



WESTWOOD BAPTIST CHURCH PROFILE

Transition Team
March 2018

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Introduction

This document was created to show the mission, history and who we are as Westwood Baptist Church. It was created by the Transition Team at Westwood during the period in which the church had made a deliberate decision to enter a time of reflection as the result of the senior pastor's retirement.

In November of 2015, Senior Pastor Mike Eddinger announced his retirement, effective December 31, 2015. Dr. Steve Bolton was selected by the church to serve as Pulpit Supply Pastor and began his service in January of 2016. During this time of transition and consideration of options going forward, the church voted to embark on an Intentional Interim process. This process was designed by the Center for Congregational Health in Winston-Salem, for the purpose of assisting churches when a senior pastor vacancy occurs. It is a process of self-examination and assessment and includes the hiring of a specially trained Intentional Interim Pastor. The church also formed a lay Transition Team of 12 active members, led by the Intentional Interim Pastor, to help the church prepare itself prior to electing a Pastor Search Committee. On October 30, 2016, Dr. Richard Childress began his service as Intentional Interim Pastor and the Transition Team began its work in February of 2017. Transition Team members were: Bill Overby, Chairman; Tim Cunningham, Vice Chairman; Reporting Secretaries: Jennifer Harkness, Paige Hutto and John Roberson. Other members were: Joanne Giles, Carolyn Hopkins, Dubba Lucas, Rob McLain, Becky Stewart, Ken Ward and Talmage Williams.

A Time of Transition Overview

To help Westwood Baptist Church prepare to call a new Senior Pastor, the Transition Team focused its work in **5 Focus Point Areas** as described below:

Heritage

Review the history of Westwood and how it was shaped and formed. Celebrate the parts that established healthy traditions and determine what parts are best not carried into the future.

Mission

Examine and reflect on the church's sense of purpose and direction. By focusing on its Mission, the church can define the boundaries within which it will operate (Core Values), why it exists (Mission Statement) and what needs to be accomplished in the short-and long-term future (Vision Statement).

Leadership

Review the church's needs and ways of organizing and developing new and effective lay and professional leadership. This focus includes a review of current professional staffing needs, a review of future lay leadership needs and a thorough review of governing church documents such as constitution and bylaws, job descriptions, and policies and procedures.

Connections

Discover and review all the relationships and networks that the church builds beyond itself. These connections include those at the local, state, national and even worldwide levels. It also includes both religious and secular connections in the community.

Future

Synthesize the work and discoveries of the Intentional Interim period and then initiate the search process. The role of the Transition Team is not to call a Senior Pastor but to lead the church through a time of review, evaluation and preparation. Once the church is prepared to move forward, the Team prepares a detailed Church Profile and a Pastor Profile and reports to the Church Council that the church is ready to move forward with its search.

Highlights of Transition Results and Recommendations

During the last 14 months, the Transition Team has led the congregation in a time of reflection and self-discovery with the ultimate goal of helping Westwood prepare for the pastor God has chosen for us. Now that this important work has drawn to a close, our attention and prayers shift to the work of the Pastor Search Committee. Reports to Westwood have been made directly to the full church membership, in writing, as well as through updates at church business meetings and worship services. Recommendations from the Transition Team have been forwarded to the appropriate church elected committees. Following consideration and/or action they will report to the Church Council or to the Church body. This Church Profile document also provides a reporting of a substantial amount of data collected about Westwood Baptist Church (both historical and current). A separate Pastor Profile document reports the results of a survey of the church body conducted to determine the desired qualities and characteristics of Westwood's next Senior Pastor.

Following are some of the highlights over the last 14 months:

1. A church historical timeline was hung in the sanctuary with all families hanging their family photos.
2. We held a Reconciliation Service where members, using dissolving paper, privately wrote down issues that they did not want to carry into the future and deposited them into the baptismal pool to leave them at the foot of the cross.
3. Several congregational conversations were held with valuable insight provided by the congregation on the church's heritage, what the church's core values are, and how it feels about acceptance, membership and marriage.
4. We heard from many people who don't often share opinions.
5. There was satisfaction in knowing that all church governing documents were reviewed and will be brought up to date.
6. An important review was made of the leadership of the church, providing insight to changes needed for the lay leadership, for the professional staff and ministers and for the structure of committees and ministries.
7. We learned that Westwood is a friendly and welcoming fellowship of believers and many members wanted a return of the "Westwood Welcome" to our worship services.
8. We learned that Westwood needs to develop a clear Vision Statement that provides specific short- and long-term goals to help her focus on her core values.

