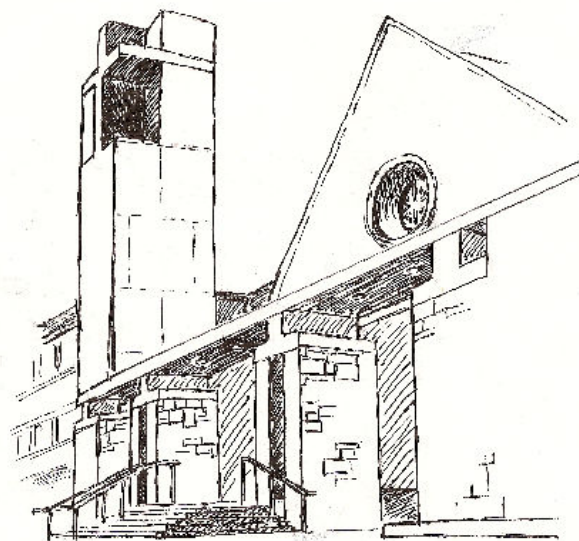


The West Side Presbyterian Church  
**ANNUAL REPORT**  
**2010**



*West Side Vision Statement*

West Side Presbyterian Church's vision is to be a God-centered, welcoming community,  
open to all, transforming lives by sharing our faith,  
inspired by the power of the Holy Spirit as disciples of Jesus Christ.

We are called to be leaders in:

Committing to mission in the community and witnessing for social justice and peace;

Cultivating programs that nurture spiritual growth;

Providing a strong educational program for all ages;

Offering a variety of worship experiences to a diverse congregation.

# Table of Contents

<b>Page</b>	
3	Cover Letter from the Pastor
5	Staff Roster
5	Program Staff Reports
5	The Reverend Marc Oehler
6	Joanne Harris Rodland
7	2010 Lay Leadership
8	Financial Reports
8	Treasurer's Overview
9	General Operating Fund
10	Dedicated Accounts
11	West Side Nursery School
12	October 9th Fund
13	Arthur M. Hughes, Jr. Memorial Fund Committee
14	Terms of Call
15	Reports of the Boards and Committees
15	Board of Deacons
15	Board of Trustees
16	Nominating
16	Advisory
17	Christian Formation
17	Adult Christian Education
17	Spiritual Growth
18	Children's Ministries
18	Congregational Life
18	Family Life
18	Health Ministries
19	Invitation and Membership
20	2009 Membership Statistics
20	Memorial Fund
20	Memorial Garden
21	MinistryLink
22	Missions and Social Concerns
22	Personnel Council
23	Stewardship
23	Worship and Music
23	Youth Ministries
24	Report of the West Side Nursery School
25	Minutes of the Meetings of the Congregation and Corporation
25	January 30, 2010
25	March 7, 2010
26	May 23, 2010
29	September 19, 2010
30	December 5, 2010



# The West Side Presbyterian Church

Varian Fry Way  
6 South Monroe Street  
Ridgewood, NJ 07450

201-652-1966  
Fax: 201-652-6556  
Website: [www.westside.org](http://www.westside.org)

March 6, 2011

Dear Members and Friends of West Side Presbyterian Church,

During these complex and confusing days in our world, it is good to be in a family of faith that seeks to listen for the voice of God's love. It is good to be in a congregation where we can help one another sort through the stuff of life to find eternal meaning.

Financial trauma, job insecurity, work intensity, life complexity, emotional stress, and relational loss haunt our daily experience, while we yearn to hear a graced word from God full of hope and love.

We at West Side desire to be God's contemplative and compassionate presence in the midst of all life's challenges. In contemplation, we pay attention to how God speaks to us from every corner of creation. In compassion, we care for the people around us who hunger to be touched by the presence of our Christ, who is among us, full of grace and truth.

In the midst of the past decade of challenges, our ministries of worship, music and arts, have been our consistent and stabilizing anchors of safe harbor to keep our congregation rooted in God's loving presence. Joanne Rodland and Deborah Holden-Holloway are and have been the dynamic duo, serving and leading tirelessly, artistically and diligently. In the midst of a thoughtful Worship and Music Council, they have been the rudder of this "disciple" ship passing through stormy seas, threatening our very survival. Please say "thank you" to these two leaders for their passionate loyalty to the Gospel and their unwavering commitment to West Side.

Leadership changes for a congregation can be just as traumatic as the loss of a beloved sanctuary. We said good-bye to our long beloved Associate Pastor Kent Smith, and hello to our newly beloved Associate Pastor Marc Oehler. We asked the Reverend Liz Junod, our capable pinch hitting pastor, to shift her responsibilities from leading care ministries to serving families, children and youth. We invited Kaylin Milazzo, a grown child of our congregation to step into the role of Interim Director of Youth Ministry.

Sadly, in death, we also had to say good-bye to several strong matriarchs of our church, notably, among them, were Emily Aumiller, Marjorie Johnson, Joan Downie, Alice "Babs" Kandravy and Sarah Stulik. We miss them!

But during 2010 we also welcomed 68 new members (45 adults and 23 youth), who bring new energy, new hopes, and new leadership to West Side. There were also 13 baptisms of children and adults.

There were important initiatives launched by Session in 2010:

1. Explore and plan new worship options, especially for Saturday night.
2. Develop a Strategic Ministry and Finance Plan.
3. Launch a new program for transitional housing for homeless families called Family Promise.
4. Establish MinistryLink which is a redevelopment of lay ministry and volunteer opportunities.
5. Fund and advise the congregation to begin the search for an Associate Pastor for Family, Youth and Children.
6. Share in the funding of the purchase of a home for the Icenogles.

Vida and I moved into our new home in North Haledon at the beginning of October. We are very thankful for the kindness from the leadership of West Side to help us buy this home which sits on the western slope of High Mountain.

Lots of change! Lots of loss! Lots of hope! Lots of new adventures! Recovery from the struggles of the past and vision for new ministry and mission to carry us into the future!

We know we are at an important crossroads in the history of West Side Presbyterian Church, who is now more than 98 years old.

We are praying more because we want to grow in depth of faith and breadth of members, asking how God will guide us into new vibrant ministry that includes financial stability.

Finally, remember to be grateful and celebrate the great outpouring of generosity from you in December (\$270,000) that helped us end the year with a near balanced budget.

Join with me in remembering and celebrating all the good gifts of people who have led and served and continue to lead and serve West Side so we can be a bright light of God's mercy and love to our village, our surrounding communities and northern New Jersey.

In humility for God's providence and thankfulness for God's abundance at all times and in all places,



Gareth Icenogle  
Pastor

# The West Side Presbyterian Church

Six South Monroe Street, Ridgewood, New Jersey 07450  
Church Office: 201-652-1966 – Nursery School: 201-447-3501 – Fax: 201-652-6556  
e-mail: westside@westside.org – Website: www.westside.org

## STAFF

### Ordained Staff

The Reverend Dr. Gareth W. Icenogle,  
Pastor, Head of Staff  
The Reverend Elizabeth Junod,  
Part-Time Pastoral Associate  
The Reverend Marc Oehler, Associate Pastor  
for Parish Life  
The Reverend Dr. William Chapman,  
Parish Associate (volunteer)  
Andrew Roughgarden,  
Ministry Assistant to the Pastor (volunteer)

### Program Staff

Deborah Holden-Holloway, Associate Minister of Music  
Patricia McGlade, Parish Nurse  
Joanne Harris Rodland, Minister of Music

### Office Staff

Carolyn Conetta, Financial Manager  
Elisabeth Stitt, Business Administrator  
Carol Walton, Coordinator for Ministry

### Building and Grounds Staff

Paul Mensing, Facility Manager  
Clive Stewart, Custodian

### West Side Nursery School

Gayle Sussman, Director  
Cindy Hardt, Assistant Administrator

## Program Staff Reports

### **Associate Pastor for Parish Life** *The Reverend Marc Oehler*

I began serving as your new Associate Pastor for Parish Life this past July. I remain grateful to the prayerful and dedicated service of the Associate Pastor Nominating Committee, as well as the trust the Session and the Congregation has placed in me.

I'm also grateful for the warm reception I've received from the staff, leaders, and congregation-at-large, and I'm excited to be doing work I feel called to do at a place I feel called to serve. I hope to be a valuable part of an already gifted and faithful staff, and another link in the chain of effective pastors who've served here over the years.

Over the past six months, I've spent time getting to know people, getting a feel for how things are going, and prayerfully considering where God is leading me and us. Here are some brief reflections on the past six months and some hopes for the future:

West Side has many people who are committed to spiritual growth. I hope to identify, support, and work with them and with Christian Formation team provide a variety of opportunities (such as small groups, retreats, contemplative worship, Bible study, book studies, etc.) and tools (spiritual practices, devotionals, formational books, etc.) to assist people's growth and to invite more people on this journey

towards spiritual maturity. I know there's no short cut to increased spiritual vitality; that it comes through the commitment of individuals and groups over time.

West Side has a long tradition of initiating and participating in mission. We are all disappointed that we aren't currently giving financially at levels we've given in the past. There is a deep hunger to put our faith into action and I am working with Missions and Social Concerns, and others, to draw more attention to what we are currently doing, expand our outreach and opportunities for service, and draw more people into mission. It is my hope that as we work to return to previous levels of financial giving, more of us commit ourselves to giving of our time and talent so that we more fully respond to Christ's call to serve the least among us.

West Side cares well for its members, particularly those who've been here awhile. There is an increasing desire to connect to our visitors and more recent members. I am working with many others, including our Deacons, the Invitation and Membership Committee, the pastoral staff, and our parish nurse, to ensure that more people are touched by the love of Christ here. I hope to provide the training, support, and encouragement to people called to the ministry of care and compassion, prayer, hospitality, and outreach, in addition to ministering in all these areas as well.

## Minister of Music

### **Joanne Harris Rodland**

What has happened within the Music Ministry in 2010? I find myself resisting a litany of activities which is far easier than delving into the depths of the “why” we do what we do. I’ll leave the list making in the hands of our very capable committee chair. I will trust too that your collective memories will recall not only the myriad of programs which continue to be a part of this ministry, but more importantly, the countless services of worship in which music has played a significant role in bringing the corporate body into the presence of its Creator which is, after all, our reason to be.

Since the fall, I have been reading –slowly—a marvelous book by Yale theologian and hymnologist, Thomas Troeger, entitled “Wonder Reborn.” (Our hymnal contains eight of his texts! Tom is known to some of you through the spiritually uplifting weekend retreat he led for us shortly after the fire.) The book focuses on how preachers can use the arts, and music in particular, to inform our theology and deepen our understanding of the faith.

The passage which would not let me go today has to do with defining and connecting two adjectives used to describe the community of the church; *religious and spiritual*. The musical example being used is the much beloved African- American Spiritual, “*There Is a Balm in Gilead*.” (Hymn 394) What follows is a part of the author’s observation about how, in its struggles through slavery, the African-American community could still sing about that balm, that healing ointment, and acknowledge, despite violence and spiritual, hunger, that healing can come.

