

REPORT OF THE PASTOR

"The Light shines in the darkness and the darkness has not overcome it....." John 1:5

1993 will be remembered as one of the most difficult and challenging years we have experienced as a congregation. Together we have been thrown into many vexing financial, social, theological, and personal issues. Some have retreated calling them "problems" -- I believe, by faith, that they are "thinly disguised opportunities" that call on us to witness to the Light of God's Grace in Jesus Christ.

Among my goals for 1994, I hope to

- lead meaningful services of worship for the comfort and challenge of a growing, vital, and faithful congregation;
- teach three or four classes, seminars, or workshops with different age levels in the congregation or community;
- visit in the homes or places of work of at least 350 members and friends of the congregation to offer pastoral care and love;
- seek strength and renewal for myself and congregation through daily prayer and Bible study;
- keep my sense of humor.

Dick Keever

REPORT OF THE ASSOCIATE PASTOR

As directed by the session under the oversight of Dr. Richard Keever, I have continued my call to Bayside through pastoral care by visiting in the hospitals, homes, nursing care and retirement centers; through pastoral counseling by counseling with folks in the congregation or as referred to us by members of the congregation or those agencies that we support; by preaching as directed by Dr. Keever or as requested by the nursing homes and retirement centers that we visit; through teaching by offering new member classes each month along with sharing the responsibilities of teaching the Men's prayer breakfast and the PW Bible Moderators' class; Presbytery-wide training events; through worship by preparing special bulletins and services of worship as directed by Dr. Keever, weekly participation in worship, as directed by Dr. Keever; ecumenical events, and working in cooperation with area clergy; through administration by filling in for Dr. Keever in his absence, and year-long support and nurture of our staff members, staffing my different ministries, and always being able to get excited by a new program or idea; through prayer and preparation by setting aside time each week to remember the congregation in prayer, studying and, following the Presbyterian Lectionary, I read and study scripture each week. This past year I used my continuing education time to take a course offered by Tidewater Pastoral Counselors entitled, "Object Relations in Psychoanalysis," as approved by Dr. Keever and Administrative Support Ministry. This course has strengthened and deepened my understanding of the spiritual tenets of psychoanalysis.

In my own private readings and devotional studies, I have read a whole series of books and articles on the ancient disciplines of Christian Spiritual Direction. Gifts and abilities of discerning God's will through use of Holy Scripture, prayer, fasting and study have been my focus for this past year.

In this new year I plan to turn some of my industry and energy to addressing questions of better ways of assimilating new members into Bayside, and ways of inviting inactive members back into the life of the church. Your prayers and concerns for my continued ministry with Bayside Church are always appreciated.

Will Kiser-Lowrance

REPORT OF DIRECTOR OF EDUCATIONAL MINISTRIES

Accomplishments for 1993:

1. Operated at the same budget level as the previous three years
2. Lenten Special activities and Recreation for Preschool and Elementaries, including visitors from Biblical times
3. Youth Worship Service coordinated and carried through in May; Youth Programs throughout the School Year.
4. Youth attended Presbytery retreats in the fall and spring. Eleven Youth and two Adults went to the Montreat Youth Conference.
5. Church School Program during the summer, Palestine A.D., kept children involved during the church year. I recruited, wrote, set up and helped to lead this study.
6. New leadership in the church school with twelve new teachers in the preschool/youth area. We also added the Kims' new young adult family ministry class this fall.
7. Middle School Group and Senior High Group separated in the fall, and increased in the middle school numbers. Very successful lock-ins and dances were held this fall for youth.
8. Regular study group met on Wednesday mornings all year except during the summer.
9. Worked with new leadership on the Church School Council. Continuing through 1994.
10. Worked with Vacation Church School in leadership help, recreation leadership for all ages, and planning from January through July

Goals for 1994:

