



Westminster
Presbyterian Church

Mission Study Report
2025

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A Letter From Our Transitional Pastor

Greetings,

Five months ago, I accepted the invitation to serve as the Transitional Pastor/ Head of Staff of Westminster Presbyterian Church. Soon after my arrival, it became clear to me that Westminster is a very special community. Firmly rooted in Reformed Theology and Presbyterian Church (USA) ideologies, Westminster clings to time-honored foundations while enjoying a wonderfully messy allure.

“We are not a community built on sameness,” said a member recently. Westminster believes “There is neither Jew nor Gentile, ..slave nor free,..male and female, for (we) are all one in Christ Jesus.” (Gal 3:28) The Westminster community embraces both traditional and contemporary forms of worship. Our 500 weekly worshippers include bible-loving confessionalists, social justice activists, contemplatives, and mission-minded altruists. Conservatives that abhor “politics” from the pulpit sit next to progressives who want more. Some would like us to fly the Rainbow Flag and others the American Flag. Some would eagerly embrace an alliance with The Fellowship Community and others with the Matthew 25 movement. Westminster is a Christ-centered, loving, welcoming, caring, diverse, growing, and fiscally sound community whose next pastor needs to genuinely and sincerely be a pastor to all and for all.

May the Author of all grace and peace, continue to be found in and beyond this church, to the glory of God!

Gratefully,



Steve Schaick
Transitional Pastor/Head of Staff
Westminster Presbyterian Church, Greensboro, NC

Introduction

*And God provides you with every blessing in abundance, so that by always having enough of everything, you may share abundantly in every good work.
(2 Corinthians 9:8)*

This Mission Study has been conducted as part of the process of Salem Presbytery to help guide congregations as they search for and call a new Pastor to fill a vacant position. The process began for Westminster in February 2024 when the Session commissioned a Transition Team upon the retirement announcement of Rev. Dr. Ernie Thompson. The initial phase of the transition culminated with hiring Rev. Dr. Steve Schaick in August 2024 to serve as our Transitional Pastor/Head of Staff. The team began the Mission Study phase in October 2024 with the goal of reflecting on the past, identifying the current culture and health of our congregation, and recommending strategic visions for our church.

The Mission Study is designed as a resource for the Pastor Nominating Committee (PNC) as they prepare our Ministry Information Form (MIF) and begin the pastoral search. It will also support our church leadership and pastoral staff as they carry out ministry goals. This is intended to be a living document that supports current and future ministries. We are uniquely privileged in this transitional period to observe how God moves in our midst and leads us toward God's plan for our church. This transition from "what has been" to "what can be" serves as a time for reaffirmation, renewal, and rebirth.

The Mission Study team was composed of the following Transition Team members: Janet Hurd (chair), Bert Andia, Gary Cram, Derek Gracey, Larry Hooker, Stephanie Keaney, and Melanie Woodard. Rev. Dr. Steve Schaick, Transitional Pastor, served as an advisor.



Our Church

You are the body of Christ. Each one of you is a part of it.
(1 Corinthians 12:27)

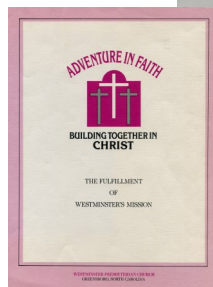
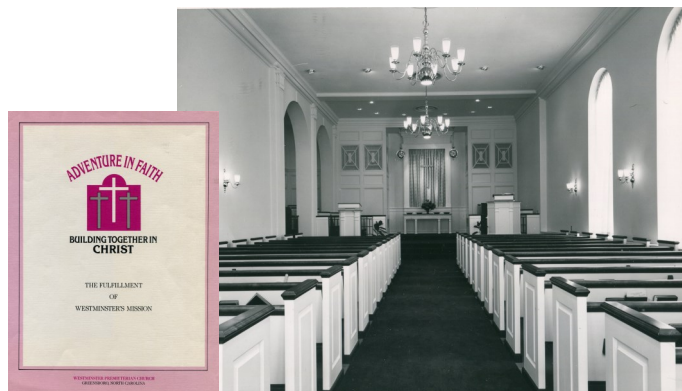
PAST

Westminster was established with 85 members on October 12, 1887, as a “new church development” initiative of First Presbyterian Church and Orange Presbytery. The original church facility was located on Asheboro Street (now Martin Luther King Jr. Drive), and Westminster became the third Presbyterian church in Greensboro. The church flourished and the facilities were expanded during the next 70 years.



In 1957, with the help of Orange Presbytery, land was purchased at 3906 West Friendly Avenue. With a membership of 202, the congregation voted to build a new sanctuary and an adjoining educational building at this site. The original sanctuary (now our chapel), kitchen, and a few adjacent rooms are still in use nearly 70 years later.