History of Transition Work and Communication of Results and Recommendations

2017

January 11 and 15 - Exploration and Orientation meetings with the proposed Transition Team.

February 17 & 18 - Transition Team Retreat and beginning of work.

March 5- Larry Hovis of the Cooperative Baptist Fellowship of NC preached during the worship service as part of the Connections Focus Point.

April 2- First listening focus point event held on the Heritage/History of Westwood.

April 23- Report of activity given at the Church Business Meeting.

May 4- Heritage Event Summary Report emailed to the church with hard copies made available.

May 7- Roger Nix of Raleigh Baptist Association preached during the worship service as part of the Connections Focus Point.

May 7- Westwood's history timeline was presented and hung on the sanctuary wall, with current members attaching their family photos.

June- Work began in collecting data needed for creating the Church Profile Document for the Future Focus Point.

June 11- Worship Service held for Healing, Reconciliation and "Letting Go" as wrap-up for the Heritage Focus Point.

June 18- Distributed the Mission/Vision/Core Values church-wide survey to the membership.

June 25- Mission/Vision/ Core Values Focus point event held during the Sunday school hour.

June 25- Amy Boone of Woman's Missionary Union of NC preached during the worship service as part of the Connections Focus Point.

July 23- Report of this activity given at the Church Business Meeting.

August- Began work on the Leadership Focus Point to review the congregation's needs and ways of organizing and developing new and effective professional/lay leadership and the updating of all church governing documents.

August 30- Summary report on Mission/Vision/Core Values survey and congregational gathering event emailed to the church membership with hard copies made available.

September 11- Detailed report with findings and recommendations on Missions/Visions/Core Values focus point sent to the Church Council.

October 29 to November 12- Distributed the Congregational Pulse Survey to the church membership on beliefs, feelings and attitudes on the topics of acceptance, membership and marriage.

November 10- Emailed the Leadership Focus Point summary report to the church membership with hard copies made available.

November 10- Emailed the Leadership Focus Point detailed report with observations, comments and next steps to the Church Council along with individual reports to the Stewardship Committee, Placement Committee, Deaconate, Personnel Committee and Christian Education Committee.

November 12- Detailed report of this activity provided during the Sunday morning worship service.

December 3- Report of this activity given at the Church Business Meeting.

December 12- Emailed detailed report and analysis of the October/November Congregational Pulse Survey to the church council for its consideration and reporting to the congregation.

2018

January 28- Conducted an online Pastoral Profile survey with hard copies made available.

January 30- Letter to Church Council notifying them to begin the search process for the next Senior Pastor.

February and March- Will provide a series of Sunday sermons with an emphasis on our Connections with ministries outside of Westwood plus a Wednesday night series of special topics on our Baptist faith. Also, both the Church Profile and Pastoral Profile documents will be prepared and distributed.

Church History

In the spring of 1989 the Raleigh Baptist Association called the Cary and Apex area churches together to discuss the need for a new church in the West Cary area. The meeting was held at First Baptist Church of Cary and the result of a probe study was shared. There was discussion in the churches and in the fall the vision for a new work in the Hi House Road area (now High House Road) began to emerge. The next meeting was held at Good Hope Baptist Church. In that meeting five churches indicated they were willing to support the birth of the "Hi House Mission." Greenwood Forest became the church of record and Woodhaven, Good Hope and Collins Grove became sponsoring churches. Salem and Ephesus made a commitment to offer prayer and financial support.

"Hi House Mission" became known as Westwood Baptist Chapel and volunteers from all five churches worked to make this dream a reality. Volunteers made 10,000 phone calls to inquire about interest in a new church. A little over 1,000 indicated their interest and received five mailings concerning the new church start. Other volunteers began construction of Westwood's leased church site next to The Pantry at the intersection of Old Apex Road and High House Road. The site was ready in nineteen days. Those volunteers and professionals worked long, hard days to accomplish a task that was originally planned to take over a month. Westwood opened her doors on Easter Sunday, April 15, 1990 and 115 people gathered for worship.

On September 20, 1992, Westwood was constituted as a church with Tom Ogburn as her first pastor. At the service of celebration, Pastor Ogburn stated "It means we're ready to be a contributing member of the denominational body rather than a receiving one." He stated in the Cary News that Westwood has taken important steps toward the future.