1. Plan some particularly targeted programs in the area of family ministry
2. Provide good opportunities for elementaries in the summer church school program - something new and different
3. Continue development of the Senior High and Middle School Youth Groups. We already have ten youth going to Montreat. I want to see this group grow not just in numbers but in depth and community. The middle school also has such potential to be a great group in the years ahead. I would like to see them begin to take part more in Youth Worship and leadership.
4. Have more adult leadership involved in the needs and programs of Youth at Bayside
5. Increase educational efforts beyond just church school on Sunday morning
6. Hold an adult creative workshop in pottery and stained glass
7. Offer extra special summer activities for Youth who wish to be involved

Tricia McKee

REPORT OF THE PARISH ASSOCIATE

Accomplishments in 1993:

Served as liturgist

Preached

Served with the Community Service Ministry

Attended Men's Prayer Breakfasts and Dinner meeting

Made pastoral calls and celebrated Holy Communion at Brighton Gardens and the Sentara Nursing Village

Goals for 1994:

Expand the Pastoral Calling Ministry

Be available to preach/serve as liturgist as directed and invited

Initiate a large-scale feeding event in this area

Be active in the Men's ministry

Serve on the Peacekeeping Committee of Presbytery of Eastern Virginia

Bob Warren

REPORT OF THE DIRECTOR OF MUSIC MINISTRIES

Projects, Presentations, and Accomplishments for 1993

1. The Sanctuary Choir, children's choirs, soloists, handbell choirs, and instrumental ensembles presented special music for Palm Sunday, Maundy Thursday Communion Service, Easter Sunday, Fourth of July Sunday, Bayside Presbyterian Church's Fortieth Anniversary Saturday and Sunday, Presbytery Meeting at Bayside in October, 1993, Thanksgiving Sunday, and five special music services during Advent, and Christmas Eve.
2. **"Broadway at Bayside"** was presented on May 23rd in the fellowship hall of the church. It was a sell-out performance which was enjoyed both by the musicians of the Sanctuary Choir and the audience.
3. **"Hymns Triumphant"** was presented during October of this year. It was presented to a congregation of over 350 people, and accompanied by an orchestra of musicians who wanted to play for the church because of the warm and gracious way they had been treated by the choirs and congregation over the year.
4. The Westminster and Bayside Handbell Choirs were selected as the performing handbell choir from all of the United States to go to Washington, D.C. and perform for President and Mrs. Clinton, the members of Congress and their families and the Congressional staff for a candlelight concert and reception on December 14, 1993. The ringers paid for the trip themselves with personal contributions and honoraria that they had received during the Christmas season by groups who had requested special performances.
5. The handbell choirs have been invited by the musical committee of the Cathedral of St. Peter and St. Paul, (the National Cathedral) in Washington, D.C., to perform for the congregation on Sunday, November 27, 1994. This is a rare invitation by the Cathedral because few performing musical groups are selected to perform at this church during the year.
6. The handbell choirs gave concerts at Bruton Parish Church in Williamsburg, Sentara Nursing Center-Chesapeake, Harbor Club, Park Place Baptist Church, First Presbyterian Church in Norfolk, and various civic organizations.
7. The Celebration Choir presented three performances of **"Down By the Creek Bank"** in May; in December, the children presented the Christmas musical, **"The Greatest Christmas Card in the Whole Wide World"**.
8. The Sanctuary Choir presented a dinner presentation of **A Renaissance Christmas Madrigal Dinner** on the nights of December 3-4. The presentation was sold out each night. Profits were used to buy needed flatware and china for the fellowship hall dining facilities.

Goals for 1994

1. The name of the Worship Ministry be changed to Worship and Music Ministry
2. New presentations of **"Broadway at Bayside II"** and **Christmas Madrigal Dinner**
3. Organ recitals by present director of music
4. Celebration Choir to perform for area retirement centers in spring of 1994
5. Concert series for Bayside Presbyterian Church
6. Find more instrumentalists in the congregation who would be willing to play for music services with other musicians in the area
7. Increase enrollment in music program from 13% of the congregation (1993), to 15% of the congregation. (A good music program in a church uses 10% of its congregation. Bayside has surpassed this goal and should be able to meet its future goal based on the support of the congregation during the past two years.)
8. Director of Music to complete two of his recitals for doctorate in 1994.