*“A religious/spiritual community fuses together realities that are meant to be complementary, not oppositional.”*

*“It is a religious community because it understands the necessity of institutions. We need governing boards and forms of polity and budgets and agendas and buildings and dependable rituals. (The underlining is addition.) For without these institutional realities, who will offer the corporate worship that empowers the community to raise the money to put in the time and the energy to provide week after week, year after year, century after century a continuing ministry of service and transformation to the*

*wounded, bleeding world?”*

*“Spirituality without religion and without its institutional structures easily becomes narcissism and self-illusion.”*

*“But a religious/spiritual community is also a spiritual community. It is alive to the startling presence of God, alive to the profoundest thirst of the soul, alive to the glimpses of beauty and wonder that awaken and nurture faith and hope and love. Religion without spirituality easily buries the deepest hungers of the heart beneath institutional operations.”*

*“In an age of religious and spiritual hunger, the church is a balm whenever it truly becomes a religious/spiritual community. Remember; a balm is not an elixir, not a quick fix, not a miracle drug. But over time, a balm brings healing. It sets off a process of thought and action, of prayer and art, of belief and practice, of conversation and community. Over time it will bring healing and wholeness to a world of religious violence and spiritual hunger.”*

West Side, like all church communities, may try to describe itself in a variety of ways; “bean counters who watch over the bricks and mortar of the temple,” “seekers whose focus is only on the spiritual,” “people with great passion for and commitment to outreach,” “worker bees who do the grind of daily tasks as a way of working through their faith.” The truth is that we must be all of these. If we are not, that healing, that growth, that strength will elude us as a people of God.

West Side is heading into the joyous celebration of 100 years of ministry. Look around and embrace your fellow sojourners and rejoice that thus far we have been a *religious/spiritual* community, respective of and grateful for each others’ passions, able to survive and be stretched by our differences and our challenges, a balm to each other and to the world to

*“make the wounded whole; to heal the sin-sick soul.”*

Joanne Harris Rodland, Minister of Music

# 2010 Lay Leadership of West Side

## Session (Elders)

2010 Committee Chairs noted

### Class of 2010

Elisabeth Brannock-Sue,  
Liaison to Nursery School  
Russell Clark, Chair Worship & Music  
Richard Ewell  
Olivia French, Chair Youth Ministries  
Irene Montella  
Gene Rogers, Chair Advisory  
& Nominating

### Class of 2011

David Buchko  
Donna Burdick, Chair Invitation  
& Membership  
Myra Garcia, Co-Chair,  
Christian Formation  
Ruth Guthery, Chair, Health Ministry  
Lucy Ianacone  
Jan Lucas, Chair Personnel  
Jim Neujahr, Clerk of Session  
Lincoln Stulik

### Class of 2012

Charles Blanchard  
Beverly Cassidy, Co-Chair MinistryLink  
Lyn Croasmun  
Keith Liansi, Chair Children's Ministries  
Robert Preuss  
Sharon Ruger, Co-Chair,  
Christian Formation  
Christian Wilhelm, Chair Family Life

## Board of Trustees

### Class of 2010

Jim Croasmun  
Paul Higbee  
Paul Nuti, Vice President  
Hal Reynolds  
Thomas Roberts  
Roger Widicus

### Class of 2011

Tim Madden  
Louis T. Petersen  
John Riley, Secretary  
Keith Schnaars  
Elizabeth Shadbolt

### Class of 2012

Jamie Chumas  
Ray Cochran  
Andrew Haase  
John Pierce, President

## Board of Deacons

2010 Parish Area Assignments noted in parentheses

### Class of 2010

Hervey Blumers (16A & 16H)  
Lynn Curtin (20C, 24A)  
Richard Curtin (20A)  
Nandy Fowls (16G, 23A)  
Liz Kenyon (20F, 22A)  
Joyce Schnaars (3, 22B)  
Martha Neil Skewes (16E, 16F)  
Lisa Terry (21A, 21B, 21C)  
Gwen Widicus, youth (1, 2)

### Class of 2011

Heidi Ahlborn (11, 17)  
Kathy Blumers (16B, OOT)  
Sally Clark (23B, 23C)  
Susan Fiocchi (16C, 16D)  
Elizabeth Mensing-Castelgrant (20B, 20D)  
Gillian Rogers (6, 7, 8)  
Jewell Russo, Co-Chair (24C, 24D)  
Pam Spiegel (19B, 19C)  
Lisa Wardley (21D, 21E)

### Class of 2012

Ani Chalemian (18)  
Richard Fitzgerald (14, 19A)  
Jane French (9, 10)  
Abigail Gary (12)  
Anita Kerr (25A, 25B, 25C, 25D)  
Sally Merchant (15)  
Jim Snedeker, Co-Chair (20E, 24B, 24G)  
Pam Welch (4,5)

## Treasurer

Mark Smith

## **West Side Presbyterian Church Financial Reports - December 2010**

### **General Fund:**

In 2010, total giving and total income increased \$8 thousand and \$40 thousand respectively compared to 2009. Transfers from the October 9th Fund to cover mortgage interest expense were lower due to a lower principal balance and reduction in the interest rate. Operating and Program Expenses increased \$47 thousand compared to 2009. Half of the increase was related to personnel, with the remainder in Trustee related accounts, Outreach and Ministry, and Per Capita. Overall there was a deficit of \$14 thousand.

### **Dedicated Accounts:**

The dedicated accounts provide a fuller financial picture of the scope of West Side activities. Significant amounts of monies are received and expended according to the express direction or intention of the donor, or in accordance with specific offerings or programs. Some of the accounts with the greatest activity were the Second Century Capital Campaign (for the mortgage pay down), the Pastor Housing Fund, Music and Worship, and Special Offerings. At December 31, the balance of the dedicated accounts was \$331 thousand, a decline of \$177 thousand.

### **October 9th Fund:**

Total assets in the October 9th fund, including an interfund receivable of \$52 thousand, were \$849 thousand. This is a decline of \$190 thousand compared to 2009.

### **Nursery School:**

Total income increased \$22 thousand compared to 2009. Total expenses, which included an additional \$25 thousand payment to the church's General Fund, increased \$35 thousand over 2009. Income exceeded expenses by \$19 thousand for the year.

### **Second Century Capital Campaign and Mortgage:**

In 2008 a capital campaign was kicked off with the goal to pay down the \$5 million mortgage by the church's 100th anniversary in 2012. At December 31, 2010 the balance of the mortgage was \$3.1 million and the remaining pledges not yet received totaled \$290 thousand (gross).

Respectfully submitted,

Mark A. Smith, Treasurer (through December 2010)

**The West Side Presbyterian Church  
General Operating Fund**

	2008	2009	2010
<b><u>Income and Other Funding</u></b>			
<b><u>Giving</u></b>			
Estimate of Giving	1,135,533	1,117,365	1,110,723
Loose Offering	15,629	14,966	14,789
Per Capita	11,542	11,093	10,612
Other Giving	73,098	197,934	213,704
Total Giving	<u>1,235,802</u>	<u>1,341,358</u>	<u>1,349,828</u>
<b><u>Other Income</u></b>			
Nursery School	16,417	16,500	41,500
Rental Fees	56,947	62,082	71,150
Interest Income	5,908	4,766	2,665
Total Other Income	<u>79,272</u>	<u>83,348</u>	<u>115,315</u>
<b><u>Total Income</u></b>	<b>1,315,074</b>	<b>1,424,706</b>	<b>1,465,143</b>
<b><u>October 9th Fund and other Fund Transfers</u></b>			
Operating	119,350	-	-
For Mortgage Interest	291,091	212,888	192,715
Total Oct 9th Fund Transfers	<u>410,441</u>	<u>212,888</u>	<u>192,715</u>
Release of Dedicated Accounts	-	10,075	2,000
<b>Total Income and Other Funding</b>	<b><u>1,725,515</u></b>	<b><u>1,647,669</u></b>	<b><u>1,659,858</u></b>
<b><u>Expenditures</u></b>			
Personnel	864,697	927,992	947,647
Per Capita	36,000	36,000	41,000
Worship and Music	21,992	21,690	21,614
Christian Education	29,971	26,905	27,066
Outreach and Ministry	39,916	29,260	40,581
Trustees	396,233	383,234	400,387
Independent and other expenses	12,858	9,699	3,096
<b>Operating and Program Expenditures</b>	<b><u>1,401,667</u></b>	<b><u>1,434,780</u></b>	<b><u>1,481,391</u></b>
<b>Interest Expense</b>	<b>291,091</b>	<b>212,888</b>	<b>192,715</b>
<b>Total Expenditures</b>	<b><u>1,692,758</u></b>	<b><u>1,647,668</u></b>	<b><u>1,674,106</u></b>
<b>Surplus (Deficit)</b>	<b>32,757</b>	<b>1</b>	<b>(14,248)</b>

**The West Side Presbyterian Church**  
**Dedicated Accounts - Year Ended December 31, 2010**

	Opening Balance	Income	Expenses	Ending Balance
<b>WORSHIP &amp; MUSIC</b>				
Sunday Flower Fund	1,951	5,650	6,986	616
Choir School	4,048	6,286	7,559	2,774
Organ Reserve	2,100	-	-	2,100
Piano Fund	589	-	-	589
Special Music	7,072	3,075	5,414	4,734
WSPC Arts Council	7,175	5,544	3,342	9,377
Patron Fund	24,738	26,281	33,722	17,297
Designated Music Projects	22,005	35,000	46,205	10,800
Special Instrument Fund	550	-	400	150
Parloff Chamber Concerts	10,169	100	10,269	-
Hillside Players	7,265	10,403	12,056	5,612
<b>FAMILY LIFE</b>				
Mom's Group	167	5,933	5,619	482
Children's Offering	1,972	404	438	1,938
<b>YOUTH MINISTRY</b>				
UDT/Montreat/Lock-In	1,269	8,254	11,366	(1,843)
General	(10)	2,440	2,839	(409)
Mission Trips	24,774	21,620	14,250	32,144
Henlopen	(569)	22,948	23,508	(1,129)
Van Fund	1,700	848	402	2,146
Second Grade Bible Fund	4,286	-	1,283	3,003
Young Adult-NO Mission Trip	1,454	-	-	1,454
<b>COMMUNITY LIFE</b>				
Supper Club	(649)	120	122	(652)
Presbyterian Women	5,708	5,711	4,785	6,634
Health Ministries	1,046	-	-	1,046
Martin Luther King, Jr.	13,041	7,832	9,697	11,176
<b>SPECIAL OFFERINGS</b>				
Christmas Offering	24,386	20,392	25,421	19,357
One Great Hour of Sharing	-	9,130	9,115	15
Easter	354	29,364	29,668	50
Homeless	8,833	7,549	9,368	7,014
Mission & Social Concerns	6,003	-	3,829	2,174
Disaster Relief	-	12,549	12,210	339
Pentecost	-	2,903	-	2,903
Mission Market	-	6,101	3,968	2,133
<b>OTHER DEDICATED &amp; SPECIAL FUNDS</b>				
Fellowship	1,012	540	1,108	444
Property Project Fund	16,093	2,400	18,487	6
Chapel Organ	66,983	-	-	66,983
Consolidated Mission Trip(Inc Katrina)	6,315	6,650	9,175	3,790
Deacons	400	2,239	2,202	437
Pastor's Emergency Relief	3,347	2,000	2,826	2,521
MortgagePrincipal Pay-Down	68,537	216,128	230,805	53,861
Sunshine Fund	520	375	255	641
Weddings	1,660	3,500	3,500	1,660
Labyrinth Fund	900	-	-	900