At the time of constitution the church had 49 members. The first ordained deacons were: Cindy Bolden, Kelly Cartwright, Ronnie Cross, Carolyn Hopkins, and Ruth Revelle as alternate.

Tom and his wife, Beth, sensed the call of God to go into full-time mission work and were appointed as Cooperative Baptist Fellowship missionaries to Thailand in 1994. Following much prayer, the church called Rev. J. Charles Allard, pastor of First Baptist Church, Morehead City, NC to become the church's second pastor. He, along with his wife, Gloria, came to Westwood on February 19, 1995.

On May, 1995, the church voted to become affiliated with the Cooperative Baptist Fellowship and the Baptist State Convention of North Carolina. Westwood purchased 12.6 acres of land on High House Road to build the second facility. At that time, the church had a membership of 82.

The groundbreaking service was held at the new site on February 25, 1996. Those individuals participating in the service were pastors: Luther Brewer, Greenwood Forest; Tony Cartledge, Woodhaven; and Harvey Duke, First Baptist Church, Cary. Others participants at the service were: Karen Whitaker and Stephen Edwards, St. Michael Catholic church representatives; Charles Allard; Roger Nix, Raleigh Baptist Association; Roy J. Smith, Baptist State Convention; R. G. Puckett, editor of the Biblical Recorder; and Koka Booth, Mayor of Cary. Also present were members from Westwood, Greenwood Forest, Woodhaven and First Baptist Cary.

The church held the first worship service in the 7,498 square foot facility at 830 High House Road on November 3, 1996.

In 1998, Westwood members raised \$80,000 to upgrade the Sunday school classrooms. In 1999, another \$90,000 was given to pave the parking lot, install a kitchen and landscape the grounds.

Phil Stone began his service as an interim minister of music in 2000.

The church soon realized that the sanctuary, with a seating capacity of 200, was too small for one service. The church began to have two worship services in 2001, and two Sunday school hours in 2002.

In May 2001 the church employed Patty Parker as its first Minister of Youth. She resigned one year later.

When Pastor Charles Allard began reading *The Prayer of Jabez*, he encouraged the membership to see where the Lord would have the church go in the future. It wasn't a surprise when Father Wall, priest of St. Michaels Catholic Church, came to ask if the church was interested in selling its property. After much prayer, the church voted on April 14, 2002 to accept St. Michaels (Roman Catholic Diocese of Raleigh) offer to buy the church building and land for \$2,500,000.

During this time the church prayed to find God's will for a new location. The church voted to purchase 11 acres at 200 Westhigh Street, Cary for \$953,000. The church voted on October 13, 2002 to enter into a contractual agreement with Steel Dynamics to build the 48,507 square foot facility for up to \$5,000,000.

The groundbreaking ceremony for the 200 Westhigh Street facility was held on October 20, 2002. Guest speakers were: Dr. Roger Nix, Raleigh Baptist Association; Dr. Tony Cartledge, editor of the Biblical Recorder; and Pastor Charles Allard.

On September 7, 2003 the church called Mike Eddinger as Associate Pastor. On July 18, 2004 he was ordained to the gospel ministry. He was the first clergy person to be ordained by the church.

Westwood officially moved into its new facility and location on June 20, 2004. The church membership was 351.

May 7, 2004 the church voted to call Michelle Ayers Anderson as its second Minister of Youth. The church ordained her to the gospel ministry on March 14, 2014.

After much discussion and prayer the church voted in March 2006 to withdraw from the Baptist State Convention and to be known as a Cooperative Baptist Fellowship Church.

Phil Stone, interim minister of music, resigned March of 2006.

Through the years Westwood has had wonderful part-time Ministers of Music, these included: David Colvin (1996); Katherine Booker (1999); Phil Stone (2000), Lee Webb (2016) and Patti Lingafelt (2017).

The church called Caroline Allen as Westwood's first full time Minister of Music and Worship, in March of 2006. She was ordained by her home church, Forest Hills Baptist Church, Raleigh. In November 2015 she resigned from Westwood to become pastor of Liberty Christian Church, Henderson, NC.

After serving for thirteen years, Pastor J. Charles Allard, Westwood's second pastor, announced his retirement effective on December 31, 2007.

On October 5, 2008 the church voted to call Rev. Mike Eddinger as her new Senior Pastor.

Keith Vaughn was called to become Associate Pastor on June 15, 2009.

Rev. J. Charles Allard became Pastor Emeritus on June 13, 2010.