In 1987 Westminster celebrated its 100th anniversary and the dedication of “another” new sanctuary. From the mid-1990s through 2008, Westminster experienced a period of significant growth. Membership increased from around 500 to just over 2000 members, and this growth was reflected in the annual budget and the scope of ministries of the church. Salem Presbytery was formed in 1989 when Orange Presbytery split due to size.



Westminster became a multi-campus church with the addition of worship services in Sloan Auditorium of Greensboro Day School in 2005. These services moved in 2007 into a vacant church facility owned by the Day School at 4747 Lake Brandt Road. The new location became known as the Lake Brandt Campus of Westminster. In 2012 Westminster observed its 125th anniversary with a consolidated worship and celebration day at Grimsley High School. The PC(USA) constitution was amended in 2012-13 to allow Presbyterian clergy to officiate at marriage ceremonies for same-gender couples. As a result of this amendment, the Session of Westminster voted to allow such marriages in our facilities.

During the period from 2008 through 2015, Westminster experienced unusual pastoral turnover. Three installed senior pastors were called over a span of seven years, with interim pastors between each transition. During these rapid changes in leadership, official membership declined by a modest 10%, but engagement dropped more significantly. Due largely to the impact

on both attendance and financial support during the transition times, the Session decided in mid-2018 not to renew our lease for the Lake Brandt Campus. Worship services were subsequently consolidated at the main campus.



In late 2015, Westminster called Rev. Ernie Thompson as our senior pastor. Over the last nine years, the church has experienced a renewed sense of stability, growth, and strengthening of our collective ministry. In early 2019, we launched a capital campaign to raise money for a major refurbishment of our facilities. The congregation responded generously to this request over and above their commitment to the annual operating budget. By the end of 2019 most of the work on the sanctuary had been completed.



In early 2020, almost all the in-person activities of the church were shut down due to Covid-19 pandemic, and most worship services and most of the committee and small group meetings were held virtually or outside. This created an unexpected window of opportunity for the remaining facilities improvement work to be done on an accelerated schedule with less disruption during each week. As life returned to normal during 2021-22, Westminster found itself in a robust position with strong leadership, generous giving, improved physical facilities, and a renewed sense of God's calling to a new season of service.

Then, on February 10, 2024, Rev. Ernie Thompson informed the Session that he planned to retire in June. He sent a letter to the congregation announcing his decision and describing the actions that would be taken before and after his departure. On February 25 the Session appointed a Transition Team recommended by Ernie who would search for a Transitional (Interim) Pastor to help lead the church during this time of change. Rev. Steve Schaick was called to fill this position in August 2024. He has helped the Transition Team conduct "listening sessions" and surveys with the congregation to gather insight into our collective vision for Westminster's future and the characteristics of our next Senior Pastor and Head of Staff.

PRESENT

At Westminster, we are proud to be a community built on the pillars of hospitality, warmth, vibrancy, and engagement. From the moment you walk through our doors, you are greeted by friendly ushers, welcoming members, and a sanctuary designed to make your worship experience inviting and meaningful. Our goal is to create a church environment where every person feels embraced and valued.

Our worship services are deeply rooted in Scripture, sacred music, and a thoughtfully crafted message that speaks to a congregation with diverse backgrounds, beliefs, and life experiences. With a team of pastors, the preaching style may vary from week to week, but always strives to be accessible, relatable, and meaningful. Our worship is enriched by high-quality, inspirational music, with two distinct services to choose from: one led by a dynamic worship band blending contemporary and traditional elements, and the other featuring the chancel choir and the majestic sound of our Schantz organ.



At the heart of Westminster lies a vibrant, supportive community. We emphasize connection, ensuring that each member experiences the close-knit feel of a small church while being part of something larger. Our Sunday faith formation hour offers opportunities for spiritual growth through age-appropriate programming for children, youth, and adults. Small groups further encourage personal faith journeys while fostering deeper relationships within our congregation. Additionally, our care and support ministries provide comfort and assistance to those in need, whether through meals, prayers, or personal visits.



Westminster is more than just a Sunday destination; it's a church with a mission that reaches far beyond its walls. We provide countless opportunities for hands-on service, engaging people of all ages in meaningful local, national, and global missions. Whether it's serving hot breakfasts at a local homeless shelter, distributing school supplies to children in need, repairing homes in Appalachia, or helping provide clean water in the Yucatán Peninsula, our members put their faith into

action. From partnering with a major Kenyan orphanage to participating in a variety of impactful projects, Westminster is a community committed to making a difference.

We embrace the reality that people may have differing views on various issues. At Westminster, we believe the church is enriched and strengthened by diverse perspectives. We see the value in learning from one another and working together, even amidst differences. Our philosophy encourages inclusivity and unity, and we believe that through respectful dialogue and collaboration, our community grows stronger.

