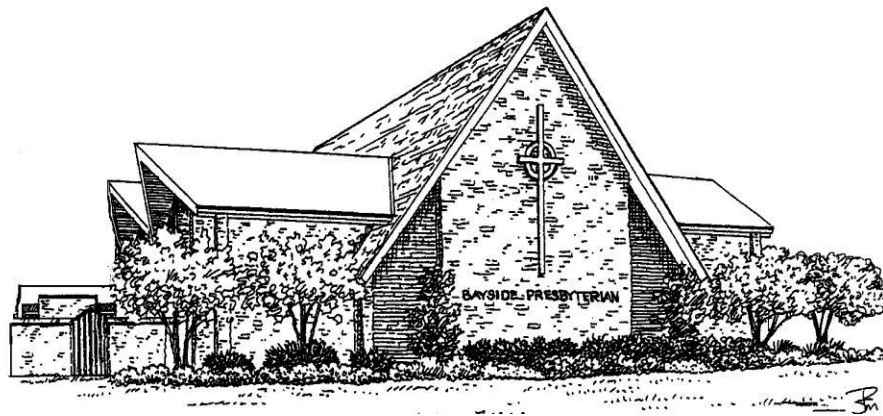


# *Bayside Presbyterian Church*



**Annual Report and Congregational Meeting  
2020**

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**Bayside Presbyterian Church Meeting of the Congregation Agenda**  
**Sunday, February 2, 2020**  
**Immediately Upon 11am Worship Service**

- I. Call to Order
- II. Opening Prayer
- III. Declaration of Quorum
- IV. Purpose of Meeting
- V. Items of Business
  - a. Statistics
  - b. Budget
  - c. Congregational Nominating Committee \*
  - d. Terms of Call –Rev. Dr. David Rollins & Rev. Emma Ouellette\*
- VI. Reports of Bayside Pastors and Directors
  - Printed and included in your packet
- VII. Reports of Church Ministries and Committees
  - Printed and included in your packet
- VIII. Other Business
- IX. Adjournment and Closing Prayer

\* Require approval by the Congregation

**Bayside Presbyterian Church Meeting of the Corporation Agenda**  
**Sunday, February 2, 2020**  
**Immediately Upon Conclusion of the Congregational Meeting**

- I. Call to Order
- II. Opening Prayer
- III. Declaration of Quorum
- IV. 2019 Accomplishments
- V. Adjournment and Closing Prayer

## **Our Mission**

*We are a covenant community of Christ's people seeking to know and to do the will of God.*

## **Our Vision**

*Changing Lives by Growing Christian Disciples and Living God's Word.*

**We are led by Jesus Christ**, the head of the Church, who challenges us to live into his **Great Commission**:

*"Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to observe all things that I have commanded you." Matthew 28:19-20*

...and his **Great Commandment**:

*"You shall love the Lord your God with all your heart, and with all your soul, and with all your mind, and with all your strength. Love your neighbor as yourself." Mark 12:29-31*

**Christ calls us to respond** to his challenges by using the resources with which God has blessed us.

**We believe we are called:**

- To participate in meaningful worship. *Worship Ministry*
- To grow in knowledge of God and self. *Christian Education Ministry*
- To provide a supportive, loving, and caring ministry. *Congregational Care Ministry*
- To proclaim God's healing and reconciling love here and around the world. *Evangelism Ministry*
- To reach out and serve others in word and deed. *Community Service, Global Missions*
- To exercise good stewardship of God's creation and blessings. *Administrative Support, Property, and Stewardship Ministries*



## Circle of the Saints

*Eternal God, we praise your name for these and all your servants who have kept the faith, finished their course, and are at rest in you. Help us to abide in their fellowship and to follow their example, that, with them, we may share the feast that Christ has prepared for us all. We trust that you are with us always, O God, in our grief and our celebration.*

*In the name of Jesus Christ, in whom love lives forever we pray. Amen.*

Ralph Hoskins (2018)  
Frank Reese\*  
Elizabeth Hoskins  
Ruth Lancaster  
Richard Calhoun  
James Wilson\*  
Gene Wallace\*  
Virginia Hill  
Isabel Pflueger  
Buck Steere  
Mary Robertson\*  
Dorothy Wills  
Minnie Ludwick  
Terri Dannemann  
Lee Norton, Jr.

\* Connected to our family of faith but not an active member



## Outgoing Elders

**The Book of Order notes that,** “congregations should elect persons of wisdom and maturity of faith, having demonstrated skills in leadership and being compassionate in spirit.” Bayside has a rich tradition of elders sharing their gifts and serving well. We express our heartfelt thanks to

Gary Crossman  
Peggy Damuth  
Walter Martin  
Sandy Ronan  
George Wong

for hearing God’s call and responding with faithful service. We give thanks to God for how they all shared their time and talents.