On August 21, 2011, Cindy Bolden, a charter member and graduate of Campbell Divinity School was ordained to the gospel ministry. She was the first woman to be ordained by Westwood.

At the time of Westwood's 20th Anniversary on September 23, 2012 the membership was 576.

Suzette Mason was called as the part-time Minister of Children in April, 2014. She resigned in February, 2016.

In November 2015 Pastor Mike Eddinger announced his retirement effective at the end of the year.

In January, 2016 the church voted to call Dr. Steve Bolton as Pulpit Supply Pastor. He served the church from January through October, 2016.

The church voted in 2016 to enter into the Intentional Interim process. Dr. Richard Childress was called to serve as intentional interim pastor. He began his service on October 30, 2016. Dr. Childress asked the church members to seek out those who could help prepare the church for the future during this time of transition. A Transition Team was formed and began work in February 2017. Team members were: Bill Overby, Chairman; Tim Cunningham, Vice Chairman; Reporting Secretaries: Jennifer Harkness, Paige Hutto and John Roberson. Other members were: Joanne Giles, Carolyn Hopkins, Dubba Lucas, Rob McLain, Becky Stewart, Ken Ward and Talmage Williams. The hope is that at the end of the interim journey, the church will have a better sense of God's plan for Westwood's future and His person to lead the church into the future.

Total membership of the church as of October, 2017, was 566.

Church Staff



Keith Vaughn **Associate Pastor**

Ministry: Keith Vaughn joined the Westwood family as Associate Pastor in June of 2009.

Education: Keith graduated from Stetson University in 1986, where he earned his BA degree in Religious Studies. He graduated from the Southern Baptist Theological Seminary in 1989 with a Master of Divinity degree with a concentration in teaching. In 2012, he earned his Doctor of Ministry degree from Campbell University Divinity School with a concentration in Christian Education.

Family: Keith is married to Teresa, who is employed at Wake Radiology. They have two sons, Nic and Josh.



Michelle Anderson **Minister of Youth**

Ministry: Michelle Anderson joined the Westwood family as Minister of Youth in May of 2004.

Education: Michelle graduated from Wake Forest University in 2003, where she earned a BA degree in Psychology. In 2007, she received a Master of Divinity degree with a concentration in Christian Education from Campbell University Divinity School.

Family: She is married to Ben Anderson, who is a Media Specialist at McGee's Crossroads Elementary School in Angier. They have two children: Hannah and Noah.



Jennifer Watkins **Church Secretary**

Jennifer Watkins joined the Westwood Baptist staff as Secretary/Receptionist in April 2015.

She lives in Garner with her two children Johnathan (8) and Jenna (7). Jennifer is also a preacher's daughter. Jennifer's 7 year old daughter is a cancer survivor of 4 1/2 years. Jennifer is an active member of First Baptist Church, Garner where she serves in the Worship Choir.

Membership Records

Membership			
Year	Total Members	Average Sunday School Attendance	Average Worship Attendance
2009/10	556	281	339
2010/11	571	285	366
2011/12	591	271	350
1012/13	587	250	310
2013/14	594	250	311
2014/15	589	207	269
2015/16	584	192	244
2016/17	574	171	230

Congregation Composition

Age of Membership		
Age Range	Number*	% of Total
0 to 15	60	12.3%
16 to 25	63	12.9%
26 to 35	15	3.1%
36 to 45	39	8.0%
46 to 55	71	14.5%
56 to 65	63	12.9%
65 and up	177	36.3%
Total	488	100.0%

* Only 488 members in database with age

Marital Status	
Marital Status	% of Church
Married	80%
Single	20%

Longevity in Church		
Years	Number	% of Church
0 to 4	79	18%
5 to 9	101	23%
10 to 14	131	30%
15 to 19	97	22%
20 to 24	27	6%
25 +	7	2%