Chris Watkins

REPORT OF THE TRUSTEES

The Book of Order states that in a particular Presbyterian church, the Session is the governing body. The Session leads the congregation in determining the mission and carrying out the ministry of the church. Because each church must also carry out its activities in accordance with civil law, the Book of Order provides that a particular church that is not incorporated (such as Bayside) may select trustees to have the following duties: to receive, hold, encumber, manage, and transfer property, real or personal, for the church; to accept and execute deeds of title to such property; to hold and defend title to such property; to manage any permanent special funds for the furtherance of the purposes of the church; all subject to the authority of the session and under the Constitution of the Presbyterian Church (USA). The Virginia law provides that the Trustees hold title to church property, and must ask permission of the Circuit Court to sell, encumber, extend encumbrances, improve, exchange the land or a part thereof by providing evidence to the court that the request is in accordance with the wishes of the congregation.

The elected Trustees are:

J. Douglas Sorensen, Moderator
Jane Lawrence, Clerk
Fletcher A. Manning

During 1993, the Trustees have continued to administer, at no cost to the Church, the Bond program. Our bond program started in mid-1990 and our goal of \$800,000.00 was reached 2/16/91. As of 1/7/94 the outstanding total of bonds issued to members of Bayside Presbyterian Church was \$543,000.00 and all bonds mature 7/1/95.

The Trustees recognize the honor of their position and stand ready to fulfill their obligations under the authority of the Session.

Jane Lawrence

REPORT FROM THE ENDOWMENT COMMITTEE

The Bayside Endowment Fund is a long-term fund to support the life and ministry that lives on. Gifts, bequests in wills, charitable remainder and other trusts, charitable gift annuities, assignments of life insurance, memorials and contributions are welcome for this effort and maintained for the designated purposes.

Articles establishing the Funds state---"the mission of this church should be expanded by providing opportunities for members to support the benevolent, educational and mission work of the whole church through special gifts and planned giving. Specifically, this church desires to enlarge the scope of the congregation's work and influence by initiating, supporting and maintaining worthy community projects; participating more fully in the many avenues for service to God and to humankind offered by our denomination, including religious fellowship, worship and education; expanding its witness to Jesus Christ; and engaging in programs designed to attend to the needs and wants of the elderly, sick, poor, young, bereaved and handicapped, whether physically or mentally."

Contributions to the Fund can be made for a specific purpose such as education, property enhancement, worship, or mission, and may be in memory of an individual or an event, limited or unlimited in use, or simply because you want to help expand the vital work of this church.

As you plan your future, examine your financial situation, or review your will, please consider what your resources can help to achieve. We trust that you will thoughtfully and prayerfully consider designating a portion of the riches God has bestowed on you to increasing His work here through Bayside.

Committee members are: Don Cannell, Moderator; Jack Gove, John Kerr, Jane Lawrence, Leslie Parr, John Robertson and Louise Robinson.

REPORT OF ADMINISTRATIVE SUPPORT MINISTRY

Accomplishments for 1993:

- (1) Operated on a total Budget less than that for 1992
- (2) Hired and trained a new Computer Operator/Secretary
- (3) Evaluated and developed an analysis of the total staff benefits program
- (4) Continued to provide volunteer receptionists for the front desk
- (5) Assisted in providing flexible working hours for staff to meet special needs
- (6) Encouraged staff attendance at management training seminars
- (7) Increased funds in 1994 Budget to begin a strategic planning study for the year 2003
- (8) Assisted in setting up monthly staff report
- (9) Summarized, analyzed and presented findings in the pastor evaluation questionnaires

Goals for 1994:

- (1) Place a special emphasis on an annual evaluation of all phases of the Administrative Support Ministry including staff performance and goal setting.
- (2) In cooperation with the Finance Ministry, develop a long-range computer evaluation program that would maximize the efficiency of all Church administrative activities.
- (3) Identify cost-savings opportunities in the Administrative Support Ministry 1994 budget of \$345,252.
- (4) Review and revise ministry mission statement.
- (5) Review and recommend changes which may be needed in non-computer office equipment.
- (6) Review staff job descriptions for possible update or changes.