## Statistics and Budget

### Membership

Prior Active Members		540
Gains		
New Members	6	
Transfers	6	
Total		12 (+)
Losses		
Transfers	8	
Deaths	10	
Total		<u>18 (-)</u>

**Current Active Members** **534**

### Baptisms

Infant	0	
Adult	0	

## Results of the Stewardship Campaign

Budget	2019 Budget	2019 Actual	2020 Budget
Pledges	\$584,748	\$576,685	\$561,300
Estimate of Other Income	\$159,686	\$158,714	\$178,670
<b>TOTAL</b>	<b>\$744,434</b>	<b>\$735,399</b>	<b>\$739,970</b>
 Giving Units	 116 units		 118 units

### Ministry Budgets

Administrative Support	\$523,525	\$517,186	\$533,420
Christian Education	\$19,400	\$13,868	\$14,850
Community Service	\$25,000	\$24,251	\$23,000
Congregational Care	\$3,000	\$1,999	\$3,250
Evangelism	\$4,500	\$3,597	\$6,300
Property	\$90,759	\$87,009	\$80,000
Stewardship	\$3,000	\$2,915	\$3,500
Global Missions	\$48,000	\$47,136	\$44,000
Worship	\$27,250	\$30,779	\$31,650
<b>TOTAL</b>	<b>\$744,434</b>	<b>\$728,739</b>	<b>\$739,970</b>
		(+ <b>\$6,659</b> )	



## Congregational Nominating Committee

“Ruling Elders and deacons shall be nominated by a committee elected by the congregation, drawn from and representative of its membership. Congregations may provide by their own rule for a congregational nominating committee, provided that the committee shall consist of at least three active members of the congregation and shall include at least one ruling elder who is currently serving on the session. The pastor shall serve ex officio and without vote.”  
*(Book of Order G-2.0401)*

The following members of the church are proposed for election by the congregation.  
Nominations from the floor shall also be considered prior to election.

Kay Neiman Myers	Ruling Elder
Mike Raymer	Ruling Elder
Peggy Damuth	Congregation at Large
Courtney Whorton	Congregation at Large
Tom Weeks	Congregation at Large
John Hamilton	Congregation at Large
Rev. Dr. David N. Rollins	Pastor (Ex Officio)





## Terms of Call

*Rev. Dr. David N. Rollins*

	<u>2019</u>	<u>2020</u>
Effective Salary		
Cash Salary	\$59,778	\$62,643
Housing	<u>\$35,700</u>	<u>\$35,700</u>
Total Effective Salary	\$95,478	\$98,343
Pension Dues	\$35,327	\$36,387
SECA (FICA)	\$6,725	\$6,937
Professional Reimbursement	\$4,000	\$4,000
Continuing Education Allowance	\$2,500	\$2,500
Total Cost to the Church	\$144,030	\$148,167



## Terms of Call

*Rev. Emma Ouellette*

	<u>2019</u>	<u>2020</u>
Effective Salary		
Cash Salary	\$38,836	\$40,451
Housing	<u>\$15,000</u>	<u>\$15,000</u>
Total Effective Salary	\$53,836	\$55,451
Pension Dues	\$19,919	\$20,517
SECA (FICA)	\$4,118	\$4,242
Professional Reimbursement	\$3,000	\$3,000
Continuing Education Allowance	\$1,500	\$1,500
Total Cost to the Church	\$82,373	\$84,710

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**Report of the Pastor  
Head of Staff  
*Rev. Dr. David N. Rollins***

Reflections on 2019

What an incredible year it has been. In this annual report I offer through bullet points some of the many ways I get the opportunity to share my God-given gifts in mission and ministry at Bayside. I am humbled and thankful to be in ministry with such a wonderful church and such a talented core staff and session.

- Plan and led the annual session retreat at Sandbridge
- Oversaw weekly staff meetings
- Met regularly with team members to encourage their ministry and provide lines for clear and open communication
- Moderated monthly session meetings
- Met with Stewardship, Worship, and Administration ministry teams on a regular basis
- Plan and led the annual elder training
- Entered sacred space while making countless pastoral visits
- Continued my service on the Presbytery of Eastern Virginia's Commission on Ministry
- Traveled to Peru with our Clean Water Mission Team (part of Living Waters of the World)
- Helped with Vacation Bible School
- Planned and prepared for weekly worship services
- Met regularly with the 2020 Vision Implementation Team
- Worked with The Stewardship Ministry Team to create a flyer that highlights the church as a variety of members shared what they love about Bayside

That is a thumbnail sketch that shows some of the ways where I am living out my calling. What is really encouraging to me as I look back over 2019 and prepare for 2020 is there is great cause for celebration. New members have joined us on this journey, there has been an overall uptick in worship attendance, and your session is energized and excited about the road ahead. 2020 has the potential to be one of our most fruitful years in ministry. God has called us together and God continues to do great things at Bayside as the people of faith share their time, and talent both here and beyond our walls. I am thankful I get to be a part of it.