The West Side Presbyterian Church					
Dedicated Accounts - Year Ended December 31, 2010					
	Opening Balance	Income	Expenses	Ending Balance	
PHF	111,783	153,000	257,860	6,923	
Special Staff Projects		500	368	132	
<b>SABBATICALS</b>					
Sabbatical-D.Holden-Holloway	2,252	-	-	2,252	
<b>MEMORIALS</b>					
Memorial Fund	12,980	1,185	784	13,381	
Memorial Garden	3,005	200	701	2,504	
Memorial Garden Perpetual Care	30,666	3,750	4,264	30,152	
Dedicated Accounts	507,882	648,902	826,174	330,610	

**The West Side Presbyterian Church  
Nursery School**

	2008	2009	2010
<b>Income</b>			
Tuition	423,421	426,163	468,548
Refunds and Scholarships	(11,802)	(5,014)	(10,487)
Investment, fundraising and other income	22,138	22,751	8,427
<b>TOTAL INCOME</b>	<u>433,757</u>	<u>443,900</u>	<u>466,489</u>
<b>Expenses</b>			
Personnel	406,562	370,732	377,071
Payment to West Side General Fund	16,417	16,500	41,500
Insurance	5,557	6,843	6,200
Supplies	10,820	9,656	9,322
Other	14,854	8,411	13,254
<b>TOTAL EXPENSES</b>	<u>454,210</u>	<u>412,142</u>	<u>447,347</u>
<b>INCOME LESS EXPENSES</b>	<u>(20,453)</u>	<u>31,758</u>	<u>19,142</u>

**The West Side Presbyterian Church  
October 9th Fund**

<b>Fund Assets:</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>
Cash and Investments	956,637	967,636	797,518
Rebuilding Fund Loan	162,000	72,000	52,000
Total fund assets at year end	<u>1,118,637</u>	<u>1,039,636</u>	<u>849,518</u>
Net Increase (Decrease) in Total Fund Assets	(598,619)	(79,001)	(190,118)
<b>Investment Account Activity</b>			
<b>Income and Other Receipts</b>			
Investment Income			
Realized investment gains (losses)	(21,728)	(85,236)	(5,645)
Interest and Dividends	36,893	21,309	15,711
Change in unrealized gains and losses	(198,056)	205,893	71,070
Change in accrued income	(2,097)	(3,138)	425
Net Investment Income	<u>(184,988)</u>	<u>138,828</u>	<u>81,561</u>
Gifts and Bequests	2,152	618	5,054
Transfers in from other funds	<u>188,000</u>	<u>90,000</u>	<u>20,000</u>
Total Income and Other Receipts	<u>5,164</u>	<u>229,446</u>	<u>106,615</u>
<b>Expenditures and Transfers</b>			
Management fees	4,801	5,269	4,095
Misc other (net)	541	290	6,923
Transfers out to other funds:			
General Operating Fund (operations)	119,350	-	-
General Operating Fund (mortgage)	291,091	212,888	192,715
Pastor Housing Fund	-	-	73,000
Total Expenditures and Transfers	<u>415,783</u>	<u>218,447</u>	<u>276,733</u>
Net Increase (decrease) in assets	(410,619)	10,999	(170,118)
Beginning of the year assets	<u>1,367,256</u>	<u>956,637</u>	<u>967,636</u>
End of the year assets	<u>956,637</u>	<u>967,636</u>	<u>797,518</u>

## Arthur M. Hughes Jr. Memorial Fund Committee

*Mary-Elizabeth Collins, Chair*

*Richard Ewell, Treasurer*

*Richard Jones, Secretary*

The Committee oversees four funds:

- The Arthur M. Hughes Memorial Fund provides financial assistance for those people desiring to enter the Christian ministry.
- The Robert & Della P. Barrie Scholarship Fund was established to support training for new candidates or previously ordained persons for the Presbyterian Ministry in the East African Church.
- The Harold M. Parsekian Peace Fund was established to promote and enhance Peacemaking and Social Justice education at West Side Church.
- The Marsha Delleart Youth Scholarship Fund is designated to provide scholarships to worthy and or needy youth (from sixth grade through senior year of college) for educational and or spiritual development activities.

Fund Name	12/31/10	12/31/2009	12/31/08	12/31/2007
Hughes	\$94,661.79	\$85,136.82	\$73,588.00	\$116,933.00
Barrie	\$60,320.30	\$54,250.85	\$44,651.00	\$67,349.00
Parsekian	\$12,315.48	\$11,076.32	\$9,105.00	\$12,977.00
Delleart	\$7,769.46	\$6,987.72	\$6,028.00	\$9,304.00
Totals	\$175,067.03	\$157,451.71	\$133,372.00	\$206,563.00

All four funds are invested in the New Covenant Balanced Growth Fund. The fund invests in a mixture of equity and fixed income securities. As shown, the funds continued to rebound in 2010, but are still not at pre-recession levels. In 2010, grants and scholarships were paid from the General Fund, which will be reimbursed by the Covenant Funds

In 2010, the Funds supported:

- The Hughes Fund supported Rev. Michelle Burdick Jean-Marie at a hospital chaplain residency at St. Vincent Charity Hospital in Cleveland, Ohio.
- The Delleart Fund supported our West Side Youth Group's trip to Henlopen.

## Terms of Call

	<b>2010</b>	<b>2011</b>
<b>Rev. Dr. Gareth Icenogle</b>		
Effective Salary	\$ 125,000.00	\$ 125,000.00
Social Security Offset 5%	6,250.00	6,250.00
Board of Pensions	39,375.00	39,375.00
Wraparound Health Insurance	2,188.00	2,188.00
Educational Allowance	4,500.00	4,500.00
Business Expense	4,000.00	4,000.00
Auto Allowance	2,000.00	2,000.00
	<b>\$ 183,313.00</b>	<b>\$ 183,313.00</b>

	<b>2010*</b>	<b>2011</b>
<b>Rev. Marc Oehler</b>		
Effective Salary	\$ 92,900.00	\$ 92,900.00
Social Security Offset 5%	4,645.00	4,645.00
Board of Pensions	30,480.50	30,480.50
Wraparound Health Insurance	1,625.75	1,625.75
Educational Allowance	2,000.00	2,000.00
Business Expense	2,000.00	2,000.00
Auto Allowance	2,000.00	2,000.00
	<b>\$ 135,651.25</b>	<b>\$ 135,651.25</b>

\* M. Oehler started July 1, 2010, so only half of the amounts shown was actually applied.

# Reports of the Boards and Committees

## Board of Deacons

*Jim Snedeker and Jewell Russo, Co-Chairs*

The Board of Deacons cares for, ministers to, and nurtures the families of the West Side Presbyterian Church. The Board of Deacons, which formerly consisted of 34 elected members, was reduced to 26 in 2010. Each Deacon continued to be responsible for the families in one or more of the parish areas. Many thanks to the Nominating Committee for your help in getting us an additional 14 Deacons to make our ministry work more smoothly with a count of 31. You certainly heard my call.

The Deacons report their activities to the Board of Deacons at regular Board meetings. At some of our meetings we had people from other ministries come and visit us. They were Notecards, Memorial Gardens, Pat McGlade with Joan Gilson; there are plans to continue this practice to get the Deacons acquainted with other groups. Congregational Life is now under the umbrella of the Session, not the Board of Deacons.

As of December First Communion and Ushering are now under Worship & Music. Many thanks to the two leaders, Elizabeth Castlegrant and Gillian Rogers, for their service in these ministries.

During the course of the year our Deacons introduced themselves with a letter to all their families. As new members joined, the Deacon sent them a Welcome. They helped to make phone calls to update the directory. It has been a very busy year for the Deaconate with hospital visits, rehabilitation visits, rides for appointments, meals to shut ins and flower deliveries. During the course of the year we served at 17 Memorial Services for loved ones lost from our nest.

In June, the Deacons were happy for Liz Junod, our Pastoral Associate/Liaison to the Deacons, who went on to Sunday School/Youth Ministry. We sent her off with our love and thanks.

We also welcomed Marc Oehler as our Associate Pastor for Pastoral Care and Staff Liaison to the Deacons. With Marc, we are planning for a Deacon Retreat in March as we work to better equip our Deacons for the ministry of care and compassion.

We want to thank and bless the Class of Deacons for 2010 for their dedicated service as they leave us this year.

The co-chairs for 2011 are Jewell Russo and Jane French.

## Board of Trustees

*John Pierce, President*

As stewards for the financial and physical assets of the West Side Presbyterian Church, the Board of Trustees was very busy during 2010. Areas of responsibility falling within the purview of the Board of Trustees can be generally categorized as financial, and property.

### Financial

While many of our financial challenges remain, due to the efforts of Carolyn Conetta, our Financial Manager, and Mark Smith, Treasurer, financial controls have strengthened, and financial reporting is now more timely and meaningful. These improvements have provided more information to the Trustees and enhanced our decision making process.

During the year, a comprehensive review of our rental agreements for outside groups was conducted. As a result, rental costs to outside user groups were increased modestly to better meet the rising cost of providing associated rental services.

Utility costs continue to be a large portion of the Trustee budget and a concerted effort to tweak our sophisticated HVAC system has trimmed these costs this past year. Throughout the year, we have met with alternative energy providers which may result in meaningful savings for our facility. The greatest savings however, will be achieved through the continued conservation efforts of all building users.

Due to concern of overuse in prior years, the use of the October 9<sup>th</sup> Fund (the church's quasi endowment fund) to support the operating budget was discontinued. As in the 2009 budget, it was recommended by the Board of Trustees and adopted by Session, that the October 9<sup>th</sup> Fund would be used for the exclusive support of the mortgage. This goal was met in 2010 and remains a goal for 2011.

### Property

- Although our beautiful facility is just a few years old, it's size and complexity requires a high degree of maintenance and service.
- Throughout 2010, many tasks and projects were undertaken among them were:
- Our dedicated landscape volunteers that assumed maintenance for the church grounds in 2008 continue to exceed all expectations. The church campus looks better than ever! We are actively seeking additional volunteers to help maintain our church grounds.
- The House Committee, formed to approve and oversee all proposed changes, additions or alterations to the physical plant was in full operation.
- Modest building modifications to accommodate the Family Promise program were completed.

- Building usage, as evidenced by a busy parking lot on many weeknights, continues to rise as does rental income.

**Other initiatives**

- A spending freeze remains in effect and a motion to require Trustee approval for expenditures over \$2,500 was approved by Session.
- A by-law change that permits the Board of Trustees to vote electronically was approved by the congregation.
- The Planned Giving and Memorial Gift Committee is available to assist members and friends of the church with gift planning. More information is now available on the church website.

In December, the Board of Trustees held their annual officer elections. The following officers were elected for 2011: Keith Schnaars, President; Paul Nuti, Vice President; John Riley, Corporate Secretary.

As we enter 2011, we will continue to seek ways to cut unnecessary expenses and use our building more efficiently to better support our many programs and ministries.

Finally, I would like to thank the outgoing Trustees; Paul Higbee, Tom Roberts, and Roger Widicus for their hard work and dedication.