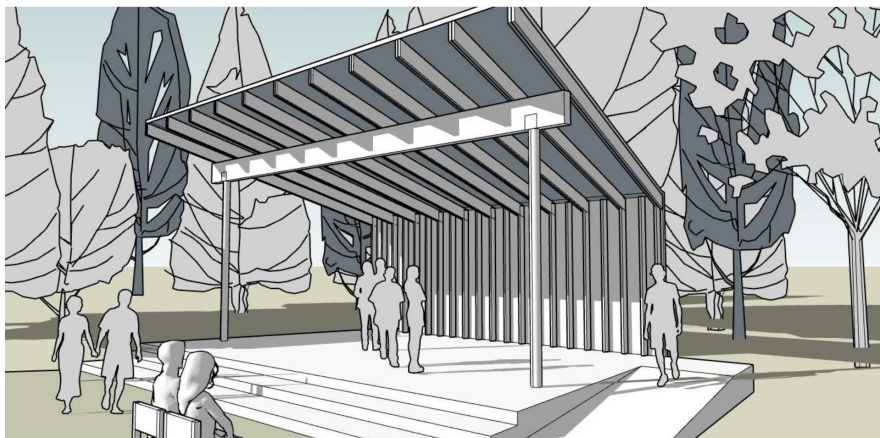
At Westminster, our mission is to help each individual discover and embrace their unique gifts for personal and spiritual growth. As an active, intergenerational, and inclusive congregation, we offer diverse programs and activities that nurture faith, foster connection, and inspire service. We understand that faith is a deeply personal journey, and we are dedicated to creating a welcoming environment where everyone can deepen their relationship with Jesus Christ and with one another.



Whether through worship, small groups, or acts of service, Westminster provides abundant opportunities to connect, grow, and serve in meaningful ways. Recognizing that church is not a one-size-fits-all experience, we strive to meet people where they are, offering a space where everyone can explore their faith and find their place within our vibrant community.

FUTURE

We recognize that priorities shift, and that goals and actions are redefined to reflect new understandings. All churches, including Westminster, are facing cultural shifts and complex issues. There is much we cannot know or predict. We are called to adapt who we are and how we carry out our mission in a changing context and world. We want to thrive in ways that reflect hope, courage and deep faith in God's constant presence. We are willing to cultivate imaginative, brave responses. This process involves prayer, discernment, experimentation, and dealing with loss and grief. We are rooted in love and willing to take risks.



Talent Field stage to be completed spring 2025

The following sections describe our church's vision, mission, values, beliefs, and priorities to guide our work and shape our life together.

Our Vision

TO PARTICIPATE IN GOD'S WORK THROUGH JESUS CHRIST
TO REDEEM, RECONCILE, AND HEAL ALL THINGS.

Through Jesus Christ, God threads redemption, reconciliation, and the promise of a new creation into the pattern of the world. This divine work, empowered by the Spirit, is woven into the world and our lives, connecting us to God and one another in profound and beautiful ways.



The church is called to participate in this sacred weaving, continuing the ministry of Jesus and threading the grace and love of God into the fabric of the world. Equipped and empowered by the Holy Spirit, the church becomes the body of Christ—not merely as a metaphor but as a sacramental reality. Like a tapestry, the church is an outward and visible sign of God’s inward and spiritual grace, each thread contributing to the beauty and wholeness of God’s unfolding masterpiece.

In 2018, the mission statement was developed to articulate Westminster’s purpose and goals through the lens of our calling from God:

Celebrating Grace
Following Jesus
Healing God's World

We strive, as a congregation, to live out this mission through our words and deeds.

Our Mission Statement

Celebrating Grace

For by grace you have been saved through faith. And this is not your own doing; it is the gift of God, not a result of works, so that no one may boast.
(Ephesians 2:8-9)

At Westminster, we believe Jesus calls us to be a joyful, welcoming community that reflects God's grace and shares the story of Jesus Christ with others. Rooted in God's love, we seek to meet people wherever they are on their faith journey, responding to grace with gratitude and celebration. Our worship, both traditional and contemporary, is a joyful expression of God's presence, offering inspiration, connection, and actionable ways to live out our faith. Through creative worship, service, and fellowship, we invite all generations to join in the abundant life Jesus promised, embracing a story of grace, reconciliation, and joy that shapes our vision and lives.

Following Jesus

Jesus found Philip and said to him, "Follow me." (John 1:43)

Jesus' call to "follow me" invites us into a life of discipleship, responding to grace by embracing spiritual practices that deepen our connection to God and transform us by the Spirit. At Westminster, we nurture discipleship through weekly worship, daily prayer, Scripture study, and intentional community, creating space for listening, learning, and acting. We are called to form supportive relationships, offer opportunities for fellowship and growth, and engage the broader community in meaningful ways. Committed to equipping each member to discover and live out their unique calling, we embody the "priesthood of all believers," representing Christ's love in the church, our relationships, and the world.

