~~1996 File Copy~~
1995 Accomplishments

AGENDA

ANNUAL CONGREGATIONAL MEETING

Sunday, January 21, 1996
Bayside Presbyterian Church
Virginia Beach, Virginia

[After Potluck Congregational Dinner and Table Discussions Hosted by Elders]

Call to Order	Richard J. Keever Moderator
Quorum	
Designate Secretary	Doris N. Neil Clerk of Session
Prayer	Will J. Kiser-Lowrance
Introduction of Jay Oden, interim Organist/Choir Director	Richard J. Keever
Statement of Purpose	
A. Welcome of New Members (who joined in second half of 1995)	D. Keith Young
B. Consideration of Report of Financial Development Committee - VISION III	Roy Brun
Motion/Second/Discussion/Vote	
C. Consideration of Report of Nominating Committee to fill unexpired term - Class of 1996	Marjorie Clark
D. Consideration of Election of Nominating Committee for 1996	Doris Neil
Motion/Second/Floor Open for Other Nominations/ Discussion/Vote	

[Keever and Kiser-Lowrance step aside and Mary Hutcheson assumes function of Moderator]

E. Consideration of Adequacy of Compensation of Pastor and Associate Pastor	Jack Hamilton
Motion/Second/Discussion/Vote	
F. Consideration of Reception of 1996 Program Budget	Bob Prestridge
Motion to Receive/Second/Discussion/Vote	
G. Consideration of Reports from Various Ministries and Staff of Bayside Church	
Motion to Receive/Second/Discussion/Vote	
Adjourn with Prayer	

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PRESBYTERIAN CHURCH (USA)

Annual Congregational Meeting
January 21, 1996

The mission of Bayside Presbyterian Church is to be a covenant community of Christ's people seeking to know and do the will of God...

to participate in meaningful worship;

To grow in knowledge of God and self;

to provide a supportive, loving, and caring ministry to and with one another;

to reach out and serve others in word and deed;

to proclaim God's healing and reconciling love here and in all the world.

April 14, 1985

1995 IN REVIEW - INTRODUCTION TO 1996

Other portions of this report discuss our ministries in terms of sharing time and talents. Here is a summary of the sharing the wealth that God has provided us.

A.	Operating Funds and Mission Giving	$612,943
	Other Income	21,513
		$634,456
B.	Restricted Fund Contributions (Designated for specific projects)	$6,034
	Other Income	1,269
		$9,423
C.	Bicentennial Fund Contributions	$2,121
D.	Preschool	$71,681
E.	VISION III (Building Fund) Pledges	$49,735
	Other Income	7,089
		$56,824

VISION III Debt as of January 1, 1996		$557,000
This debt includes:		
Bonds held by church members	$527,000	
Bank loan	30,000	
Debt Reduction in 1995	$95,000	
Interest Paid on debt in 1995	$41,643	

As we embark on the continuing ministry and mission of Bayside Presbyterian Church, our members have committed to sharing God's goodness by pledging $494,710 to the General Fund.

SALARY, BENEFITS, AND ALLOWANCES FOR

PASTOR AND ASSOCIATE PASTOR

1995 and 1996

Pastor

Salary	$32,960
Housing, Utilities, etc.	21,973
Benefit Plan	
Medical, Disability and Pension	16,558
Social Security and Supplement	8,405
Professional Expenses Reimbursement	3,870
Total Salary and Administrative Cost to Church Associated with Call	$83,766

Associate Pastor

Salary	$26,037
Utilities	8,680
Allowance for Manse (Non Cash Benefit)*	8,680
Benefit Plan	
Medical, Disability and Pension	13,080
Social Security and Supplement	6,640
Professional Expenses Reimbursement	3,690
Total Salary, Allowances for Manse and Administrative Cost to Church Associated with Call	$66,807

Other Terms of Call:
Both Pastor and Associate Pastor are authorized 4 weeks of paid Vacation and 2 weeks of paid annual Study Leave.

*Housing Provided:
1220 Five Forks Road
Virginia Beach, VA 23455

REPRESENTATIVE NOMINATING COMMITTEE
1996
(Book of Order G-14.0201)

Church School - 1	Ron Garrison
Congregation-at-Large - 3	Annie Mae Brickhouse Ralph O'Connell Becky Rote
Presbyterian Men - 1	Bob Rumney
Presbyterian Women - 1	Nitta Carson
Session - 2	Lib Conner, Chair William B. Warden
Youth - 1	Megan Watkins
Pastor - Ex Officio and Without Vote	Richard J. Keever