Organizational Life

Group	Purpose	Number of Volunteers	Meeting Frequency	*Role
Admin Leadership				
Ministers	To lead and equip the congregation through building community, worshiping God, making disciples and sharing Christ's love to all members and through all aspects of the church	4	Weekly	Pastor/Laity
Non-Ministerial Staff	Provided administrative support to the church office and its functions.	5	Weekly	Pastor/Laity
Officers	Represent the church in legal matters.	4	As needed	Laity
Church Council	Plan, coordinate, evaluate, and oversee the church's mission, objectives, goals, and overall functioning.	11	Monthly	Laity
Deacons	Spiritual mentors of the church who assist in pastoral care for the congregation. They will serve no administrative role in the church.	31	Monthly	Pastor/Laity
Boy Scout Charter Rep	Church's representative and liaison to the Boy Scouts and the agreed charter.	1	As needed	Laity
Decorating Coordinator	Responsible for decorating church for Christmas, Easter, and Liturgical Paraments.	1	As needed	Laity
Discipleship				
Discipleship Training (Wed)	Prepare and lead Wednesday Adult Bible study.	1	Weekly	Pastor
Women's Bible Study	Prepare and lead a Wednesday Adult Women's Bible study.	2	Weekly	Laity
Youth Study (Wed)	Prepare and lead Wednesday Youth Bible study.	1	Weekly	Minster/Laity
Impact 456 (Sun)	Sunday night missions program for 4,5,6 graders	2	Weekly	Laity
YAC (Sun)	Sunday night Youth bible study and activities program	6	Weekly	Laity
VBS	Plan, coordinate, and volunteer for summer week long Vacation Bible School	32	Once a year	Laity
ESL	Establish and strengthen relationships within the local international community by embracing students into our Christian culture and providing language. instruction	31	Weekly	Laity
Extended Session	Provide childcare during morning worship service	4+	Weekly	Laity
Greeters	Meet and greet people at each main entrance of the church on Sunday mornings.	13	Weekly	Laity
GriefShare Ministry	Program to guide and help those who have lost loved ones.	2	Weekly	Laity
IT Ministry	Provide guidance and support for the church's IT needs	7	Monthly	Laity
Media Center	Responsible for the overall functioning of the church library.	7	Weekly	Laity
Missions Ed Ministry				
Mission Friends	Wednesday night missions program for Preschoolers	2	Weekly	Laity
GA	Wednesday night missions program for girls grades K-6.	5	Weekly	Laity
RA	Wednesday night missions program for boys grades K-6.	5	Weekly	Laity

Group	Purpose	Number of Volunteers	Meeting Frequency	*Role
Music Ministry				
Choir	Performs during worship services and special events.	35	Bi-weekly	Minster/Laity
Children's Choirs	Builds music appreciation in children	15	Weekly	Laity
Ensemble	Group who provides special music	7	Weekly	Laity
Adult Praise Band	Contemporary music group	4	Weekly	Laity
Youth Praise Band	Group of youth of provides contemporary music	5	Twice a month	Laity
Handbell Groups	Provide music appreciation and performances through handbells	36	Weekly	Laity
AV Specialists	Provides audiovisual support for church activities in sanctuary	11	Weekly	Laity
Outreach Ministry	Coordinate outreach efforts for Sunday School and visitors	43	Weekly	Laity
Photography Team	Provide photographic services for church events	3	As needed	Laity
Sunday School	Plan, coordinate, and teach SS for all ages	49	Weekly	Laity
Committees				
Archives	Preserve the history of the church through various media sources.	6	Monthly	Laity
Baptism & Lord's Supper	Assist in preparation for these observances	6	As needed	Laity
Bereavement	Serve the bereavement needs of church members and affiliates	7	Monthly	Laity
Children's Ministry	Plan and coordinate the ministry for children through 6th grade.	16	Monthly	Laity
Chrismon Ministry	Make, organize, and distribute Chrismons for special occasions and for gifts	4	As needed	Laity
Christian Education	Coordinate Christian education programs	12	Monthly	Laity
Deacon Selection (Ad Hoc)	Recommend deacon candidates for affirmation	7	Annually	Pastor/Laity
Fellowship	Plan special events that promote church-wide fellowship	9	Monthly	Laity
Insurance	Determine and secure adequate insurance coverage for church property	3	Monthly	Laity
Missions	Plan and implement missions programs and activities	10	Monthly	Laity
Music & Worship	Support and advise the Minister of Music on matters of music and worship within the church	16	Monthly	Laity
Personnel	Assist the church in securing, evaluating, managing, and supporting employed personnel	6	Monthly	Laity
Placement	Enlist and nominate volunteers for all non-salaried positions as specified except for deacons and ad hoc groups	6	Monthly	Laity
Properties	Oversee the care and maintenance of all church properties, buildings, and land	7	Monthly	Laity
Public Relations	Promote and publicize church events and activities of interest to the outside community	3	Monthly	Laity
Senior Ministry	Plan and implement activities for senior adults (age 55 and above)	7	Monthly	Laity
Single Adult	Coordinate Single Adult ministries	5	Monthly	Laity