Healing God's World

For God so loved the world that God gave his only Son, so that everyone who believes in him may not perish but have eternal life. Indeed, God did not send the Son into the world to condemn the world but that the world might be saved through him. (John 3:16-17)

Jesus teaches that God is at work bringing healing to a world that is both deeply broken and deeply loved. As followers of Christ, we are called to participate in this work of healing and renewal through acts of compassion, reconciliation, and justice. At Westminster, we respond to Jesus' call by caring for those in need, feeding the hungry, welcoming the stranger, and supporting the sick and oppressed, and by addressing systemic issues that impact God's children. We seek to be a community that values all people, fosters unity in a fractured world, and works boldly to share the Good News with our neighbors, near and far.



Our Values

The fruit of the Spirit is love, joy, peace, patience, kindness, generosity, faithfulness, gentleness, and self-control. (Galatians 5:22-23)

We value Christlike behavior.

We seek to be shaped by Christ in our thoughts, words, and deeds and show the fruit of the Spirit in our lives: “love, joy, peace, patience, kindness, generosity, faithfulness, gentleness, and self-control.”

We value every person as a child of God.

We recognize that every person is created in the image and likeness of God and is loved by God. Westminster is a safe and affirming place for people of every race and ethnicity, sexual orientation and gender identity, those who are differently-abled, every socio-economic status, the widow and the orphan, the immigrant and the refugee. Here, those who feel vulnerable are seen and heard, the overlooked find connection, and the marginalized are reminded of their inherent worth and dignity.

We value inclusive community.

As Jesus gathered a diverse group of disciples and followers, we endeavor to create a church community where ALL people feel welcomed, affirmed, and integrated into our community. We strive to learn from all with an attitude of humility and curiosity, respecting and celebrating our differences. We invest in building relationships and strengthening the ties that bind us together as the body of Christ.

We value shared leadership and ministry.

Jesus entrusted his disciples with significant leadership responsibilities. Every Christian is called to some form of leadership or ministry within their influence. We practice shared leadership between clergy and laity in guiding and governing the church.

We value God's bold call on our lives and on our church.

Jesus, both prophet and teacher, called his followers to love wholeheartedly and act with justice. Inspired by his example, we strive to embrace those who are suffering and marginalized. We also acknowledge the necessity of engaging in challenging conversations as we work to faithfully respond to God's ongoing call for righteousness, mercy, and peace.

Our Beliefs

There is one body and one Spirit, just as you were called to one hope of your calling, one Lord, one faith, one baptism, one God and Father of us all, who is above all and through all and in all. (Ephesians 4:4-6)

With all Christians ...

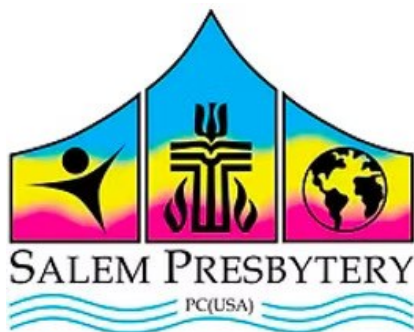
We believe in one God whom we know in three persons: Father, Son, and Spirit. We believe that God entered into human history in the person of Jesus Christ, God with us.

With other Christians from the Protestant Tradition ...

We look to the Bible as the unique and authoritative witness to Jesus Christ. Through the work of the Holy Spirit, the Bible becomes God's word to us. We focus on God's gift of salvation "by grace, through faith, for good works."

With the PC(USA) ...

We are grounded in the Reformed Tradition, practicing a generous orthodoxy rooted in historic faith and open to new insights and ongoing reform of our beliefs and practices. We are guided by the essential tenets of the Reformed faith as expressed in our Book of Confessions.



Our Current Priorities and Praxis

And we know that in all things God works for the good of those who love Him, who have been called according to God's purpose. (Romans 8:28)

In alignment with our vision, mission, values, and priorities as listed below, we charge our leaders and the church to pay careful attention to our particular context and our church's unique gifts. We are deeply committed to living out our faith in tangible ways within our community and beyond. This is where praxis comes in – the application of our faith through practical actions. Praxis means that our beliefs are not separate from our daily lives, but they shape how we engage with others, care for those in need, and work for justice and peace. We grow through a process of “holy curiosity” in which we seek new ways to accomplish our mission and priorities.

Invite and challenge people to grow as disciples of Christ.

- Create, encourage, and support a wide range of small groups.
- Provide forums for the congregation to discuss and address issues where faith, values, individual, and social concerns intersect.
- Establish collaborative partnerships to strengthen faith formation.
- Offer resources and online opportunities to worship and learn at home.

Be creative and intentional in sharing the good news of Jesus Christ.

- Explore and implement ways to welcome, engage, and involve people in the fullness of our faith community by showing gracious interest in who they are.
- Move beyond the campus of the church into the broader community and the world to widely share the good news of God's grace and love.

Equip members for a variety of ministries.

- Encourage and assist every person to discover and develop their calls to embody God's love in a variety of ministries.
- Practice shared leadership among clergy, members, elders, committees, and task forces, building up the church and the community.

Reach out to those who feel disconnected from the church or from God.