Respectfully Submitted, John J. Pierce, President

**Nominating Committee**  
*Eugene P. Rogers, Chair*

Dear Friends & Members of West Side:

The Nominating Committee is made up of Elders, Trustees, Deacons & Members-at-Large. All members are elected, by the congregation on an annual basis and, according to the Book of Order, can serve for three consecutive years.

The Committee seeks members to join the Leadership of the church to replace those who are coming off their three year terms. Potential candidates for Leadership are found by asking the congregation to submit the nomination form contained in the weekly bulletin with the names of those members who they feel would be good candidates for Leadership positions in the church. The church directory is also used as a reference.

The committee is also responsible for selecting members to fill the Hughes Committee. All committee and board candidates are submitted to the Congregation for approval. This is accomplished by inserting the list of candidates in the weekly church bulleting a few weeks before the Congregational Meeting where the candidates are formally voted on.

The nominating committee is also responsible for selecting members whose task it is to review the applicant's dossiers, select who will be interviewed and eventually Call one of candidates to fill the vacant pastoral position.

The Associate Pastor Nominating Committee, elected to call a pastor to replace the Rev. Charlotte Sommers, found, after a

temporary suspension, caused by the successful search for a Senior Pastor, called the Reverend Marc Oehler to become West Side's Associate Pastor for Parish Life. The Reverend Oehler assumed his position in July 2010.

This year the Nominating Committee's first task was to form an Associate Pastor Nominating committee to replace the Rev. Kent Smith who retired during 2010. The committee was structured to reflect various demographic groups that make up the congregation. From young families with pre school age children, those with children in primary grades, and families with middle & high school students. A final segment was those whose children are in college or out of higher education. The rationale behind this organization was to insure the committee would be knowledgeable with the pastoral needs of this ministry.

This APNC was elected by the congregation in September and began their important work in the Fall of 2010. The Session voted to approve the Congregational Information Form (C.I.F.) in January 2011. This is an important first step in searching for a new pastor.

The committee had good success this year in locating candidates for Leadership. A special effort was successfully made to fill the many vacancies in the Deaconate.

The Committee wants to thank the congregation for their continued support for this most important task.

Eugene Rogers  
Chair, Nominating Committee

**Advisory Council**  
*Eugene P. Rogers, Chair*

Dear Members and Friends of West Side:

The Advisory Committee is comprised of Leadership of the church comprised of Elders & Trustees. The primary duty of this committee is to develop the annual financial plan for the church and monitor the results through out the year. The group also recommends the committee chairs and oversees the actions of the Nominating committee.

Our Fiscal Year ended on December 31<sup>st</sup>. When we presented the 2010 Budget, the Pastor and the Advisory Committee committed to a mid -year budget review and report to the Congregation whether the 2010 Financial Plan, was in balance with respect to income and expense.

As of June 30<sup>th</sup> there was a shortfall in income amounting to approximately \$30,000.00. A meeting of Elders, Trustees and the Pastor met and decided to freeze spending in the following categories:

Personnel	11,000.00
Non- Personnel	17,000.00
Consolidated Total	<u>28,000.00</u>

Through the Summer & Fall Income consistently trailed expenses. In the month of December, in response to a Pastoral letter concerning our financial condition the congregation generously gave gifts in excess of \$268.1. This reduced the end of year deficit to \$9,300.00 which we plan to absorb in the 2011 budget and avoid a withdrawal from the October 9<sup>th</sup> fund. Supplementing the congregation's generosity was a gift of \$25,000.00 from the Nursery School and a 16.0 % increase in facility rentals.

The largest expense category after personnel is the property account which includes utilities and the upkeep of our grounds, by a dedicated group of members who unselfishly devote their time and labor to keep our landscape in beautiful condition. Your Board of Trustees is constantly looking at ways to control the HVAC costs the largest expense item in this category.

The Session has approved the funding to call a new Associate Pastor of Family Ministry with Youth, Children and Parents.

As we develop our 2011 Budget we will need to carefully craft the revenue plan taking into consideration all types of giving. Over the last few years we have seen a drop in pledge and an increase in non pledge giving.

This year we bade a farewell to our long time Treasurer Mark Smith. Mark served us well during some difficult times. We give him our heartfelt thanks for a job well done! We welcome Bill Anderson who is well qualified to continue this tradition of strong financial leadership. West Side is blessed to have this continuity of excellent financial leadership.

The Advisory Committee will continue to work closely with the Pastor and the Leadership to insure the Financial Plan will be balanced at the close of our next Fiscal Year.

### **Christian Formation**

*Myra Garcia, Co-Chair*

*Sharon Ruger, Co-Chair*

**Staff Liaisons – Rev. Kent Smith, Rev. Marc Oehler**

*NOTE: In November 2009, by a vote of Session, the former Adult Nurture and Spiritual Growth Committees were merged under the name "Christian Formation Committee."*

### **Adult Christian Education Committee (formerly known as Adult Nurture Committee)**

*Myra Garcia, Chair*

The Committee's guiding principles are to offer two to three ongoing classes of three or more sessions each. The Committee is also responsible for scheduling the periodic Congregational Forums.

For the first half of 2010, there were two ongoing courses: Adult Bible Study (John and Jane Kerr), and the Relationship Class (Ray and Adriana Milazzo, Randy and Sharon Ruger).

In addition, the following short-term classes were held (if more than one session, the number of sessions is in parentheses):

### Spring 2010

Bible 101: Apostle's Creed (9)

Human Sexuality for Parents (led by Rev. Kent Smith) (3)

Green Faith (3)

Pyramids, Ancient Civilizations and the Bible (2)

Being a Witness to Christ (3)

Service of Wholeness and Healing (2)

Lenten Meditations (4)

Women's Bible Study of Joshua (5)

Retirement Planning (1)

Christmas in Pakistan (1)

Congregational Forums (2)

### Fall 2010

Meet the Pastor (4)

The General Assembly: The Issues (4)

Advent: Lectio Divina (4)

Additionally, John and Jane Kerr continued throughout the summer months with an adult class that focused on learning and discussing the scriptures that were used in each Sunday's sermon.

We are extremely grateful to all of the individuals who have continued to give of their time and talents in making these programs possible.

### **Spiritual Growth Committee**

*Sharon Ruger, Chair*

**Wednesday Evening Worship** – This worship service is held every Wednesday evening in the Chapel at 7:30pm, with prayer, scripture readings, silence and music. The services have had a steady number of participants on a weekly basis and the planning team will be advertising to Ridgewood and the surrounding communities with the hope of attracting new participants to West Side.

**Lent** – During the period of Lent this year, we celebrated at West Side in many ways. A **Four-Part Lenten Series** was given by John Butler and Anne Deatly. On Ash Wednesday an integrative worship experience was held, followed by **teaching and group reflection for six weeks** led by Rev. Gareth Icenogle. His six-week focus was based on the devotional guide, "From Fear to Love: Lenten Reflections on the Parable of the Prodigal Son" by Henri Nouwen. An **annual cross display** was set up in the cases outside the dining room, with many wonderful pieces loaned by members of the church. In addition, we continued the spiritual discipline of offering **Lenten Prayer Partners**, a practice that we have offered for five years now at West Side.

**Advent** – An **Advent Contemplative Bible Study** was offered this year, led by Rev. Marc Oehler. During the 10am education hour, Rev. Oehler led a group of individuals on the *Lectio Divina* (literally, "sacred reading") which allows time and space for God to weave together our listening to the Biblical text with listening to our lives. **Advent Brochures** were printed and left in the Narthex and were on the website. These brochures listed the Advent and Christmas Eve services along with a number of opportunities available to families. Copies of **Advent Devotional Books** "*The Uncluttered Heart*" were also available for purchase during the Advent season. On Wednesday evenings following the worship

service in the Chapel, Rev. Gareth Icenogle and Rev. Marc Oehler led **small group discussions** centered on the daily devotions and shared reflections of others.

**Feisty Ladies** –This group meets Tuesday mornings at 10:00am in the Dining Room and is open to all that would like to attend. The Feisty Ladies work on knitting, sewing and crocheting items for those in the hospitals and nursing homes, and emptying teabags that are sent down to South Africa where they are used for “teabag art”. They also enjoy providing a festive luncheon for the staff during the holidays. In addition, they coordinate the Special Displays in the cases outside the Dining Room Lobby:

- January—Ordinary Time – Feisty Ladies information and handiworks
- February—Lent – Crosses from around the world and other supportive materials and pictures
- April—Genocide/Holocaust/Peace—posters, information and photos
- May—Green Faith and Health Ministries
- June—West Side High School Graduates
- October—Harvest
- November—Thanksgiving – Fruits of the Spirit
- December/Advent—Crèches from around the world

This year they also included a special display for Rev. Marc Oehler on his installation as Associate Pastor for Parish Life.

**Women's Retreat** – The 2010 Retreat was held September 17-19 at Stony Point, NY, with 12 in attendance. Rev. Shannon White was the retreat leader and Rev. Marc Oehler ended the weekend with worship and a recap on Sunday morning. The theme of “Living in Your Authentic Self” was enjoyed by all and many expressed enthusiasm for continuing to share the theme throughout the year with others at West Side.

**Men's Fellowship** – There is a group of men that meets every Saturday at 9:00am in the Work Room to discuss various topics of interest. A Men's Retreat has been scheduled for February 11-12, 2011, at Carmel Retreat Center in Oakland, NJ, with the theme “God Calls You to Make a Difference-Start Now!”

**Jammers** – Paul Nuti led the West Side softball team as manager this year. Although the Jammers were not able to bring a trophy home to West Side, they did make it to the semi-finals again and had a number of nail-biter endings to their games. The team recruited a few new players and enjoyed a lot of fellowship over the summer. The word is spreading quickly about the wonderful BBQs that the Jammers have following their games!

**Annual West Side Holiday Marketplace** – A new fundraiser was promoted this year in the style of a craft fair for artisans to show their hand-crafted arts. It was held the weekend before Thanksgiving, on November 20-21, and 15 artisans filled the dining room. The Marketplace was deemed a success when we raised \$2800 with 75% of the vendors asking to return the following year and additional church members requesting to be a vendor as well. The fellowship that was generated among church members was enjoyable to watch, and we look forward to making next year's Marketplace even more successful.

Respectfully submitted,

Sharon Ruger

## **Children's Ministries Committee**

*Keith Liansi, Chair*

Report not available.

## **Congregational Life Committee**

No Chair or Activities for 2010

## **Family Life Committee**

*Christian Wilhjelm, Chair*

Report not available.

## **Health Ministries Committee**

*Pat McGlade, Parish Nurse*

*Ruth Guthery, Chair*

The Health Ministry Committee (HMC) addresses the health, wellness and spiritual needs of members and friends of our community of faith who seek support from the church in time of crisis, during extended periods of illness or disability and during rehabilitation and recovery. The HMC supports the work of the Parish Nurse, Pat McGlade, as she identifies needs through home and hospital visitation, interaction with family members, and referrals from pastors, staff members and Deacons.

The HMC offers Care Team Training workshops for our members and members of other churches of Palisades Presbytery using a model developed by the national church and funded by a grant from the Synod of the Northeast. Care Teams work from a plan developed with the Care Recipient to meet needs for services such as transportation, shopping, visiting, meal preparation, spiritual discernment, etc. Several care teams were active during the year to assist members with identified needs.