BAYSIDE PRESBYTERIAN CHURCH
General Assembly Minutes

Year	Membership	Gains/Losses	Baptisms Infants/Adult	Deaths	Contributions Living Donors	Total Income	Per Capita Giving
1995	1147	83/84	30/4	17	$643,880 $56,823(Cap & Bldg. Fund)	$779,641	$560.54 CLD $679.72 TI
1994	1148	85/114	29/4	19	$705,080 $195,116(Cap & Bldg. Fund)	$979,558	$614.18 CLD $853.27 TI
1993	1177	107/94	46/9	19	$649,934 $136,715(Cap & Bldg. Fund)	$811,184	$552.20 CLD $689.20 TI
1992	1164	95/30	38/3	13	$612,501 $190,543(Cap & Bldg. Fund)	$1,026,500	$689.90 CLD $881.87 TI
1991	1099	118/76	27/8	10	523,584 784,369(Cap. & Bldg. Fund)	$1,391,511	$476.42 CLD $1,266.00 TI
1990	1057	115/78	30/3	13	584,490 226,568(Cap. & Bldg. Fund)	$1,566,532	$533.00 CLD $1,483.00 TI
1989	1020	117/63	45/4	7	514,281 310,595(Cap. & Bldg. Fund)	$839,372	$504.19 CLD $822.91 TI
1988	966	117/66	30/7	11	505,345		$523.13 CLD
1987	915	82/65	26/6	11	529,130		$578.28 CLD
1986	898	120/73	17/2	3	429,030		$477.69 CLD
1985	851	99/84	31/11	9	376,935		$442.93 CLD
1984	836	128/75	17/3	11	320,021		$394.76 CLD
1983	783	122/107	17/6	4	248,760	$291,535	$317.70 CLD
1982	768	50/245	6/5	4	194,715	$228,597	$253.53 CLD
1981	963	39/83	6/5	8	168,260	$190,797	$174.72 CLD
1980	1007	66/44	15/1	3	181,154	$220,617	$179.89
1979	985	76/41	7/3	2	165,506	$165,506	$169.04

OUR PROGRAM BUDGET FOR 1996

Administrative Support

Administrative Support Expenses include staff salaries, with no planned increases from 1995, professional expenses (auto, study, books, etc.), Pension benefits program through the denomination, social security supplement, office supplies and equipment, telephone, kitchen supplies, maintenance contracts and contract labor services, etc. that we may preach, teach, worship, serve, offer pastoral care to equip the saints for the work of ministry and mission.

Budget 1993	Budget 1994	Budget 1995	Budget 1996
$ 329,908	$ 347,852	$ 353,545	$ 343,040

Commitment

Commitment Expenses include materials for Stewardship season and year round giving opportunities to encourage Christian commitment and involvement of Bayside's members and friends.

Budget 1993	Budget 1994	Budget 1995	Budget 1996
$ 117	$ 835	$ 775	$ 775

Community Service

Community Service expenses include local and regional outreach and service in the name of Christ to those in need.

Budget 1993	Budget 1994	Budget 1995	Budget 1996
$ 31,402	$ 32,202	$ 30,000	$ 30,000

Congregational Care

Congregational Care expenses include programs on Marriage Enrichment, annual picnic, fellowship opportunities, Scouting, recreation opportunities, supplies for Shepherding, etc. to extend the care of Christ throughout the membership and to provide opportunities of mutual fellowship.

Budget 1993	Budget 1994	Budget 1995	Budget 1996
$ 710	$ 2,178	$ 1,328	$ 1,228

Education

Education expenses include Church School literature, Elder training, Vacation Church School, retreats, conferences and workshops, supplies and equipment, etc. to encourage the continuing growth of Christian disciples.

Budget 1993	Budget 1994	Budget 1995	Budget 1996
$ 6,476	$ 10,468	$ 14,360	$ 14,360

Evangelism

Evangelism expenses include Church fellowship, recognition and reception of new members, etc. to proclaim the Gospel and to lay out the claims of Jesus Christ for each person.

Budget 1993	Budget 1994	Budget 1995	Budget 1996
$ 367	$ 950	$ 500	$ 500

Finance

Finance expenses include Payroll Service, bank charges and audit support to be responsible to Christ for receiving and handling funds for the work of ministry.

Budget 1993	Budget 1994	Budget 1995	Budget 1996
$ 3,052	$ 3,600	$ 1,100	$ 1,100

Property

Property expenses include building and grounds for Church Building and Manse, Church utilities: electric, gas, water/sewer, insurance and taxes to insure that Bayside Church has appropriate facilities for the Glory of God.

Budget 1993	Budget 1994	Budget 1995	Budget 1996
$ 63,016	$ 63,950	$ 63,930	$ 63,900

Witness

Witness expenses include benevolent giving through Presbytery of Eastern Virginia, Synod of Mid-Atlantic, and General Assembly for the mission of the Church and the strengthening of theological education across the nation. "For God so loved the world..."

