e. Gleanings
- Share extra produce from members gardens and orchards
- Identify community needs, veteran's needs, school's needs

What availability do we have as a congregation?

- Church has a heart for missions
- MOPS has brought many to campus
- Skilled, educated people with the means to support programs
- Good foundation, history of being a helping church
- Good facility, reputation in community
- Very giving congregation
- Work with ICS
- Active – physically
- Reading in schools – continuation
- Outreach- MOPS, ICS, Amazing Grace School of Dance, Alternatives, military families, backpacks for school, YWAM
- Music abilities – an asset that could be used more – musical outreach
- Hard-working Missions Committee
- Connection to Felicita School
- Legacy of outreach
- Money – large budget
APPENDIX I - CONGREGATIONAL GATHERING Q & A
MAY 20, 2018

(Note – these were the basis for our Goals and Objectives on Page 32)

Communication -1st Service

- Continued use of Power Point during services - visuals
- YELP and other Social Media – info about WPC, link to website
- Announce our activities/ presence in the community
- Establish a “Marketing Coordinator”-type person/ position
- More pictures of activities (on and off campus) on website and before services
- Monitor online health
- More in-depth online newsletter
- Text blasts
- Mailer to invite community here using addresses captured from events, MOPS, etc.
- Radio presence (video?)

Communication – 2nd Service

- Take more photos at events
- Establish a Facebook group to announce events, post photos
- Internally: post photos weekly
- Online focus directing people to our website
- More advanced notice of events each week
- Google calendar
- Postcard of e-newsletter to those without computers
- Social media group (FB, etc.)
- Event slides before services
- Find person to manage online presence

Communication Table Notes

- More advanced notice
- Multiple formats
- Website have church calendar – can go to phone
- Need to keep Facebook page updated and include more photos
- Churchfinder.com
- More info on status of parishioners
- Get a pastor who is aware of the times we are in
- Paper Newsletter
- How do we address negative reviews on YELP?
Youth Ministry – 1st Service Responses

- Appeal to all ages – including college-aged kids
- Have young adults involved with younger kids
- Post High School activities
- Recruit volunteers – so WPC can help “parent” all kids
- Youth and families ministry
- Retreats (day events and overnights)
- Inter-generational events (especially on Wednesday nights)
- Include food!
- Fun events (skating, paintball, etc.) in addition to Sunday events
- Involve children more frequently in services’ music

Youth Ministry – 2nd Service Responses

- Make Wednesday Night Life inter-generational
- Rotating dinner group
- Inter-generational “rite-of-passage” program (with matriculation ceremony to celebrate)
- Community service projects
- Fun events for kids
- Progressive dinner
- “Adopt-a-youth” program
- Outside speakers for youth
- Youth camps
- Establish a game night (table games, etc.)
- Ensure Biblical content
- Include kids in music ministry
- Include kids in choir

Youth Ministry – Table Notes

- Family activities
- Beach
- Extra events on Saturdays
- Food truck for events? With dessert!
- Youth serving older people, shut-ins, people healing, physical chores, encouraging notes, crafts
- VBS
- Reach out to middle school children
- Still need volunteers – any age
- Put armor of God on them!
Community Involvement – 1st Service Responses

- Celebrate what we do (photos of events before services)
- Wear shirts at events
- Announce what we are going to do
- Google calendar
- Offer language classes
- Hold “hymn-fests” – get together and sing
- Collaborate with other churches

Community Involvement – 2nd Service Responses

- Wear t-shirts when we volunteer (and/or name tags)
- Announce what we do (internally and externally)
- Community walks
- Reading program
- Establish military ministry
- Expand school partnerships – ask, specifically, what they need

Community Involvement – Table Notes

- Get Pastors and leaders involved
- Involved with Alternatives Medical Clinic
- More people involved in mission activities
- More people involved with Felicita School
- Expand Operation Help-A-Hero (military)
- Print flyers to pass out to community
- Men’s ministry – breakfasts, Wednesday nights, or evenings as needed
- Have men lead kids helping those in need (yard work, painting, etc)

Posture of Church – 1st Service Responses

- Offer English as a Second Language program for all ages, nationalities, faiths (Peoria, IL example outlined by the Nichols-Roys)
- Have an “all nations” events with flags, celebrating cultures, etc.
- Partner more with Roca Fuerte (on-campus Hispanic congregation)
- Facilitate political discussions from a Biblical perspective

Posture of Church – 2nd Service Responses

- Establish groups focused around shared interests (quilting, scrap-booking, etc.)
- Encourage/ attract ethnic families
- Offer apologetics classes
Posture of Church – Table Notes

- Form more community connections (Pastor to lead)
- Committee for communication
- Break into men’s groups
- Partnering with Escondido schools/services
- Spanish-speaking
- New pastor should: understand technology/youthful/social media use
- Self-aware and about contemporary issues

Men’s Ministry – 1st Service Responses

- Form handyman group
- Ensure handyman group is inter-generational (so youth absorb knowledge/skills of adults – where else will kids learn these skills?)
- Schedule on weekends/evenings to accommodate work schedules
- Video series studies
- Announce activities
- Men help community at large
- Bible study for men
- Springboard off Safety Task Force – use as model
- Establish men’s version of MOPS
- Ensure men’s ministry is planned/directed by men

Men’s Ministry – 2nd Service Responses

- Men’s Bible study
- Small groups with a purpose
- Incorporate in family nights (men’s break-out groups)

Men’s Ministry – Table Notes

- Bible study fellowships to raise up leaders
- Opportunities for men to get together (integrate with Wednesday nights)
- List of those men’s group can help
- Go to sports events together
- Need it

All-Church Family Ministry – 1st Service Responses

- Combined service (1x per quarter?)
- All ages – something for all on Wednesday nights (start together, then break out)
- All-church event at least 1x per month
- Harvest Festival
- Annual retreat
• Combine with other churches
• Intentional attraction, training of volunteers

All-Church Family Ministry – 2nd Service Responses

• Adult Sunday school for all
• Inter-generational outings
• Combine services from time-to-time – this allows all to then Bible study together
• Move first service to 8:30 to allow Bible study between services
• Revive small groups
• Talent nights
• Retreats
• Off-site events such as beach, etc.