In January, a series of adult education programs on Aging: Using Life's Events to transform you; Readiness for Death-the Spiritual Part; What is a Living Will; was presented during then Adult Nurture time. Presentations on The Art of Compassionate Communication were given for West Side Deacons, Care Team members and for Deacons of a neighboring Presbyterian Church. In November, a flu vaccination clinic was held at West Side, with the vaccine administered by Valley Home Care. Blood pressure screenings were scheduled monthly during the year.

Worship Services for Wholeness were held in February, September and December on Sunday afternoons. The HMC expects to continue these services as well as to continue incorporating them into a monthly Taizé Service on the fourth Wednesday of each month.

The support groups that were initiated toward the end of last year continue: one for families coping with mental illness and one for individuals and families experiencing bereavement. The Multiple Sclerosis support group, now in its fifth year, continues to meet on a regular basis with able coordination by Debbie Turner.

The automatic external defibrillator (AED) has been placed on the wall opposite the reception desk in the lobby. Custodians

and staff members have been trained to use the AED. Further training of staff and laity will be scheduled this year.

The HMC developed and submitted a grant proposal to the Jarvie Commonweal Service for partial support of the Parish Nurse salary in 2009.

Any West Siders who would like to become involved in this ministry are welcome to attend HMC meetings on the fourth Monday of the month, become involved in care team training or assist in planning our special worship services.

Respectfully submitted by,  
Pat McGlade, Parish Nurse

## **Invitation and Membership Council**

*Donna Burdick, Chair*

*Committee Members: Marc Oehler ( staff liaison),*

*Anita Jones, Joan Howard;*

*Public Relations: Carol Bialkowski, Brooke Perry;*

*Welcome Team: Caroline Barr, Barbara Schott;*

*Welcome Desk for Community/Patron Series Concerts:*

*Joni Hartsough, Hervey and Kathy Blumers;*

*Website: Abigail Gary*

*Emailed weekly newsletter to Visitors – Final 1/30/2011*

The Invitation and Membership Committee has five primary priorities: (1) welcoming visitors, new member prospecting; (2) organizing and hosting new member classes; (3) timely communication to church members and greater community about WSPC missions, activities, and events; (4) oversee Sunday morning coffee hour; (5) monitor membership rolls.

I&M continues to focus on ways for people to emotionally connect to others at West Side so that visitors feel a sense of community and will want to return after a first visit. With this in mind, I&M continued in 2010 with the following initiatives in the attempt to make West Side a more welcoming place:

### **A Sunday Morning Worship Welcome Desk Volunteer**

This job is evolving. In 2010, the committee decided, in order to avoid duplication of effort by the Greeters, to have the Welcome Desk volunteer begin his/her duties after the church service ends by standing next to the preaching minister, available to take notes if needed, inviting visitors to coffee hour, and, if appropriate, answer any questions about West Side programs.

### **A Welcome Desk at WSPC Patron Series concerts and Community concerts,**

organized by I&M members, Joni Hartsough and Hervey and Kathy Blumers, who also further the "spirit" of hospitality by organizing the staffing of two volunteer servers of punch and cookies at an artist reception following each of the four Parlance concerts.

**Welcome Team** - Carol Walton, Caroline Barr and Barbara Schott, work together as a team to continue the work of following up with visitors. Abby Gary writes a weekly email to new and prospective members, highlighting an upcoming event and inviting them to attend with a member if they desire.

### **Membership and New Member Classes**

West Side welcomed 67 new members in 2010 as compared to 50 in 2009, 49 in 2008 and 60 in 2007. Overall active membership as of December 31, 2010 was 1,415 as compared to 1,468 at the end of 2009. For historical comparison, West Side's membership on January 1, 2000 was 1,425.

In 2010, I&M held 4 New Member classes: a one-day 4-hour format on a Saturday during the hours of 8:30 a.m.-12:30 p.m. Included in the class as a new offering, Joni Hartsough conducted church-wide tours to prospective new members in the class. When each new member is introduced to the congregation, Anita Jones continues to provide each new member with a small loaf of bread with WSPC ribbon on it as a welcoming gesture. We attract many of our prospective members through word of mouth, our Sunday school and young couples programs, our Music ministry, as well as visitors that attend Sunday worship. To generate additional interest, WSPC is listed in the Ridgewood Newcomers directory.

The West Side website continues to grow and become an important way to stay connected, especially since the weekly newsletter is no longer being printed. All of this is made possible with the help and leadership of Abby Gary and Lisa Stitt, who continue to provide updated information on the website for members as well as visitors to learn about our mission, ministries, and daily programming. Thanks to Jeff Cheesman for making it possible to view Sunday worship **LIVE** via Video stream.

Website Statistics for 2010:

- 129,184 Hits, averaging 4,037 per day
- 11,871 Visitors, an average of 370 per day. A typical visitor visited 3 pages per visit.
- 3,190 unique IPs. 2,370 visited once. 820 visited more than once.
- 477 visitors have bookmarked our website
- The most visited page, aside from our home page (4,448 hits), was the Worship Video page (1,123 hits) which started streaming in October. Third most popular was the Newsroom page (517 hits), followed by Ministers (487) and Calendar (476).

**Written Communication of WSPC activities:** I&M serves as the communication arm of WSPC and the clearinghouse for much of West Side's written communication materials. Carol Bialkowski and Brooke Perry shared the responsibility as public relations coordinators for 2010, giving West Side a major presence in the local print media. Articles published in the local papers in 2010 included: the Haiti benefit concert, Patron Series concerts, Easter and Christmas services, Easter egg hunt, Intergenerational Tea, Holiday Marketplace, Gareth's Lenten Worship Series, new member classes, and ESL classes.

**Sunday Morning Fellowship Activities:** We recognize the need to continue to be a more welcoming church community. I&M contributes to this spirit by organizing the volunteer staffing of coffee servers for the weekly Coffee Hour after each service. We continue to encourage those to sign up with

Lisa Stitt to be a Coffee Hour sponsor and if this is not possible, to donate \$1/cup of coffee to help defray some of our expenses. Also, if you feel God is calling you to volunteer to act as the point person for the Coffee hour function on Sunday mornings, that would also be wonderful.

**Your Role:** Invitation and Membership relies on each of you to reach out and spread the word about all the wonderful things happening at WSPC. We encourage all members to introduce themselves to visitors and make newcomers feel comfortable in our church home, and to work with our ushers and Sunday morning greeters to make West Side a more welcoming and inviting place.

I would like to thank Rev. Marc Oehler for his staff leadership, Terry Duvall for handling our membership records, Carol Walton and Lisa Stitt for their administrative support, Paul Gary, Clive Stewart for his custodial support, and Paul Mensing who is always ready to lend a helping hand, and, of course, our wonderful committee members for their help and support throughout the year.

Volunteers are always welcome to join our fun committee. Even if you are unable to make the monthly evening meetings, there are “creative” ways for you to contribute, without being a burden on anyone. If you are a new member and can offer valuable feedback to the committee on new ways to be more welcoming, the committee would love to hear from you!

**2010 Membership Statistics**  
*Terry Duvall, Membership Secretary*

**2010 Membership Activity**

Membership 12/31/09	1468
Additions	+ 71
Removals	- 124
Membership 12/31/10	1415

**Prior Year Membership Activity**

Membership 12/31/08	1445
Additions	+ 50
Removals	- 37
Membership 12/31/09	1468

**Additions**

Professions of Faith (includes 23 confirmands)	30
Certificates of Transfer	15
Reaffirmation of Faith	21
Reactivate	<u>1</u>
Total	67

**Removals**

Certificate of Transfer	10
To Inactive	58
Death	16
Removed from Rolls	<u>39</u>
Total	123

**Memorial Fund Committee**  
*Buff Sachtler, Chair, Phyllis Sohn*

The Memorial Fund is a wonderful way to remember deceased loved ones, friends and members.

Every year on All Saints' Sunday, the first Sunday in November, all West Side members who have died during the year are remembered and all memorial gifts received are recognized and designated for various recipients such as Special Music, Health Ministries, Spiritual Life, Memorial Garden and 2nd Century Fund.

For the year 2010, 16 deaths occurred. Gifts in memory of 17 members were received, recorded and acknowledged.

When designated for the 2nd Century Fund, Memorial Garden or Music program, these gifts are transferred to those programs. All gifts not only honor the loved ones but also advance the work of Christ and the ministry and mission of West Side

The balance in the Memorial Fund as of 12/31/2010 is \$13,381.41.

The Memorial Committee welcomes new members. The Committee meets 3 times a year in October, February and May.

**The Memorial Garden Committee**  
*Sara Johnson, Chair*

More than a decade ago, *The Memorial Garden* became an important ministry in life at West Side. The original vision was for a beautiful welcoming garden, encouraging ministry in death as well as being a living tribute to celebrate life, enhancing the appearance of our church property and providing a hospitable place for all to gather or to find solitary peace. The vision was achieved and is foundational to the on-going ministry.

*The Memorial Garden* is a final resting place for the interment of cremated remains of past and present West Side members and their families, as well as friends of West Side. For all who have ever been a part of the West Side family, it is an invitation to “come home.”

The Committee’s primary focus at this time is simply to administer the work of *The Memorial Garden* and support our families in their time of great need. The Committee provides pre-planning for interments as well as personalized care with the mechanics of interment at the time of death, including having urns engraved and cremains transported, if necessary. The administrative and ministry processes in place are working well and serve our families.

The names and dates of those interred in The Garden are commemorated on individual bronze plates which are affixed to a bronze Remembrance Plaque. A second bronze Remembrance Plaque has been ordered and is to be installed on the pillars next to the original plaque.

During the past year, the Memorial Garden Committee has been both honored and grateful to be the recipient of special memorial gifts for The Garden which will add beauty and personal tribute to those remembered by these gifts.

The ministry of *The Memorial Garden* has long been served by the faithful members of The Memorial Garden Committee, to whom our abundant gratitude and admiration are due. This year it is appropriate that special recognition be paid to the following long-serving committee members.

Emily Aumiller's faithfulness to West Side and its congregation, respect for history and love of writing and the written word enhanced and served our ministry with great care. Her untimely death left a gaping hole in our collective hearts and she is missed. Emily's ashes are interred in The Garden.

Ed Kopf has been our Groundskeeper since 1998 and has proudly, passionately and lovingly served our families through the years. Ed's loyalty and abiding faith have been the cornerstone of his service to West Side, a service which extends far beyond his contributions to The Garden.

Jim McGilvray's experience and wisdom served the original committee and guided our improvements as we restored The Garden. This consummate gentleman and thoughtful committee member has always been guided by his foundational faith.

Barbara Spiegel has served on The Memorial Garden Committee since 1997. Her love and understanding of all aspects of the ministry and its processes have served our church and our families as a personal calling, with great care, respect and love. Barbara has always been guided by a sense of the important history and stewardship inherent to her responsibilities to the ministry of *The Memorial Garden*.

Other committee members to whom we are grateful for their service during the past year include Irene Montella, who was called on to assume greater responsibilities to assist our families with their needs. Larry Hoffman, Diana Perog and Meriam Voigt also made significant contributions to the ministry.

Our continuing and heartfelt gratitude to Rev. Gareth Icenogle and to our staff for their support to both the mission of The Garden, and to our beloved church.