- Cultivate connection with others in personal ways, embracing their individuality while offering community.
- Notice and respond with kindness and support to those who are struggling in some way.

Focus our gifts and resources on bold, new ways to engage and invite others into the healing of broken places in our community and in the world.

- Discover the opportunities and needs of our community; apply our gifts and resources with thought and focus to make a significant difference. Ask those who are most impacted what we need to know.
- Continue our work in addressing the urgent needs for affordable housing in our community. Collaborate with other faith communities and groups, grounding this work in a sustainable process.
- Respond as God calls us into new pathways.
- Evaluate current ministries regularly and recognize “opportunity costs.” Ask how we might work wisely to nurture what matters most in God’s eyes.

Aspire to celebrate the gift of being a church composed of people from a variety of backgrounds and beliefs.

- Embrace the tension of being one body in Christ while honoring the diversity of perspectives among us. Trust in God’s boundless mercy and the unifying work of the Spirit.
- Foster and model courageous conversations grounded in deep listening within the church and the broader community to grow together as disciples of Christ, always upholding dignity and respect.
- Accept and confess with humility our mistakes, trying to break away from our myopic existence. Commit to the way of kindness and work to mend and repair any harms we have caused to others within our church, the community, and the world.
- Weave together an inspired tapestry of members into a dynamic community of faith. Acknowledge both the beauty of the tapestry and the messy weaving process where we see our human frailties used by our loving God.

Church Staff

The gifts God gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers. (Ephesians 4:11)

Pastoral Staff

Westminster currently has one full-time installed Associate Pastor, two part-time Temporary Supply Pastors, and a full-time Interim Pastor/Head of Staff.

Pastoral Responsibilities and Workload

Westminster is a large and active church with 1100 members and an average weekly worship attendance of 555.

We have two Sunday worship services, one contemporary and one traditional. Because of our desire to be creative and innovative in worship, pastors and staff designate significant time in worship planning and sermon preparation.

Pastors are called to teach on a regular basis in a variety of settings and to lead and participate in retreats and other church events. Our pastors also provide significant pastoral care, making hospital and home visits, providing support and spiritual guidance to members and friends of our congregation in addition to leading funerals and weddings.

The pastors and program staff provide support for our ten standing Sessional Committees as well as many subcommittees, special task forces, and project teams. They also recruit and support a large number of volunteers and work with the Administration and Finance Committee to manage a \$1.8 million dollar budget.

In addition, our church recognizes that pastors need time for nurturing their own faith, pursuing continuing education, rest and recreation, and for family and friendships.

APPENDIX 1

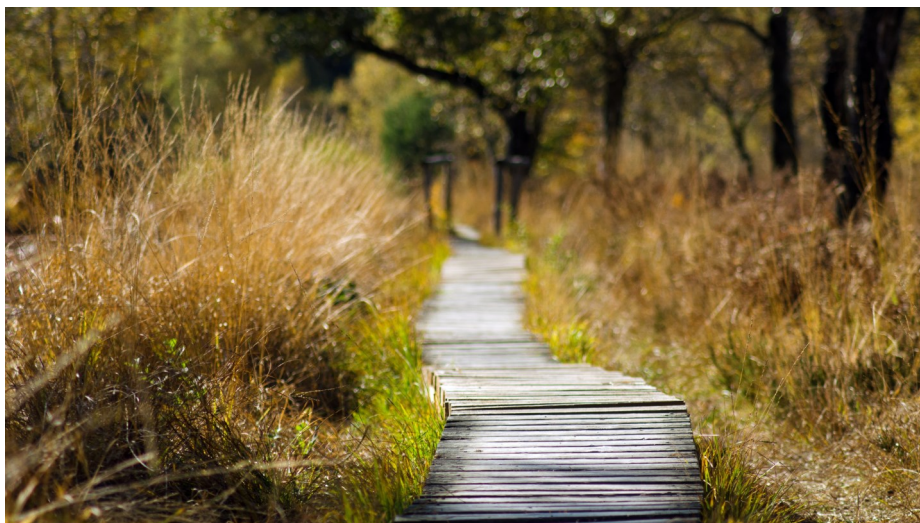
Our Mission Study Process

Once our Transitional Pastor acclimated, the Transition Team moved into the Mission Study phase. We prioritized listening to our congregation and communicating regularly about the transition process.

To gain input from as many people as possible for this Mission Study Report, we designed a series of listening sessions and a congregation-wide survey. We began with our Elders and then invited the congregation at large to engage in conversation with members of the Transition Team over several weeks. We conducted listening sessions for specific small groups at their request. Our goal was to hear from a broad set of voices, to identify those qualities that most represent who we are as the people of Westminster, and to clarify how we envision our future.

The listening sessions highlighted appreciation for the warmth, connection, and core values expressed in our mission engagement, as well as excellence in music and collaborative worship planning. There is hope that these strengths will continue into the future.