All Church Family Ministry – Table notes

• Wednesday events must have food
• Food & music
• Youth serving older people
• Escondido Friends (online resource)
• Gleanings
• Annual church picnic
• Jerusalem tour with another church
• Group travel
• Senior mentorship
• Talent night
APPENDIX J - CHARACTERISTICS DESIRED IN THE NEXT PASTOR

(Comments from the Survey – Characteristics are listed on pages 16-17)

OTHER RESPONSES:

Most important to me is preaching the Word of God. Second is disciple-making. We have a lot of people at church who are great administrators and other people who excel in caring, like the Deacons-- so I don't know if I need to have a pastor who is strong in the same areas. I think it would be great if the new pastor had a multi-cultural vision for the church. Every place I go--shopping, work, my neighborhood, there is more diversity than at church. Lastly, while I have appreciated the wisdom that comes with pastors in their fifties, I think if we want to grow, we need to have someone that is younger. When Pastor Jim came to WPC, he was in his 30s. He told stories that parents and 30-year-olds could relate to. That may be uncomfortable for those of us in the 50 plus range, but growth is necessary and sometimes not comfortable.

 Experienced Presbyterian pastor, knowledgeable about Presbyterian practices and committed to keeping a contemporary service and a multi-generational, balanced church family.

We will be praying for this person. We should be open to a man or woman of God's choosing. In the meantime, we have highly-qualified interim pastor.

Hopefully someone who can focus on our community and ways we can reach out and serve, get to know our neighbors.

Should be able to connect with the youth.

No micro managing.

When we say Pastor we are asking for a leader who also follows, a teacher who also learns. Someone who can capture the attention of large groups or focus on just one person, a Christian example and also fellow sinner, Administrator, Participant, Enlightener, Discoverer, Facilitator of change, Champion of tradition, Confident in belief, steadfast in resolve, open to new ideas, Director and Administrator who can also delegate and Mentor.---Simple set of requirements.

My favorite thing about Pastor Jim was his ability to tell an interesting sermon. I think the most important quality in a good pastor is that they are a good story teller.

Supporting the worship and music currently part of the 2nd service.
I do not want a pastor who supports homosexuality which is against the teachings of the Bible. Offer compassion, absolutely. But not someone who attempts to bind 2 people together in the eyes of God. I would like a Pastor who supports unification and growth of the family.

Good Bible based sermons and teachings

Funny. Gotta keep things interesting

Strong faith and Belief in God and relationship with God and strong prayer life.

Belief that the Bible is the inspired Word of God, and reading the Bible daily/regularly.

Pastors cannot be everything. I think often they are pulled into too many directions. Focus needs to be in preaching, teaching, worship.

Mission/outreach promotion and participation

Heart for service/outreach by the church

Delegate responsibility to elders or deacons

Outgoing personality

Personable
### APPENDIX K - 2018 Budget

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<tr>
<th>INCOME</th>
<th>2017 Budget</th>
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<p>| Payroll taxes                | 14,100       | 13,506       | 21,451       |
| W/C insurance                | 5,000        | 2,898        | 5,000        |
| Youth Dir Cont Educ          | 500          | 500          | 500          |
| Staff Development            | 500          | 0            | 500          |
| Dir Choir Cont. Educ         | 500          | 500          | 500          |
| Music Asst Cont Educ         | 500          | 500          | 500          |
| Dir Music Cont. Educ         | 500          | 500          | 500          |
| Office/Staff Retreat         | 250          | 49           | 500          |
| Staff gifts                  | 150          | 1,292        | 300          |</p>
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**Administration**

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**Building & Grounds**

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**Miscellaneous expenses**

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<tr>
<td>Rental house expense</td>
<td>$6,000</td>
<td>7,985</td>
<td>5,000</td>
</tr>
<tr>
<td>Rental house improvements</td>
<td>$0</td>
<td>71</td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>$13,540</strong></td>
<td><strong>15,128</strong></td>
<td><strong>11,000</strong></td>
</tr>
</tbody>
</table>

**EXPENSES TOTAL**

<table>
<thead>
<tr>
<th></th>
<th>2017 Budget</th>
<th>2017 Actual</th>
<th>2018 Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$514,930</td>
<td>$514,144</td>
<td>$556,623</td>
</tr>
</tbody>
</table>

**MORTGAGE INFORMATION:**

The Building Fund balance as of June 2018 is $53,816 and the balance to First Citizens Bank is $1,247,746. In September, 2016, a new mortgage was negotiated with First Citizens (formerly held with PILP) First Citizens for a 134-month amortization, payments of $13,754/month, and balance on 9/5/23 of $609,410.