<u>Group</u>	<u>Purpose</u>	<u>Number of Volunteers</u>	<u>Meeting Frequency</u>	<u>*Role</u>
Committees				
Stewardship	Develop and administer annual church budget	6	Monthly	Laity
Counters	Ensure collections are counted and documented correctly on Sunday mornings.	14	Weekly	Laity
Transportation	Oversee the management, use and maintenance of church owned bus property	3	Monthly	Laity
Ushers	Serve as welcoming hosts and distribute anything in print before worship services and other special events. Collect financial gifts during services.	6	Weekly	Laity
Youth	Plan, coordinate and assist in all youth programs with the Youth Minister	10	Monthly	Laity

Ministries and Missions

Since very early in its history, Westwood Baptist Church has aligned with the Cooperative Baptist Fellowship of North Carolina (CBFNC). As Cooperative Baptists, we strive to build our ministries on the firm foundation of Baptist principles, including: the Lordship of Jesus Christ; the authority of the Scriptures without the imposition of coercive creeds; the priesthood of every believer; the autonomy of the local church; commitment to missions; and religious freedom of all people.



Westwood Ministries

The goal of all the ministries of Westwood Baptist Church is to provide a safe and loving environment where students of all ages can learn about and worship God, be encouraged to live out their relationship with God in a personal and life changing way, enjoy the fellowship of other believers, and share Christ's love with the world. This goal is accomplished by providing quality Bible study that is authentic and personally relevant and providing opportunities for personal and group ministry.

Our Children's Ministry includes infants through sixth grade. We believe that children are a gift from God and they are an integral part of our church family. In addition to Bible study, we provide opportunities for worship, fellowship, music, missions, and relationships. We strive to provide families with a community of faith that values their children and their contribution to God's kingdom. We partner with parents, grandparents, and guardians to minister to the physical and spiritual well-being of the entire family. There is also a special group called Impact 456 for 4th – 6th graders.

Our Youth Ministry at Westwood Baptist Church includes 7th-12th graders. Weekly Bible study is provided with classes for each grade level. The Sunday evening activity is Youth Addressing Christ (YAC), an interactive Bible study with large and small group activities as well as a time for a snack supper, games and fellowship. On Wednesday evenings, youth have Recharge which consists of Bible study, hands-on mission projects and praise band rehearsal. A fun and creative way of entertaining and sharing God's love is also provided by our youth puppet team. Our youth are encouraged to participate in service projects around the church and throughout our community. These activities include Miracle League of the Triangle, delivering meals once a month to shut-ins, yard work for senior adults, assisting in the Westwood Garden Ministry and playing Bingo with residents of Chatham Commons and Phoenix.



In addition to regular **Adult Sunday School**, a Tuesday Prayer Breakfast is held for men and women. Every Wednesday there is a Pastor's Bible Study at 6:30 p.m. and a Women's Bible Study (fall, winter & spring) at 6:30 p.m. Sunday school teacher's retreats and training for adult and children's teachers are also provided. Westwood staff teach a Nuts and Bolts Class (May and November) which includes the history of the church and helpful information and procedures for new and prospective members.

The **Senior Adult Ministry** is for anyone who would like to join Westwood members for fun, fellowship and outreach. This group enjoys monthly covered dish lunches with guest speakers, entertainment and games; day outings; and occasional overnight trips. A ministry project of this group is called Senior Connections. Active seniors partner with sick or shut-in seniors to provide friendship and assistance. Meals are prepared and shared with the inactive seniors.



The purpose of the **Single Adult Ministry** at Westwood Baptist Church is to provide opportunities for spiritual growth, support and fellowship. This group participates in a variety of ministry projects.

The **Music Ministry** of Westwood Baptist Church provides opportunities for all age groups and offers a variety of music that praises God and complements the message from God's Word. Our worship services include traditional hymns, choruses, drama, contemporary elements, dramatic readings, puppets, children's time, ministry moments, hand bells and instrumental selections. Special seasonal programs during Thanksgiving, Christmas and Easter are also planned.

Other music opportunities include: Engraved, a Contemporary Christian Music Team; an adult ensemble; and quartets, trios and solos. A hand bell choir is provided for youth, young adults and adults. Classes that teach vocal production and how to read music are offered periodically.

Mission Education opportunities are offered to children through Mission Friends (ages 2-kindergarten); Royal Ambassadors (grades 1-6); and Girls in Action (grades 1-6). There are three mission groups for women which offer mission education and opportunities to participate in mission projects.