These sessions also revealed the diverse ways we envision our future. While we each express our faith differently, we embrace these differences as gifts and seek to grow together through grace. From in-depth Bible study to hands-on action addressing urgent community needs, the people of Westminster are committed to living fully into our calling. We don't need to agree on everything to support one another, trusting in Christ and the Spirit's guidance as we grow through joyful sharing and challenging conversations.



The questions below were our primary focus in each listening session and were offered in the online survey as well. Paper copies of the survey were made available.

- *What three words would you use to describe Westminster?*
- *What attracted you to Westminster?*
- *How would you describe Westminster's greatest attributes and strengths?*
- *What would you like to see in Westminster in the future?*
- *What else would you like to share with us?*

Comments shared were written down throughout each listening session. Survey responses were captured and grouped by categories. We synthesized this information, allowed time to see what patterns emerged, and gave serious consideration to both the expected and unexpected responses.

Prevailing themes highlighted in the responses are:

What three words would you use to describe Westminster?

The most common responses were welcoming, friendly, caring, and compassionate.

What attracted you to Westminster?

The overwhelming top responses included the strong culture of music, community, thoughtful and meaningful worship, and a commitment to healing God's world through acts of love and justice.

How would you describe Westminster's greatest attributes and strengths?

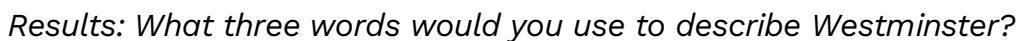
Themes included a strong music program, inspiring worship, mission outreach, community, welcoming nature, and engaging dynamic youth and children's ministries.

What would you like to see in Westminster's future?

Suggestions ranged from diversity and cultural understanding to enhanced adult Christian education and mid-week activities.

What else would you like to share with us?

Additional feedback covers diverse topics including service liturgy, increased engagement for younger families, and ministerial focus.



APPENDIX 2

Head of Staff Job Description and Organizational Chart

Pastor/Head of Staff

Primary Responsibilities and Areas of Oversight:

- Moderate Session
- Church Leadership – Clarifying and communicating vision and mission
- Preaching and worship planning oversight
- Head of Staff

Other Responsibilities:

- Lead weekly Executive Staff and Program Staff meetings
- Participate in pastoral care and visitation
- Teach Officer Training
- Teach as needed
- Participate in or lead church retreats and other events

Staff Supervision:

- Pastor for Formation, Missions, and Connections
- Pastor for Worship, Care and Community
- Director of Music Ministries
- Director of Church Administration
- Director of Church Finance

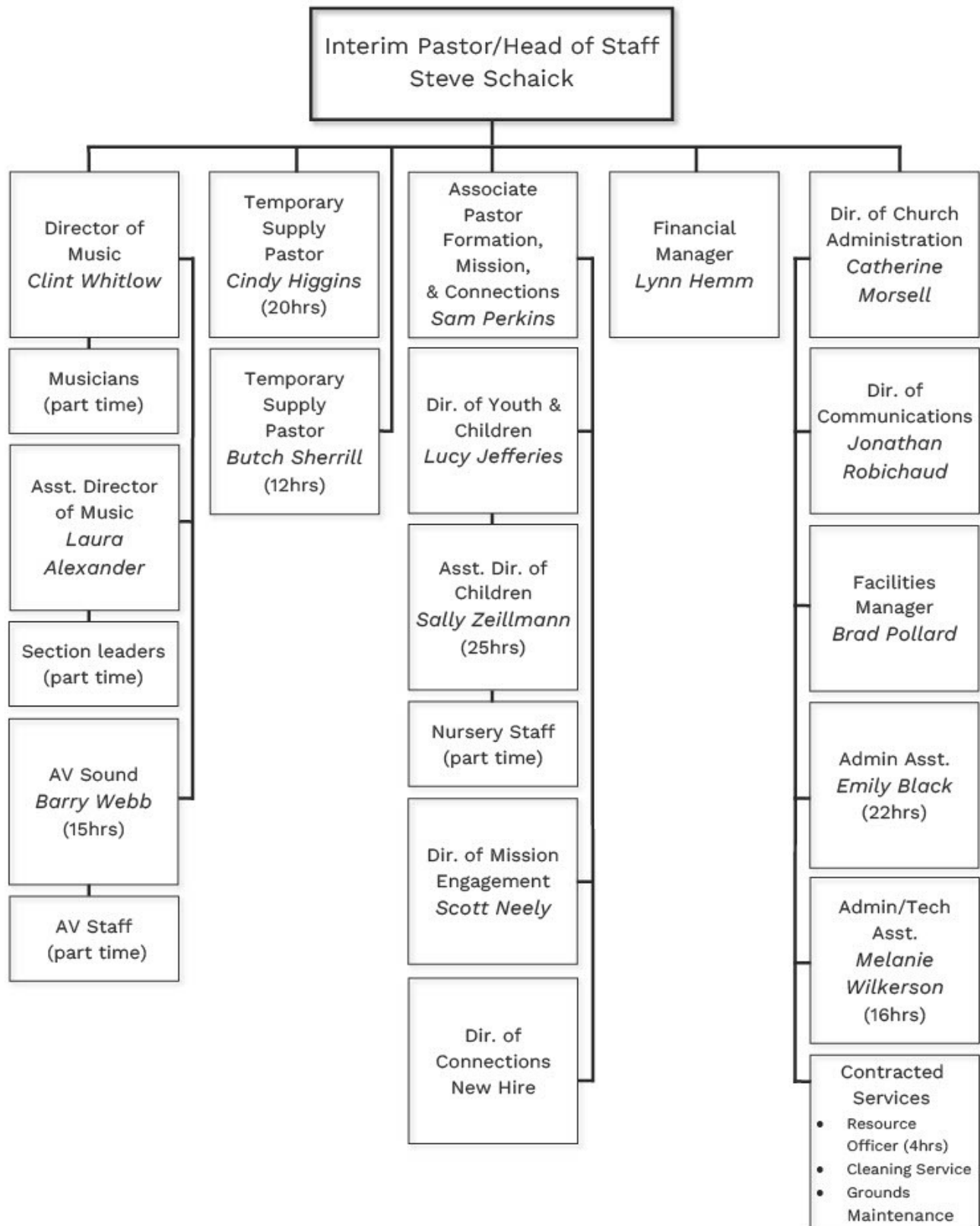
Committees, Task Forces, and Teams:

- Administration and Finance Committee
- Endowment Commission
- Personnel Committee
- Stewardship Committee
- Nominating Committee
- Executive Staff
- Full Staff
- Worship Planning Team

Larger Church:

- Participate in Salem Presbytery per Presbytery guidance

ORGANIZATIONAL CHART



APPENDIX 3

Financial Review

Westminster has a strong history of financial stability. We're a fiscally responsible church that consistently ends each year under budget, thanks to financially savvy pastors and staff, the Administration & Finance Committee, the Endowment Commission, the Stewardship Committee and annual campaign, and of course the financial commitment from members and visitors through their annual pledges and ongoing giving.

We recognize that there are significant giving changes happening in our culture and within most churches, including: a significant decline in congregational engagement, a shift in charitable giving away from churches to other institutions, and generational shifts in giving patterns towards smaller and more designated giving. Like many churches, Westminster has also seen changes in giving patterns following the COVID-19 pandemic in recent years. To mitigate financial risks of such changes, Westminster has made an intentional effort to diversify its revenue streams to include three primary sources of income: (1) annual pledges, (2) designated gifts for specific causes, and (3) endowment disbursements.

Looking forward, we recognize a need for continued diversification of our income sources so as to not be overly reliant on general giving.

Membership History

	2020	2021	2022	2023	2024
Membership	1417	1259	1255	1201	1098
Gains	34	13	41	39	47
Losses	465	182	45	103	150
Avg Worship	552*	239**	324	432	555

* January—March Pre COVID-19 shutdown ** COVID-19

Financial History

	2020	2021	2022	2023	2024
Budgeted Income	\$1,799,064	\$1,703,970	\$1,755,256	\$1,772,283	\$1,748,595
Actual Income	\$1,934,660	\$1,764,291	\$1,806,572	\$1,760,609	\$1,872,291
Budgeted Expenses	\$1,799,064	\$1,703,970	\$1,755,256	\$1,772,283	\$1,748,595
Actual Expenses	\$1,634,613	\$1,573,001	\$1,662,951	\$1,652,922	\$1,615,527
Surplus/ Deficit (Actual)	\$87,047	\$191,290	\$143,621	\$107,687	\$256,764

Stewardship History

	2020	2021	2022	2023	2024
Number of Pledges	352	333	308	290	294
Average Pledge	\$4,456	\$4,421	\$4,706	\$4,838	\$5,059
Pledge Total	\$1,568,425	\$1,472,154	\$1,449,553	\$1,402,978	\$1,487,417

Endowment Disbursement History

	2020	2021	2022	2023	2024
Music	\$30,090	\$31,142	\$33,814	\$36,214	\$37,147
Youth	\$14,152	\$19,313	\$14,000	\$0	\$37,825
Capital	<i>These are relatively new. There have been no disbursements yet, although funds are available.</i>				
Ministries					
Mission					