Blessings and Peace,  
Sara Johnson, Chair

### **MinistryLink**

**Phyllis Anderson, Co-Chair**

**Beverly Cassidy, Elder**

*Each of you as a good manager must use the gift that God has given you to serve others I Peter 4:10*

**MINISTRYLINK** is the committee formerly known as Lay Ministries. In March 2010 the Session approved the name change as well as the change in how the committee operated. The purpose and objectives submitted to Session are as follows:

### **Purpose and Objectives**

The purpose of this ministry team will be the intentional linking of people to ministry and mission opportunities in the church and beyond the church. We read in I Corinthians 12: 4-7: "there are varieties of gifts, but the same Spirit; and there are varieties of service, but the same Lord; and there are varieties of working but it is the same God who inspires them all in every one. To each is given the manifestation of the Spirit for the common good."

**MINISTRYLINK** sees its ministry objectives as:

- Aiding congregants in recognizing their giftedness and helping them discern how they are being led to use it.
- Teaching and learning what Jesus taught about giftedness
- Understanding and documenting the giftedness available in the congregation through conversations with individual members
- Hearing and Understanding the needs of the various ministries of WSPC
- Matching giftedness with needs

Our ministry is based on the following theology of giftedness:

Every person who participates in the Body of Christ is gifted, by the grace of God, to serve others in special and unique ways. Every human being has a unique genetic code that God desires to amplify and mature through the working of faith in the grace of Jesus Christ. Giftedness is peculiar to each individual. As the Spirit of God works in that person's life, their natural and nurtured giftedness is opened to fullness and completion like a flower coming into full bloom. This is "spiritual" giftedness. It is natural giftedness nurtured in loving community and intimate relationship with Jesus Christ. It is giftedness practiced and refined and brought to maturity as a person walks with God and is loved in community

**MINISTRYLINK** met as a team for the first time in April 2010. During the months of May and June, the Team listened to biblical teachings by Gareth relating to giftedness. The team participated in questions and comments following the teachings. They also continued reading and discussing Marlene Wilson's book entitled *How to Mobilize Church Volunteers*, discussed their goals and devised a timeline, chose a Bible verse, wrote a Purpose Statement, and practiced the structured conversation format among themselves.

In July, training was held for all of our team members in how to conduct these conversations. Doris Pierson, the consultant with whom we worked, facilitated the three-hour event with twenty in attendance.

Including the July training, the Team has conducted over 50 conversations with the purpose of learning about members' giftedness. These conversations have been recorded in paragraph form and will be input into the Shelby database for use in identifying giftedness/joy and linking that gift to a need within our community.

**MINISTRYLINK'S** continued mission is in holding these conversations regarding giftedness with members of West Side and linking them with ways to serve others using their gifts.

Respectfully submitted,  
Phyllis Anderson, Co-Chair  
Beverly Cassidy, Elder

## **Missions and Social Concerns Council**

*Attending Members: Mary Elizabeth Collins, Mary Stuart Gephart (Chair), Lucy Janjigian, Pius Nthenge, Rev. Marc Oehler (as of Sept. 2010), Bob Preuss, Erielyn Riley, Rev. Kent Smith (prior to Sept. 2010), Betty VonDreele, Sue Yim*

The total mission budget for 2010 was \$31,000. This figure reflects the prior year's allocation with an additional \$10,000 that was donated to the Presbytery - Louisville earmarked for the Unified Budget fund. The \$21,000 was used to fund our local mission programs budget. Approximately \$3,000 was used to support the Safe Space Program in Paterson. Hunger relief projects including Center for Food Action, Ridgewood Social Services, Community Meals, and St. Philip's soup kitchen received \$ 9500. Funding to support youth mission trips amounted to \$3000. The jail ministry was supported with \$1373. The Armenian Summer camp received \$500. The Pastor's emergency fund received \$2000. An amount of \$750 was used for various programs to which we donate annually including a Theological Education fund, Valley Hospital Chaplaincy, and Martin Luther King Day. The Family Promise Program (formerly the Interreligious Fellowship for the Homeless) was the beneficiary of a donation a \$500 to help with start-up costs. Office materials including stamps and copying cost \$600 in 2010.

The West Side congregation was again very generous through the special offerings. The Easter offering totaled \$21,664.86 and the Christmas offering (2010) totaled \$20,173. It was decided to use the Easter offering this year for the recent international crisis in Haiti. A check for \$13, 282.40 was sent to the Presbyterian Disaster Assistance Fund and another check for \$8,382.46 was sent to Free the Children (formerly called Hope House in Haiti). One Great Hour of Sharing amounted to \$7800. The Christmas offering was divided between The Presbyterian Disaster Assistance Fund for the Pakistan flood in the amount of \$3834.60, Baby Basics \$3834.60, Free the Children \$4834.60 (extra \$1000 from a dedicated check) and Youth Self Development \$3834.60. The Homeless Offering for Family Promise amounted to \$ 7,594. The Presbytery Board of Pensions received a check for \$3834.60.

West Side members participated as volunteers in many of the church's mission programs. These included an Adult mission trip to New Orleans to help with rebuilding and local programs including Youth Self Development, Chop and Chat, Jail ministry, Baby Basics, and Center for Food Action. This year represented another wonderful effort in food collection with over 500 bags of food distributed to local food collection agencies.

## **Personnel Council**

*Jan Lucas – Chair, Hervey Blumers, Richard Chase, Lyn Croasmun, Dick Ewell, Ruth Guthrey, John Riley, Roger Widicus, Rosanne Zabka.*

The past year saw a number of significant staffing changes at West Side:

- Pastor Kent Smith retired as the Associate Pastor of Christian Education and Youth. An interim plan was designed sharing Pastor Smith's ministerial roles with Pastoral Associate Rev. Liz Junod and Head of Staff Rev. Dr. Gareth Icenogle. Kaylin Milazzo, a recent college graduate, was hired to organize and supervise the specific programs for youth that are scheduled off site, having recently participated in all these events herself as a West Side youth. It is the Council's intent to merge the three interim positions of Liz, Kaylin and the Director of Christian Education back into the 3<sup>rd</sup> pastoral position when the APNC completes its search.
- A highlight of 2010 was the installation of Associate Pastor of Parish Life Marc Oehler. The APNC responsible for this pastoral search had its 6-year work interrupted by the fire, the search for a new Head of Staff, rebuilding of the church and subsequent financial challenges. Pastor Ohler easily connects with people across the spectrum of ages at West Side. His teaching quickly provides insight into his ability to convey deep truths with easily comprehended stories and metaphors. While West Side continues to navigate a journey of transition, the evidence of the Holy Spirit's guiding a strong reconstitution of pastoral leadership is affirming.
- An anticipated budget shortfall in the new church year mandated that the Personnel Council recommend a reduction in the staff. The difficult decision was made to eliminate the position of Director of Christian Education beginning February 1, 2011. The congregation shared its appreciation for Dawn Heerema's service at West Side in January. Carol Walton will shift her work schedule so she is available on Sunday mornings to support Sunday School volunteers. This staff reduction places added work assignments on the pastoral staff to keep this vital ministry for church growth vibrant. The Council affirms that this cost savings is short term as the Director of Christian Education salary is projected to be folded into the 3<sup>rd</sup> pastor position currently in the search process by the APNC.

West Side's annual audit recommended that the church adopt a "whistleblower" policy to be Sarbanes-Oxley compliant. The policy is required for non-profit organizations and since the "whistleblower" policy also applies to church program volunteers, it is not included in the West Side Personnel Manual. This policy becomes one part of the West Side Code of Ethics, which includes:

- "Whistleblower" Policy
- Grievance process for sexual harassment
- Presbytery policy

In 2009 the Council began working with Pastor Icenogle on the development of a 360° feedback and evaluation process for all church staff members. At the core of this process is an instrument designed specifically to provide meaningful feedback from the persons who work closely with each staff member. The Head of Staff reviews the information and then meets with each staff member to set intermediate and short term goals. The focus of the process is developing a strong sense of *community* within the church staff specifically focusing on the strengths that each staff member brings to the team and encouraging the improvements that are needed for the team to develop to its full potential. The design of the feedback instrument is complete and the plan will be fully implemented in the spring of 2011.

Late in 2010 the Icenogles bought a house and used the “designated shared equity mortgage” from the church to complete the purchase. All of the conditions and terms of the mortgage agreement were met and a representative from Personnel is designated to provide annual feedback. The Council unanimously celebrated that the Icenogles were no longer in temporary housing and were settling in for the long haul at West Side!

The mortgage sub-committee of the Personnel Council was reconvened to wrestle with the issue of appropriate housing support for future pastors and other members of the program staff. This is a challenge in light of the current financial climate for the country and our church. A plan will be presented to the Session in early 2011 as the APNC begins its search for the 3<sup>rd</sup> pastor.

While the past year has continued to challenge Personnel Council members with very difficult decisions, an appreciation for the tenacity and dedication of the church staff has infused the Council’s conversations. The Council also deeply appreciates the significant leadership gifts that Pastor Icenogle brings to the church and to the church staff during a post fire period of financial challenge. Pastor Icenogle expertly fulfills the job description of West Side’s Head of Staff.

Respectfully submitted,  
Jan A. Lucas, Chair

**Stewardship**  
**Fred Jubitz, Chair**  
Report not available

**Worship and Music Council**  
**Russell Clark, Chair**

The Worship and Music Council continues use to serve the congregation of West Side by overseeing all aspects of the Sunday services. West Siders can be proud that the Council consistently maintains a worship and music program which is second to none in northern New Jersey. This in no small part is made possible by the efforts of our staff liaisons, Joanne Rodland and Debbi Holden-Holloway. Among many other things, they are responsible for the activities of seven different choirs, including various children’s choirs, three bell choirs, the Art Gallery, the Patron Series, and many other community

events. The Council also oversees both the Summer Choir school, which continues to thrive after 38 years, and the Hillside Players, who have suffered a devastating loss with the untimely death of Sarah Stulik. The Council also serves the church through baptisms and the Sanctuary Guild.

2010 saw some changes in the functions of the Council. In December of the year, the Council took over the function of monitoring the ushers and communion preparation from the Deacons. This will be accomplished by the addition to the Council of Bill Burdick, Dick Curtin and Elizabeth Mensing. The Council also undertook the procession of the elements, in which different families or groups lead the Sunday morning procession down the aisle carrying the Cross, the baptismal water, the elements of communion, and the Bible. This has proved to be very meaningful to all.

2010 also served as the 20<sup>th</sup> anniversary of Debbi Holden-Holloway’s service here at West Side. As tribute to her accomplishments, she was given the text of a hymn written by the famous hymnist Thomas Troeger. We all anxiously await the first performance of the completed hymn once Debbi has composed the music for it.

The leadership of the Council will be taken over by Lucy Ianacone beginning in January of 2011. I know she will strive to maintain the same level of excellence that the congregation expects from the Council.

The members of the Worship and Music Council are: Joanne Rodland and Debbi Holden-Holloway, staff; Carol Hollen, John Reilly, Kay Chase, Lucy Ianacone, Rob Holloway, Scott Brubaker, Bob Runckel, Peter Thomasi III, Ed Kopf, Cheryl Mensing, Rosanne Zabka, David Tait, Russell Clark, Dick Curtin, Bill Burdick, Elizabeth Mensing, Scott Smith.