Dick Chumney

REPORT OF THE CONGREGATIONAL CARE MINISTRY

- January - Soup and Sandwich Luncheon followed by Congregational meeting
February - Valentine Party and Chili Cookoff - Adult Fellowship
March - Lenten Dinners - Presbyterian Women Circle hostesses
April - Scottish Ceidlah-Folk Dancing following pot luck supper
May - Pentecost Celebration - Mother-Daughter Luncheon
June - Installation of Officers - Presbyterian Women
Picnic after Worship on Church grounds. Fried chicken and ice cream
September - Annual Picnic at Bayville Park
October - 40th Anniversary Celebration - Presbytery meeting here
November - Thanksgiving Dinner
December - Advent Dinner - Carolling on the Trolley followed by Soup and Sandwiches and Cookies
- Monthly - Presbyterian Women, Presbyterian Men, Youth Fellowship, Scouts, 8 is Enough, Bridge Group, Singles Group, Bulletin Board, Flower Delivery, Get-well/Sympathy Cards, Child Care on Sunday. Basketball Team.

Goals for 1994

We plan to continue programs of 1993 and add a nurture division that entails organizing a meal for families in stress, house-sit during a family funeral, donate food, etc.

We plan to coordinate publishing a pictorial directory of Bayside's membership in late May or early June. This directory is a new format that allows for additional pictures to be added as the need arises, thus keeping the directory up to date.

Audrey Brun

REPORT OF THE COMMITMENT MINISTRY

In 1993 the Commitment Ministry conducted a successful Every Member Canvass with the caring and active participation of members and friends of the congregation. This was accomplished during a time of concern caused by the current economic climate. In addition, effort was expended to collect data to update the time and talent information of our members.

Goals for 1994:

1. Input, disseminate and utilize the new time and talent information.
2. Meet with new members during orientation and encourage their stewardship both financially and personally through active participation in Church programs.
3. Coordinate with the Finance Ministry concerning the status of income and actively encourage all to financially support the Church Mission.
4. Conduct a continuing dialogue and information program with members and friends concerning the Church's general operating budget, VISION III, Bicentennial Fund and special account/memorials and encourage their active support in these areas.
5. Conduct a successful 1994 Every Member Canvass to support the 1995 financial mission of the Church.

Larry Bobst

REPORT OF THE FINANCE MINISTRY

Accomplishments for 1993:

- Improved cash flow projections permitted identification of shortfalls so that the congregation could be informed earlier.
- The existence of the Endowment Fund has become well known and this has assisted members' estate planning.
- Broadened Tellers group to include over 50 people.
- Had qualified church members audit financial records. Their excellent knowledge of the church provided background to advise on accounting improvements.
- Continued extensive discussions with Session in developing 1994 commitment budget.

Goals for 1994:

- Continue accounting improvements
- Evaluate current and future computer hardware and software requirements.
- Develop a realistic 1995 budget.
- Continue efforts to better serve members, Session, and staff by improving financial reports and information.

Don Cannell

REPORT OF THE EDUCATION MINISTRY

1993 ACCOMPLISHMENTS:

1. Organized a new young adult class.
2. Recruited 10-15 new Church School teachers.
3. Vacation Church School served approximately 150 children, with 25 adults in leadership positions.
4. Bayside Presbyterian Preschool:
 - a. Hired a new director and four new teachers.
 - b. Improved the playground.
 - c. Hired a professional educational consultant to update philosophy and policies.
5. Sent 12 youth and 2 adult leaders to Montreat Youth Conference. Youth also attended the Presbytery retreats.
6. Offered Palestine AD to elementary Church School students, resulting in increased attendance throughout the summer.

1994 GOALS:

1. To increase Church School attendance. To offer an exciting, diverse curriculum. To activate Church School greeters. To recruit more Church School teachers.
2. To upgrade equipment and materials in preschool wing.
3. To involve more youth and adults in leadership training.
4. To re-catalog and update library holdings.
5. To better serve the needs of singles, seniors, and youth.
6. To offer local and regional opportunities for our youth.
7. To concentrate on family ministry.
8. To provide programs for those persons who are new to the Christian faith.
9. Bayside Presbyterian Preschool:
 - a. To develop specific job descriptions for teachers.
 - b. To establish a resource library.
 - c. To update children's library.
 - d. To continue to review and update philosophy and policies.
 - e. To offer a four-day program for four year olds.
10. To encourage all elders to be active in Church School.