Vacation Bible School, a special time of Bible study and fun activities, is held each summer for ages 3 through sixth grade. This is also used as an outreach ministry and many of the attendees are not members of Westwood.



Neighborhood Ministries

Westwood furnishes meeting space, assistance and support for a local Alcoholics Anonymous group, local Boy Scout Troops, and Community Bible Study.

English as a Second Language (ESL) is a special outreach ministry of Westwood which is offered free of charge to those in our community who wish to gain a better understanding and use of the English language. Six skill levels are offered by trained teachers with emphasis on conversation and United States culture. Students are awarded certificates upon completion of a semester and are invited to a covered dish dinner where they participate in a program illustrating what they have learned.

The **Chrismon Ministry** is provided for church members and the community at large. Chrismons are Christian symbols that teach about the person, life and ministry of Jesus Christ. Workshops are offered

throughout the year and Chrismons are made as participants listen to a Bible study reflecting on the meaning of the symbols.

The Grief Share Ministry is offered to people who have lost a loved one because of death. It is a thirteen-week program that is Bible based and Christ centered. Grief Share seminars and support groups are led by people who understand what participants are going through and want to help. Participants gain access to valuable Grief Share resources to help them recover from their loss. A “Surviving the Holidays” event is held each year in early December.

Westwood began a **Garden Ministry** in 2012 in an effort to provide food assistance to needy people in our community. For the past three years the garden has produced an average of 3,407 pounds of vegetables each year. The food is shared with the Dorcas Food Pantry and Western Wake Crisis Ministry.

Westwood Missions

Since Westwood's beginning, the church has had a heart for missions. The mission vision has been varied, including local, state, national and international endeavors. Westwood mission teams have been sent to Belize, Brazil, Honduras, Spain and many cities in the United States.

Local Missions

- **Easter Baskets** for Foster children
- **Dental Clinic** - In February each year, Westwood hosts the NC Baptist Men mobile dental unit.
- **Dorcas Ministry** – Members volunteer each week and food is donated to the food pantry.
- **Western Wake Crisis Ministry** – Food is donated for distribution to the needy.
- **Operation In As Much and Community Service Day** – Yard work, visiting nursing homes and shut-ins, and construction work are performed for the needy. A flu clinic is provided in the fall.
- **Oak City Outreach** – Every fifth Sunday, breakfast is provided for the homeless in Raleigh.
- **Caring Place** – Westwood provides assistance for families experiencing difficulties.
- **Welcome House** – Our youth assist with activities at Welcome House for foreign refugees.
- **Heartfields** – Westwood provides music and a devotional message for residents once a month.
- **Ronald McDonald House** – Meals are served to parents of patients at Duke Hospital.
- **Transition Life Care** – Snacks and meals are provided to parents of patients.
- **Sharing Our Bounty** – At Thanksgiving, food is collected and delivered to needy families.
- **Backpack Buddies** – Nutritious food is collected for needy children at Apex Middle School.
- **Food Bank of Raleigh** – Food is collected and sorted for distribution by the Food Bank.
- **Seasonal Celebrations and Block parties for area neighbors**

State Missions

- **Baptist Children’s Home (Kennedy Home in Kinston)** – Repair work and cleaning houses.
- **Disaster Relief** – Many teams have been sent to do recovery work after disasters in our state.
- **Union Mission of Roanoke Rapids** – Collection of clothing and repair work.
- **Eastern NC Poverty Network** - Monthly financial support is provided.
- **NC State Fair Ministry** – Food is collected and meals are prepared for carnival workers. Some members also serve as chaplains during the fair.
- **Youth Mission Teams** – Youth conduct Back-yard Bible Clubs in low-income neighborhoods and also do yard work and light construction work.

National Missions

- **Appalachian Christmas Outreach** –Backpacks for children in the coal field region of KY, VA & WV
- **Together for Hope in Eastern Kentucky, Inc.** – Mission teams and financial assistance.
- **Youth Mission teams** – High school youth take mission trips through Mission Serve.
- **Disaster Relief** – Many Mission Teams have been sent to help with recovery after hurricanes.

International Missions

- **Mission Teams** have been sent to New York, Honduras, Spain and Brazil
- **Mission Teams to Belize** - Teams have led in Vacation Bible Schools, participated in worship services, delivered clothes to needy children and assisted with repair work and painting. Scholarships are also provided so that deserving students can receive education not provided by the government.
- **Operation Christmas Child** - Boxes of toys, hygiene and school items are prepared for delivery by Samaritan’s Purse to needy children in third world countries. Some Westwood members also travel to collection sites to examine the boxes for proper content.