Budget 1993	Budget 1994	Budget 1995	Budget 1996
$ 70,496	$ 71,450	$ 74,302	$ 74,302

Worship

Worship expenses include literature for all choirs, special guest programs, Communion supplies, flowers and candles, etc. in order to coordinate and prepare for vital services of worship, celebration of the Lord's Supper and Baptism and the deepening of our spiritual lives to the Glory of God.

Budget 1993	Budget 1994	Budget 1995	Budget 1996
$ 21,135	$ 17,034	$ 19,534	$ 11,344

Session Mission Benevolence

Budget 1993	Budget 1994	Budget 1995	Budget 1996
$ 2,000	$ 3,600	$ 3,200	$ 3,251

	Budget 1993	Budget 1994	Budget 1995	Budget 1996
Scholarship	0	$ 700	$ 700	$ 700

VISION III Indebtedness Reduction

Budget 1993	Budget 1994	Budget 1995	Budget 1996
$ 45,000	$ 58,400	$ 58,500	$ 58,500

TOTALS	**$ 573,679**	**$ 612,519**	**$ 620,194**	**$ 603,000**

The estimated projected source for the budget is:

Pledge and non-pledge contribution	$ 580,475
Non-member contributions	7,000
Cash Contributions	7,000
Church School Offering	2,200
Initial Envelope income	550
Soft Drinks & Coffee	1,500
Telephone reimbursements	25
Copies, etc.	250
Tenant Donations	4,000
Other unidentified income	0
TOTAL	**$ 603,000**

No inclusion is made for "self-supporting activities" such as:

Food Pantry	Ski Trip for Youth
Lenten Dinners	Caroling on the Trolley
PreSchool	Music Special Activities

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 (Bayside is not) may 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 (U.S.A.). 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. For the benefit of our congregation and especially our new members, the responsibilities of the Trustees need to be restated periodically.

The elected Trustees are:

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

During 1995 the Trustees have continued to support the bond program of Bayside Presbyterian Church. We have also received gifts of stock totaling $23,040 given to support the ministry of the Church.

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

Jane Lawrence

REPORT OF VISION III

Our bank loan with Central Fidelity continues to float at 1/2% above prime or right now 9%. The balance of our bank loan is $30,000. We renewed our open-end note for one year in September 1995 with a line of credit up to $100,000 if needed.

July 1, 1995 our bonds, which were 5-year bonds, matured and almost all of them were renewed at 8% per annum, which is 1% less than the bank note. As of December 31, 1995 we owed $527,000 in Church bonds.

While our bonds increased $15,000 more than they were a year ago, we have reduced our bank loan by $110,000 for a net debt reduction of $95,000 for the year. We plan to pay off the bank loan and carry our debt entirely with bondholders.

During 1995 we paid out $41,643 as interest and on January 1, 1996 an additional $14,731 in interest. This shows what could be available to finance our Church's missions if we paid off our debt. We have a goal to be debt free in 2000. To accomplish this, we will need to do another pledge drive or those of us who pledged in the past continue to pay into VISION III on a regular basis.

Roy Brun

M E M O R A N D U M

TO: Moderator, Worship Ministry

FROM: Chairman, Ushers

SUBJECT: Bayside Presbyterian Church 1995 Worship Attendance

DATE: December 31, 1995

As requested, the following data is submitted for your information:

Month	8:30	11:00	Other Services	Total	Ave/Wk	(Wks)
JAN	725	1,669	-	2,394	478.8	5
FEB	651	1,223	-	1,874	468.5	4
MAR	701	1,189	413	2,303	558.5	4
APR	1,141	1,992	232	3,365	673.0	5
MAY*	615	1,072	62	1,749	437.25	4
JUN*	640	1,043	-	1,683	420.75	4
JUL*	760	1,204	-	1,964	392.8	5
AUG*	568	980	-	1,548	387.0	4
SEP*	687	1,256	55	1,998	499.5	4
OCT*	735	1,216	47	1,998	399.5	5
NOV*	489	1,102	57	1,648	412	4
DEC	804	1,707	971	3482	696.4	5
TOTALS:	8,516	15,653	1,837	26,006	500.1	52

*No Choir

	1995	1994	1993	1992
Total attendance for all services	26,006	26,952	28,225	28,425
Average attendance per month	2,167	2,246	2,352	2,368.8
Average attendance per week	500.0	518.3	542.79	546.6
Average attendance per Sunday Morning	464.8	473.2	483.17	494.6

	Average per Week	Average per Month
8:30 a.m.	163.8	709.7
11:00 a.m.	301	1304.4

Lenton Service (6:00pm)	Total	Average (6 Weeks)
	478	79.66

	8:30 am	11:00 am	Total
Palm Sunday	204	350	554
Maunday Thursday 7:30 p.m.			167
Easter Sunday	429	650	1079
Christmas Eve am	171	488	659

	4:00 pm	7:00 pm	11:00 pm	Total
Christmas Eve pm	161	446	236	843

Total for Sunday December 24, 1995 (5 services) 1502

Angus-Kerr Clark

REPORT OF THE PASTOR

For I decided to know nothing among you except Jesus Christ...My speech and my proclamation were not with plausible words of wisdom, but with a demonstration of the Spirit and power, so that your faith might rest not on human wisdom but on the power of God.