Nancy Hamilton

REPORT OF THE COMMUNITY SERVICE MINISTRY

This year was a very exciting year for Community Service. In early January, with the help of the congregation, we turned hundreds of old coats and sweaters into gifts of warmth to those less fortunate. In March, we assembled beautiful Easter baskets to be distributed to those children who would normally not receive a basket. In order to better serve our Ministry and the Congregation at large, we updated the Community Service Handbook so that a brief summary of various organizations we support could be readily reviewed. We then moved forward with a new project at Bayside and became involved in Habitat for Humanity. In the Spring, with the help of the Director of Music, we took "Down by the Creek Bank" on the road to visit retirement/convalescent homes. As Winter approached, we moved into high gear as we prepared to have the homeless at Bayside and to distribute Thanksgiving baskets. Finally, heading down the home stretch, we worked on the Angel Tag Gifts and the Living Nativity. Both projects were a success, but the response for the Angel Tag Gifts was just incredible, shattering last year's total by about 100 gifts.

Our goal at Community Service is to do one more basket, one more Angel Gift, to reach one more person, to make life for one more person more enjoyable: in essence, to serve our brothers and sisters in the Community

Neil Bonney

REPORT OF THE PROPERTY MINISTRY

Accomplishments for 1993

- Completed exterior lighting for parking lot
- Completed parking lot repairs and striping
- Extended sanctuary sound system into pre-school wing
- Built and installed shelves and coat rack for atrium coat closet
- Completed master keying system
- Developed building use guidelines
- Installed bulletin boards
- Miscellaneous repairs to building as needed or requested
- Playground improvement
- Repairs to manse as needed
- Established carpet cleaning contract
- Repainted atrium coat closet and youth recreation room
- Established contract for heating and air conditioning system maintenance
- Completed State boiler inspection
- Established contract for certification of fire alarm/kitchen hoods/building fire extinguishers
- Completed roofing replacement (not part of Lambert contract)
- Replaced high level light bulbs in sanctuary and choir loft
- Improvements to office security system
- Sponsored work party for clean-up inside and outside

Goals for 1994

- Fix roof and door leaks that persist from Lambert contract
- Improve management of energy consumption (lighting, heating and air conditioning)
- Develop plans for exterior signs at church
- Improve heat and a/c in pre-school and Will's office
- Replace manse heat and a/c unit
- Continue efforts to establish funding for maintenance reserve
- Develop long-range plan to remove boiler, replace old a/c units with gas-fired heat and a/c units
- Maintain closets and storage
- Install bicycle racks for outside church

Charlie Brown

REPORT OF THE WITNESS MINISTRY

Accomplishments in 1993

The ministry recommended to the Session the dates for receiving the General Assembly approved special offerings (Witness, One Great Hour of Sharing, Peacemaking, Christmas Joy) and interpreted and promoted these offerings through Sunday bulletins, newsletters, minutes for mission, and bulletin board displays.

Don Merchant diligently packed eye glasses and prepared large packages of stamps for use in overseas missions.

We hosted the annual Mission Festival for the Presbytery of Eastern Virginia in February, and have been heavily involved in the housing and support of Mr. Bote Tshick (Zaire) as Mission Interpreter on Presbytery Staff for one year.

Mr. Tshick spoke at Worship Services here at Bayside on World Communion Sunday in October. Ruby Nesbitt represented us at a New York U.N. Peacemaking Seminar, and she and Mary Hutcheson attended the Montreat Global Missions Conference.

Goals for 1994

We hope to encourage the offering of a study of Peacemaking beginning with an emphasis on developing Inner Peace.

We will continue to work for increasing the level of Bayside's financial support for Presbytery, Synod, and General Assembly Mission through the World.

Mary Hutcheson