Financial Status

Year	Budget	Increase / Decrease	Total Receipts	Operating Expenses	Missions	Missions % of Budget
2011	\$961,330		\$1,013,555	\$914,117	\$95,656	10%
2012	\$997,653	4%	\$1,042,412	\$975,031	\$110,017	11%
2013	\$1,052,200	5%	\$1,052,102	\$996,292	\$119,727	11%
2014	\$1,123,000	7%	\$1,086,627	\$1,089,763	\$135,263	12%
2015	\$1,123,000	0%	\$1,085,697	\$1,022,480	\$78,455	7%
2016	\$998,274	-11%	\$1,000,653	\$888,347	\$103,810	10%
2017	1,011,462	1.3%	970,859	933,491	90,798	9.3%
2018	1,060,858	4.9%			103,637	9.8%

Property Description

Westwood Baptist Church is currently located on an 11 acre wooded lot in Cary, NC at the corner of Westhigh Street and Cary Parkway, a major 4-lane road running through the heart of Cary. The facility, which opened in 2004, is a split-level building of approximately 49,000 square feet with the sanctuary and fellowship hall, including a full kitchen, located on the top level. The sanctuary has a seating capacity of 900 with an additional 100 seat choir loft. The center-piece of the sanctuary is the large, stained-glass cross in the wall behind the pulpit. The top level also includes multiple offices, adult classrooms, prayer room, choir room, a media center and a youth area with its own classrooms. The bottom level includes ample classroom space for pre-school and K-6 aged children, young adults and additional adult classrooms. There is sufficient parking surrounding the building. The grounds also include a prayer garden, utility shed and a community garden, where vegetables are grown for local food ministries.

Community Characteristics

Located in the heart of the state's renowned Research Triangle Park, Cary offers a quality of life second to none in North Carolina.

Once a small bedroom community to nearby Raleigh and Durham, today's Cary is the seventh largest municipality in the state with more than 160,000 residents. Two thirds of adults have a college degree and half have school-aged children. In addition to Cary, the Triangle includes Raleigh, Durham and Chapel Hill. With a population of more than 2 million, it repeatedly ranks among the top regions in the country to live, work, start a business and find a home.

Cary is home to world-class businesses as well as many popular national retail stores. Cary residents enjoy tree-lined streets, quiet safe neighborhoods and exquisitely maintained buildings and grounds.

Thanks to nationally accredited police and fire departments as well as emergency medical services, Cary is consistently rated as one of the safest places in America. Great cultural and recreational resources include 70 miles of greenways, 30 parks and hundreds of annual community events, all of which make it a great place to live.

Some interesting charts regarding the area surrounding Westwood Baptist Church:

	Population Within Three Miles of Westwood	Percentage Growth of Population Within Three Mile
Year		
2000	61,253	
2010	73,205	19.5%
2017	85,844	17.3%
2022	95,108	10.8%
2027	104,551	9.9%

Race & Ethnicity (Based upon 2022 projection)		
	Within Three Miles of Westwood	Population Composition within Three Miles
Asian	12,792	13.5%
African American	5,878	6.2%
White	68,021	71.5%
Hispanic/Latino	5,783	6.1%
Pacific Islander/American Indian & Other	2,634	2.8%

Phase of Life (2017 data)	%
Ages 0-4	6%
Ages 5-17	18%
Ages 18-24	11%
Ages 25-34	9%
Ages 35-54	30%
Ages 55-64	14%
Ages 65 & over	11%

Marital Status (2017 data) - Age 15+	%
Never Married	25%
Married	62%
Divorced	8%
Separated	1%
Widowed	3%

Education (2017 data) - Age 25+	%
Less than 9th grade	2.5%
Some High School	1.7%
High School Diploma/ GED	10.8%
Some College	14.6%
Associate Degree	7.6%
Bachelor's Degree	37.7%
Grad/Profess Degree	25.2%

Pastoral Profile

The congregation completed a survey where all participants' input was used to create a Pastor Profile that described the qualities and expectations desired in Westwood's next Senior Pastor. The profile was provided to the Pastor Search Committee to help guide them in the search process. This Pastoral Profile document is a separate document and is not contained in this Church Profile document.