Respectfully submitted,  
Russell J. Clark  
Chair of Worship and Music

**Youth Ministry Committee**  
**Richard Brooke, Chair; Sydney Shilan, Elder**

**Ashville Mission Trip:** 23 youth traveled to Ashville, North Carolina to do mission work. They worked for 3 days with the Presbyterian Home for Children in Black Mountains, and a day each at the Irene Wortham Center and the Manna Food Bank.

**Unknown Destination Trip:** 11 youth and 3 leaders went to Princeton. The trip was a great success but was cut short one night because that weekend was also FOCUS Sunday.

**Triennium Youth Conference:** 9 youth and 3 leaders all piled into the Church Van or the “Christian Cruiser” and drove for 2 days to Purdue University in Lafayette, Indiana. There they met up with 5,600 other Presbyterian youth from around the country for 4 days of worship, small group bible study, and recreation.

**FOCUS:** 23 young adults were confirmed on Sunday, May 16, 2010.

**Senior Sunday** and **FOCUS Sunday**: two annual worship services led by youth.

**Henlopen:** In 2010, a record number of 103 West Siders attended our Annual Church Camp at Henlopen State Park in Delaware. New this year, High School Henlopen was a great success and will be continued in 2011.

**HighPoint:** Youth participation numbers vary depending on the sports season, but both Middle and High School numbers are up this year- we average around 25 youth on any given Tuesday.

#### **Highlights from 2010:**

- Summer trip to Mountain Creek Water Park
- Participation in the Spaghetti Dinner to benefit the youth mission trips
- Summer pool parties and weekly slip-n-slide action outside the Barn.
- Christmas Caroling to West Side's shut-ins
- Monster Mini-Golf and Go-Kart outing
- This year we said a bittersweet goodbye to long time High School leaders Jim and Eileen Heuer as they prepared to welcome their newest child

#### **Fundraising:**

**Mission Trip Fundraisers:** Fund raising has continued to successfully support out mission trips this year. The spaghetti dinner was a huge success, bringing in around \$1,400, as were our several bake sales with "enhancements" (hot dogs and hamburgers.)

**Grocery Cards:** Headed by Gwen and Claire Widicus, the committee offers grocery cards for sale in the narthex every week following the 8:45 and 11:15 service. Cards are available at \$100 denominations for A&P, Stop & Shop, Kings, and Fairway. The cards cost the purchaser nothing more than the face value, and the youth receive 5% of all sales. The Youth Mission Trips have made \$2330 this year from this project.

**The Soda Machine** has brought in \$881 to the Youth Mission Trip fund over the past year.

Respectfully submitted,  
Kaylin Milazzo, Interim Youth Director

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## West Side Nursery School

### **Report of the West Side Nursery School Director**

*Gayle Sussman, Director*

*Cindy Hardt, Assistant Administrator*

*Staff Liaison: Liz Junod*

#### **Nursery School Advisory Board includes:**

*Elisabeth Sue, Session Representative*

*Elizabeth Shadbolt, Trustee Representative*

*Karen McWilliams, Advisory Board President*

Our West Side Nursery School mission statement is "to nurture and educate the children and have them develop in a positive manner to be caring, creative and responsible members of our society." With that in mind, our half day classes are open to all children ages 2 ½ to 6 with a faculty of twenty teachers and assistants, a music specialist, a physical education teacher, and an annual screening by a speech therapist. Our developmentally appropriate curriculum is enhanced by continuing teacher education and parental involvement in the form of classes for parents, volunteer opportunities, Advisory Board of parents, and parent and teacher conferences. Our additional school activities are family based: parent experiences in the classroom, a Book Fair, Concert for Children, Parent Social, Christmas Concert, informal parenting classes, and a three week summer school/camp for 5-Day Students.

This year we continued two relatively new programs:

- **Lunch Bunch:** Allows older children to share lunch hour together.
- **Kindergarten Enrichment:** This program supplements public school kindergarten curriculum by offering activities that support and enhance their kindergarten experience.
- **Lunch and Learn:** An extended school day program for older children.

The enrollment is approximately 180 students from Ridgewood and surrounding towns, and many West Siders came to the church through the Nursery School. In a sampling of 45 youths in specific grades in Sunday School at West Side, 19 (or 42%) attended West Side Nursery School and 9 families (or 20% of the total) came to the Church as a result of Nursery School.

*Financial Summary located on page 11.*

**West Side Presbyterian Church**  
**Congregational Meeting of January 31, 2010**

There was a Congregational Meeting immediately following the 8:45- 9:45 service of worship to elect Elders, a Deacons, and Trustees. It was opened with prayer by Dr. Gareth Icenogle at 9:50 a.m. A quorum was present. Dr. Icenogle presented the nominees for each office as follows:

The nominations were:

Elder	Keith Liansi	Class of 2012
Elder	Sharon Ruger	Class of 2012
Elder	Chris Wilhjelm	Class of 2012
Trustee	James Croasmun	Class of 2010
Trustee	John Pierce	Class of 2012
Trustee	John Riley	Class of 2012
Deacon	Richard Fitzgerald	Class of 2012

There were no additional nominations . The slate was unanimously approved as presented.

The meeting was adjourned with prayer by the Pastor, Dr. Gareth Icenogle, at 9:55 a.m.

Respectfully Submitted

James L. Neujahr  
Clerk of Session

**West Side Presbyterian Church**  
**Annual Meeting of the Congregation, March 7, 2010**

The Annual Meeting of the West Side Presbyterian Church was opened with prayer by Dr. Gareth Icenogle at 6:50 p.m. The Clerk of Session was appointed to take minutes.

The Church Treasurer, Mark Smith, presented the financial reports of the Church for the year 2009. These are found on pages 8 to 15 of the Annual Report. The church finished 2009 without having to use the October 9 fund for any operating expenses. It did draw \$213 thousand from the October 9 fund to pay the interest on the mortgage. Although EOG giving was \$18 thousand less than in 2008, total giving and other income was \$110 thousand ahead of 2008. Mark Smith reported that Dedicated Accounts had a year-end balance of \$508 thousand. The October 9<sup>th</sup> Fund had total assets of 1.04 million at the end of 2008. This represented a decline of \$79 thousand over 2008. Nursery income exceeded expenses by \$32,000 during the year 2009, compared to a loss of \$20 thousand in 2008. Finally, the Second Century Campaign had reduced the balance due on the mortgage to \$3.4 million by the close of 2009. Outstanding pledges total \$462 thousand.

On the expenditure side, operating and program expenses were \$33 thousand higher in 2009 than in 2008. The increase was in personnel costs, which were \$63 thousand higher than in 2008. Decreases were in Outreach and Ministry and in the Trustees' accounts.

Mark Smith read a letter from Frank Schott, who could not be at the meeting. Two major points of the letter were that 1) we could not currently afford to employ a second associate pastor, and 2) we must address paying off the mortgage.

There were questions and comments from the congregation. There was agreement with the need to address the mortgage. On the other hand there was concern that if we did not have a third pastor, the church would not grow and would not bring in the resources to pay off the mortgage.

Gene Rogers, chair of the Advisory Committee, presented the budget for 2010. The budget is based on income \$40 thousand greater than the 2009 budget. Giving is budgeted at \$116 thousand greater than in 2009, while undesignated gifts are expected to be \$84 thousand less than in 2009 when the church received a gift from the Longwell Estate of \$106 thousand.

On the expense side of the budget, personnel will be increased by \$11,000. There is no increase in any salary. Program expenses are increased by \$26 thousand with the major areas of increase being in Mission and Social Justice and in Lay Ministries. The budget will be reviewed in June 2010 and adjusted as needed.

There were several questions and comments. The Lay Ministry budget is increased because the committee is going back to its original mission: to engage all members. Again people called for prioritizing the paying off of the mortgage. However this is in tension with growing the life and work of the church. A question was raised about replacing paid staff by volunteer staff. Dr. Icenogle pointed that volunteer staff look to full time staff for direction and leadership. A question was raised about the deficit in the per capita budget lines: we receive \$30 thousand less than we are required to pay. It was suggested that we publicize more the need to for each member to pay the per capita.

The Associate Pastor Nominating Committee is continuing its work, knowing that there are significant questions about our ability to employ a third minister. Dr. Icenogle spoke of the tension between paying off the past, which is the mortgage, and growing into the future, which includes program and associate pastor expenses.

Jan Lucas presented the terms of call for Gareth Icenogle and Kent Smith. They are identical to the terms of call in 2009. The terms of call were approved without dissent. A question was asked about the trend in Sunday attendance. It is increasing slightly. Dr. Icenogle reported that we have a large new member class, 16 new people. Another member called attention to the excellent reports from Dawn Heerema and Kent Smith on the growing programs for children and youth. That is our future.

The meeting was adjourned with prayer by the Pastor, Dr. Gareth Icenogle, at 8:05 p.m.

Respectfully Submitted,  
James L. Neujahr  
Clerk of Session

**West Side Presbyterian Church**  
**Minutes of the Corporation and Congregational Meeting**  
**May 23, 2010**

Quorum: required 145; actual count 260

Meeting called to order at 10:00 a.m.

Agenda:

- 1) Reverend Kent Smith's request to be relieved from responsibilities due to his pending retirement.
- 2) Board of Trustees: Proposals for revision of By- Laws. Amendment of Article III (Trustees), Section 11
- 3) Congregational Call for the Associate Pastor of Congregational Life

Action Item:

- 1) Rev. Dr Icenogle made the motion to act on Rev. Smith request to be relieved from his pastoral responsibilities. The motion was moved & seconded, Dr. Icenogle asked the congregation if they wanted to make comments or ask questions. The motion was accepted with regret and gratitude for Rev Smith's many years of service to the church and the youth of the West Side. Dr. Icenogle noting that there were no further questions or comments asked that a voice vote be held on the motion.

There was a majority voice vote to accept Rev. Smith's request to be relieved from his Pastoral responsibilities. There was one No voice vote. The member asked that explanatory note be included in the minutes to explain the rationale for the vote. It is Attached herewith as Exhibit A and made part hereof.

- 2) Amendment of Article III (Trustees), Section 11, Attached as Exhibit B and made part hereof. Rev Dr. Icenogle asked Mr. John Pierce, President of the Board of Trustees to address any questions or comments. Mr. Pierce briefly explained the rationale for requesting this revision of the By – Laws. Currently the Board meets in person once a

month. There have been instances over time where one or more members have been absent from a meeting, primarily due to business travel requirements, and their presence was needed either for quorum, voting or, to explain the details behind the particular matter being considered. Additionally, there have been times when a serious financial or other matter needed the attention and possible action by the Trustees and it has been difficult to convene the full board. To circumvent this obstacle the amendment proposes to allow the Board of Trustees or such committee of the Board, as the case may be, conduct the meeting on a matter(s) by conference telephone or other communication equipment by means of which all persons participating in the meeting can hear each other and such participation in a meeting shall constitute presence in person at the meeting.