I Corinthians 2:2-5

During 1995, as I have personally studied Corinthians, I have been struck with both the many conflicts and troubles in the early Church and with the necessity of finding unity in lifting up Jesus Christ together. Even when we have fallen short in our far-reaching mission and ministry, we have been reminded that the power really belongs to God. That conviction is one of the exciting strengths that makes, and nourishes Bayside Church.

Goals for 1996

1. Lead meaningful services of worship and preach competent sermons for the comfort and challenge of a growing, vital and faithful congregation;
2. Teach three or four classes, seminars or workshops with different age levels in the congregation or community;
3. Visit in the homes or places of work or bedsides of at least 375 members and friends of the congregation to offer pastoral care and love;
4. Seek strength and renewal for myself and congregation through daily prayer and Bible study;
5. Begin in earnest a long-time goal of hiking the Appalachian Trail;
6. Keep my sense of humor.

Dick Keever

REPORT OF THE ASSOCIATE PASTOR

My work and ministry here at Bayside have continued through this year as directed by Session, under the Supervision of our Head of Staff, Dr. Keever.

I have preached and directed worship, directed funerals, baptisms, and weddings. As time has permitted, I have led worship in community nursing homes and retirement facilities. I, with church elders, have served communion to those who are housebound and shut-in, as requested or directed by Worship Ministry. A regular part of my weekly functions have been Hospital Visitation, Home Visitation, and Pastoral Care and Counseling. I have contacted in coordination with Head of Staff all visitors to the church, inviting them to attend the New Member Classes that I have offered each month. In addition to this class I have assisted in teaching Bible studies with the Presbyterian Men's Prayer Breakfast, the Presbyterian Women's Bible Moderators, an occasional Youth Group night or retreat, and Special Programming, as requested by Educational Ministries. I have co-taught a Confirmation Class, assisted in the preparation of Scouting awards; planned and assisted in the bi-monthly chapel services for our Church-sponsored Pre-school Program.

The Director of Educational Ministries and I planned and implemented a weekly after-school program called, The Terrific Tribe Of Jesus, for the fall of the year. I have consulted and worked with various ministries of our Session, as directed by Head of Staff; have served on a Presbytery of Eastern Virginia Subcommittee called "The Black Coordinating Council," and, as time has permitted, have participated with our area clergy ecumenical council group. I have offered Pastoral Care and counseling to church members and to folks referred by church members on a regular basis. I have worked closely with the feeding and housing of the homeless.

I completed a two-year training program to become a Spiritual Director in May, using my Continuing Education time and some Vacation time. This was done that I might further my development; my skills and my spiritual gifts with a focus on Classical Western Christian Spiritual Direction and Discernment.

This March I will complete eight years of service and ministry here at Bayside.

Will Kiser-Lowrance

REPORT OF THE DIRECTOR OF EDUCATION MINISTRIES

ACCOMPLISHMENTS FOR 1995

Follow through on leadership needs and preparation for all ages and groups in the church school and educational offerings.

Co-leadership of the Terrific Tribe of Jesus Program

Attainment of resources needed for programs of the Education Ministry and other groups.

Support and teaching with the Vacation Bible School Program. Also curriculum and supply preparation.

Direct work with Youth Groups weekly. Many thanks to leadership who help to led these groups.

Planning and communication with/for Youth and their leaders.

Leadership of children for the Wednesday Lenten activities. Preparation of resources for both elementary and preschool groups.

Preparation of activities and materials for worshiptime preschoolers each Sunday of the year.

Preparation and leadership of Children's Church all year, except when out of town.

Oversight and recruitment of paid childcare workers for church activities.

Planning for special seasonal and educational activities with the Church School Council and Education Ministry.

GOALS FOR 1996

To improve my skills in use of the computer to write, communicate and record my work and the work of the Educational Ministry.

To better facilitate the leadership of the Youth programs.

To offer a new educational opportunity for each age group, preschool through the elderly.

To better use the media opportunities our world has to offer. Getting us in touch with the potential to communicate better for large groups.

Tricia Mckee