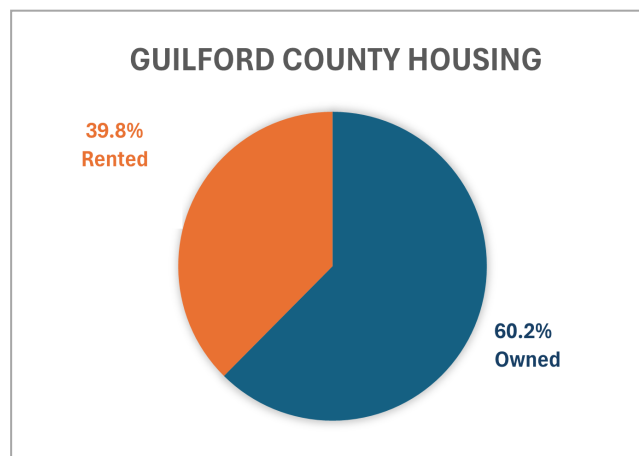
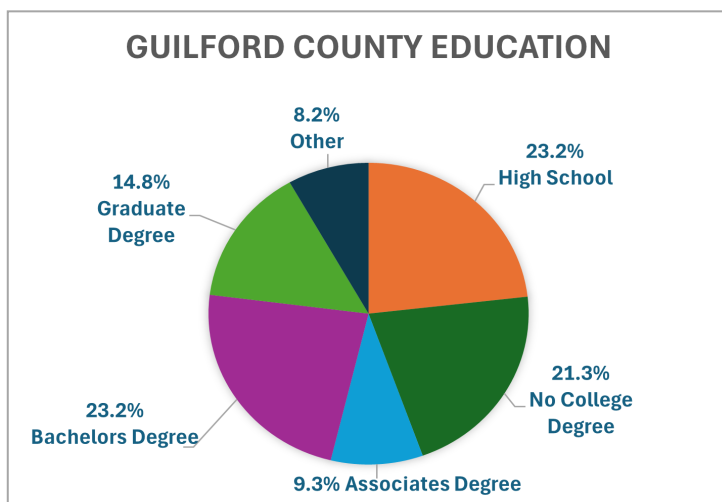
2025 Stewardship & Budget Review

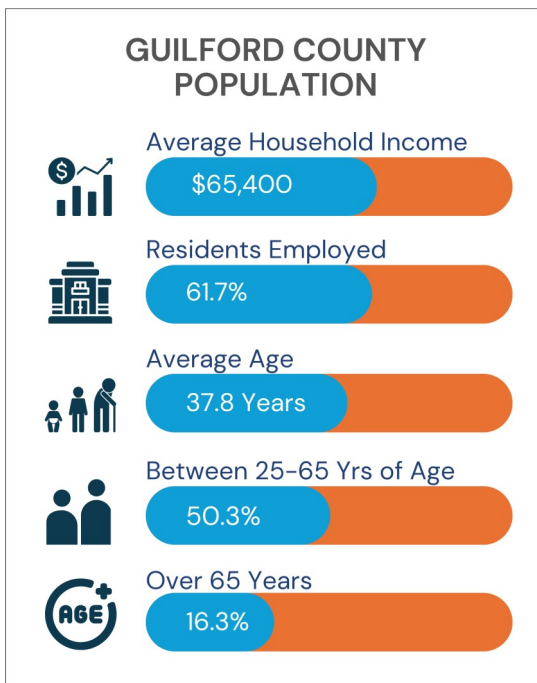
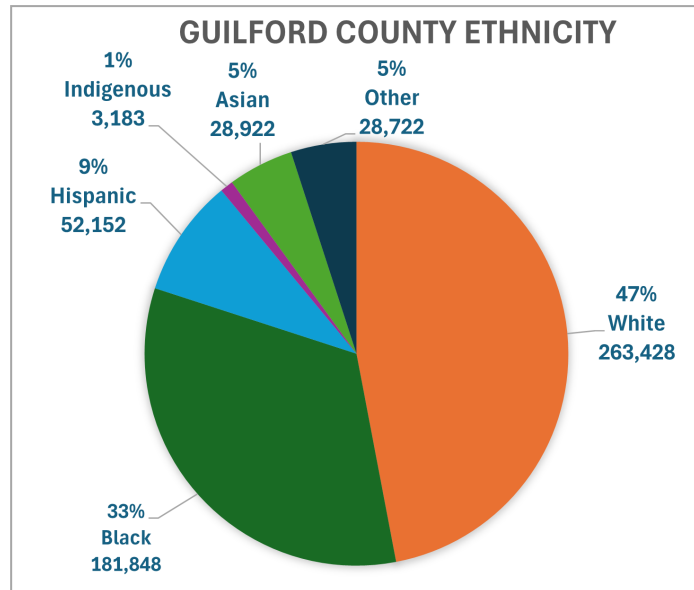
Number of Pledges	Average Pledge Amount	Total Pledges	2025 Budgeted Income
304	\$5,123	\$1,557,503	\$1,850,353

APPENDIX 4

Local Demographics

Guilford County is the third most populous county in North Carolina and the 22nd largest by area, centrally located in the region known as the Piedmont Triad. Greensboro is one of the three cities making up the Piedmont Triad, others being Winston-Salem and High Point. Census data from 2023 estimates the population of Guilford County to be 549,850 and Greensboro to be 302,296. Guilford County serves as the home of numerous manufacturing and retail companies, with the largest employers being healthcare and education.







WESTMINSTER
PRESBYTERIAN

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