**Questions raised:** a) the security of convening a Trustees meeting via the phone lines; Mr. Pierce stated that this was a concern, particularly with respect to confidential matters and noted that all possible means will be employed to secure the level of security but pointed out that this methodology would be implemented only for important matters **and that the amendment would include the term exigent matters**, to amplify the parameters as to when this methodology would be used b) whether this would change the policy of monthly , in person, meetings of the Board of trustees; Mr. Pierce responded no, that the regular monthly meetings would continue to be held. c) Whether there would be a paper trail substantiating the actions approved at these electronic meetings, Mr. Pierce stated that a paper trail would be established and made part of the minutes of the Board of Trustees. d) Whether during regular meetings of the Board will this amendment allow absent members to join the meeting electronically, Mr. Pierce stated in the affirmative, there are instances where , due to travel or other issues, the particular member would be permitted to join the meeting electronically. This would be noted in the minutes of the Board of Trustees. Keith Schnaars, a Trustee, stated that he is away extensively and is forced to miss meetings; this amendment would enable him to participate in many more meetings.

Dr. Icenogle asked to move the question; the vote was unanimous to move the question. He then asked for a vote on the amendment to the By-Laws. The vote was unanimous to amend the By- Laws accordingly.

- 3) Congregational Call for the Associate Pastor for Congregational Life: Dr. Icenogle asked that the Associate Pastor Nominating Committee (APNC) step up to the Chancel. Dr. Anne Deatly, Co-Chair, introduced the other members of the committee: Tom Bonanno, Co-Chair, Don Reeder, Harriet Shepard, Barry Llewellyn, Stefanie Cruz Gigante, Lucy Janjigian (absent), and Samantha Thoma. Four of the members spoke of their thoughts about the candidate and the process they went through in selecting Marc Oehler. Anne Deatly said it was a unanimous decision of the committee. The search process involved reviewing 180 Professional Information Statements, listening to 10–15 recordings of candidate’s sermons, and invited two candidates to dinner and bible study. The meeting with Marc Oehler illustrated a spiritual personality, gave the committee the impression that he was the perfect candidate for West Side. He demonstrated the ability to connect with old and young, take the congregation on a long spiritual journey, develop mission effort, establish small groups, and lead Taizé services Dr. Deatly went on to say that the APNC was assured in their opinion of Marc through the references. In addition to Dr. Deatly, Stefanie Cruz-Gigante, Don Reeder and, Tom Bonanno spoke as well. Stefanie said during her initial call to Marc she asked him his greatest accomplishment; he responded it was his children. She felt that was an excellent response since she was about to give birth. Stefanie also found Marc to be full of love and candor in responding to questions and has much depth. She said he was thoroughly vetted. Don spoke about how Marc stood out compared to other candidates, and that spirituality pours out of him. Don spoke to Marc’s Sr. Pastor who said that during the eleven years that he worked with Marc he had never met anyone like him and thought he was a gift. Don concluded that Rev. Oehler is what West Side Presbyterian Church needs. Tom Bonanno spoke about the process, how well the committee was coordinated and worked so well and that Marc in going forward will adapt to change and promote it.

Dr. Icenogle asked Marc to come to the Chancel to respond to question from the Congregation. Walter Lynn asked what Jesus requires of us to enter Heaven. Marc responded that we must love God, others and, ourselves. Andrew Roughgarden said that West Side is journeying through the “wilderness:” the fire, retirements of pastors, interim pastors. How does he plan to lead us out of the “wilderness?” Marc said he has no power but will journey with us, listen, represent Christ in word and will pray with us. Neil Harding asked if Jesus Christ was his personal Savior. Marc responded he was.

Dr Icenogle excused the Rev Oehler and his wife and called for the distribution & collection of the ballots. During the balloting process he called for any other questions during this period and asked Tom Bonanno to review the Terms of Call. A question was raised regarding West Side’s financial participation in the new minister’s housing needs. Mr. Bonanno said that Rev. & Mrs. Oehler, presently own their own home, plan to relocate here, and

purchase a home without the church's financial involvement. A question was asked regarding Rev. Oehler's start date. It will be July 17<sup>th</sup>.

Dr. Icenogle then asked for a vote on the call to Mark Oehler and the Terms of Call (attached as Exhibit C and made part hereof). He announced the results were as follows: Yes 236, No 1 and Abstaining 5.

With the overwhelming positive vote Rev Oehler and Mrs. Oehler were asked back into the Sanctuary. They were welcomed with a rousing applause and after a few words of thanks Rev Oehler offered a prayer after which Dr. Icenogle closed the meeting.

#### **Exhibit A**

##### *Explanation of Negative Vote on Relieving Kent Smith of his Pastoral Responsibilities at West Side*

I cast my vote in the knowledge that it will not carry, but I wish to take this moment to express my concern as to whether the Youth program, which I am actively involved in, will be able to maintain itself without Rev. Smith's sustaining presence. I spent most of my childhood in the many activities provided by the West Side, and a great deal of my life has been shaped by his constant guiding presence. Nevertheless, I would like to thank Kent for all his remarkable, dedicated and distinguished service, and I wish him well in his future endeavors. Kent will be missed.  
Robert Holloway

#### **Exhibit B**

##### *Amendment of Article III, Section 11 and addition of Section 13 By-Laws of the West Side Presbyterian Church Board of Trustees*

1. Amendment of Article III (Trustees), Section 11, which currently reads:  
“Meetings. The Board of Trustees shall meet at least once a month, except in July and August, and at such other times as may be necessary.”

Proposal to amend, adding the following to the existing:

“Telephone Meetings. Unless otherwise restricted by the Certificate of Incorporation or these Bylaws, members of the Board of Trustees, or any committee designated by the Board of Trustees, may participate in a meeting of the Board of Trustees, or such committee, as the case may be, by means of conference telephone or other communications equipment by means of which all persons participating in the meeting can hear each other, and such participation in a meeting shall constitute presence in person in the meeting.”

2. Amendment of Article III (Trustees):  
Proposal to add a Section 13, as follows, which is not currently provided for in the By-Laws:

“Section 13. Action by Consent. Unless otherwise restricted by the Certificate of Incorporation or these Bylaws, any action required or permitted to be taken at any meeting of the Board of Trustees or of any committee thereof may be taken without a meeting, if all members of the Board of Trustees or committee, as the case may be, consent thereto in writing or by electronic transmission, and the writing or writings or electronic transmission or transmissions, are filed with the minutes of proceedings of the Board of Trustees or committee. Such filing shall be in paper form if the minutes are maintained in paper form and shall be in electronic form if the minutes are maintained in electronic form.”

**West Side Presbyterian Church**  
**Terms of Call**  
**Marc Oehler**

Annual Cash Salary	\$46,450.00
Housing Allowance	\$46,450.00
Social Security Offset @ 5%	\$4,645.00
Board of Pensions @ 31.5%	\$29,263.50
Wraparound @ 1.75%	\$1,625.75
Business Expenses	\$6,000.00
Dental \$1,217.00	

Total Cost to West Side \$135,651.25

Vacation Time: Four Weeks, Four Sundays

Study Leave: Two Weeks, Two Sundays

Ministry leave is negotiated with Senior Pastor

Respectfully Submitted,  
James L. Neujahr  
Clerk of Session

**West Side Presbyterian Church**  
**Ridgewood, New Jersey**  
**Congregational Meeting September 19, 2010**

The meeting of the congregation of the West Side Presbyterian Church was opened with prayer by Dr. Gareth Icenogle.

The meeting was called to obtain the approval of the slate of nominees to the Associate Pastor Nominating Committee (APNC) which is established to find a replacement for the Reverend Kent Smith who has retired. Eugene Rogers, Chair of the Nominating Committee, read the names of all the Nominees, including a brief biographical background for each one.

A member raised the issue of the Church's current financial condition and questioned how it was planned to finance an additional Pastor. Another member questioned the statement made by the Pastor that the financial impact would not be significant since the current budget contains the expenses for the temporary staff on board that manages the affairs of the Christian Education ministry. When asked for specifics, the Pastor stated he was not in a position to go into detail. He went on to say that the congregation will be kept up to date about the search and the financial status of the budget so they can determine whether the search should be completed. The Pastor assured the congregation that we would not over spend the budget to complete the call.

The Pastor noted that this vote was for an election of a committee to perform the search which may take anywhere from twelve to eighteen months or longer. At the conclusion of the search, the congregation will have the option of calling, or not calling, a new Associate Pastor.

The congregation was asked if they would like to proceed with the vote by using a paper ballot, or by a hand vote. It was decided to vote by hand. The Pastor asked those in favor to raise their hands, which the overwhelming majority did. There were five no votes.

The meeting was closed with prayer.  
Submitted by,  
Eugene P. Rogers

**West Side Presbyterian Church**  
**Ridgewood, New Jersey**  
**Meeting of the Congregation and Corporation**  
**December 5, 2010**

The meeting of the Congregation and the corporation of the West Side Presbyterian Church was called to order immediately following the 8:45 a.m. worship service by Dr. Icenogle. The purpose of the meeting was to elect Elders, Deacons, Trustees, the Nominating Committee and the Church Treasurer. Eugene Rogers, Chair of the Nominating Committee, presented the Committee's nominations for each office. They are as follows:

Elders, class of 2013	Deacons, class of 2013 except where noted otherwise	Trustees, class of 2013 except where noted otherwise
Richard Aumiller Richard Brooke Robert Chalemian Marilyn Ewell Carol Hollen Anita Jones David Madden Sydney Shilan (youth) Eugene Rogers	Hervey Blumers (class of 2011) Sissel Castelli Jennifer Cohen Mary Foley Mary Jo Freebody Gail French Mark French (youth) Joseph Grant Joni Hartsough Janet Koponen Hsu Laura Impomeni Susanna Ip Linda Kopff Nancy Sonnet Bob Tyndall	Dick Jones Lisa Elaine Kopff Hal Reynolds Paul Nuti James Croasmun (class of 2011)

Nominating Committee (1 year term)

Emma Brooke, Youth member  
James Croasmun, Trustee  
Lucy Ianacone, Elder  
Brian Quirk, Member at large

Dorothy Cochran, Member at large  
Abby Gary, Deacon  
Tom Kopff, Member at large  
Lincoln Stulik, Elder

Treasurer

William Anderson

The nominees for Elder were placed in nomination and seconded. No further nominations were made from the floor. The Elder nominees were unanimously elected.

John Hahn requested a description of their responsibilities. Dr. Icenogle said that Elders are responsible for the governing of the church, the ministry, and the finances. The last are responsibilities typically delegated to the Trustees.

The nominees for Deacon were placed in nomination and seconded. No further nominations were made from the floor. The Deacon nominees were unanimously elected. Dr. Icenogle described the responsibilities of the Deacons as centered on the care of those within the church.

The nominees for Trustee were placed in nomination and seconded. No further nominations were made from the floor. The Trustee nominees were unanimously elected. Dr. Icenogle described the responsibilities of the Trustees as those of property and facilities management, and fiscal management.

The nominees for the Nominating Committee were placed in nomination and seconded. No further nominations were made from the floor. The Nominating Committee nominees were elected with John Hahn casting a dissenting vote.

Before placing the nominee for Treasurer before the body, both Gene Rogers and Dr. Icenogle praised the work of the outgoing treasurer, Mark Smith. The name of William Anderson was then placed in nomination and seconded. He was unanimously elected.

One additional nomination was then made. Karin Colquitt was nominated to be a member of the Hughes Committee, a committee that manages scholarship money. She was unanimously elected. The meeting was adjourned at 10:15 with prayer by Dr. Icenogle.

Respectfully submitted,  
James L. Neujahr  
Clerk of Session