Peace,

David



## Report of the Associate Pastor

*Rev. Emma Ouellette*

Reflecting on 2019, we've seen a lot of enthusiasm in many areas of our congregation. This past year I had the opportunity to stretch my gifts for ministry. Below are some highlights from 2019, a year full of joy, laughter, and love.

- Continued to work with the Presbytery sitting on the Committee of Preparation for Ministry
- Lead many PW circle lessons and engaged in fellowship with the ladies.
- Finished up the 2018-2019 Confirmation process with Lacy. We had 7 youth participate in Confirmation.
- Worked weekly with Caroline Williamson on a special confirmation process. She was confirmed during the 8:00am service on October 13<sup>th</sup>.
- Made pastoral visits and hospital visits
- Helped with the leadership of Stephen Ministries, including attending the Stephen Ministry Leadership week long training.
- Taught new members classes and continue to look at how that process is done and how we can do better.
- Had the joy of doing Children's Chapel each week for Preschool.
- Preached and led worship at Westminster Canterbury for Maundy Thursday.
- Helped plan many special worship services (including 4:00 Xmas, Celtic Christmas, Ash Wednesday, Maundy Thursday, and Blue Christmas) and put together liturgy for our weekly services.
- Helped start and coordinate special worship services for youth. These services (4 for the 2019-2020 school year) are sponsored by the Presbytery and are in joint leadership between Bayside, Kings Grant, First Presb. Virginia Beach, and Grace Covenant.
- Let a workshop on the Enneagram for youth during their PEVA youth retreat.
- Helped coordinate our Annual Living Nativity

Those are just the highlights. Each day/week brought something different. I've enjoyed working with Lacy on different youth activities. I've enjoyed, and value, the work I get to do in partnership with David. There is a good vibe among the staff and an excited spirit among the congregation. Looking into 2020, I'm looking forward to seeing how we can be more visible in the community. I hope to teach more, explore new ideas for worship and evangelism, and continue to help build a congregational care program for visits. As the anniversary of 3 years being in ministry with you approaches, I reflect on how truly blessed I am to walk with you all in this season of life. God is doing amazing things through you, and it's been exciting to watch!

Joyfully,

Emma



## **Report of the Director of Music Ministries**

*Chi-Yi Wolbrink*

Greetings to the faithful people in Christ at Bayside Presbyterian Church.

This year, 2019, has been very compressed with good challenges, and yet it has been a true blessing for me in my life. All of our efforts in Music Ministry are given to the glory of God and to lift up our gratitude for the gift of life that we have been given; may our efforts continue to reflect this gratitude.

The following reflects some of the areas of responsibility for the Director of Music Ministries. It is divided into two parts reflecting those activities that are ongoing and those that are new areas of focus.

### **Ongoing Activities:**

Choir, Hand bells, Children, Worship planning

Areas of focus:

- Continued growth in musicianship of our Sanctuary choir.
- Continued growth in musicianship of our Hand bell choir.
- Continued growth in musicianship of our Children's choir.
- Continue to develop section leaders, encourage different ages to be involved in music groups and recruit when necessary.
- Continue to monitor the status of musical instruments: pianos, organ, hand bells, and contemporary instruments.
- Continue to work with audio/visual people to ensure equipment is in good working order and to recruit more soundboard operators.
- Continue to encourage singers and hand bell ringers to participate in classes, workshops, and conferences to help them grow in their skills.
- Continue to work with the Choir, Praise Team Director and Praise Team to bring quality music to combined services.
- Continue to work with children's music in JAM, and other areas as needed.

### **New areas of focus**

- Work with my gifted colleagues to incorporate Music Ministry in their area when needed.
- Continue to blend different music styles to nurture our Faith and Spiritual life during summer and special season worship.
- Set up a permanent Music Suggestion Box outside of my office, encouraging our congregation to share any favorite Hymns or Songs and ideas for improving Worship and Music Ministry .
- Work with the 2020 Vision team, find a Hybrid organ and new grand piano to update our new Sanctuary needs. We have given a down payment to Whitesel Organ company, and are in the process of finding an appropriate grand piano.
- Work with colleagues to improve communication, especially on the selection of hymns, and work to improve congregational singing during worship.
- Divide the Children's Choir into two groups: the Joyful Singers for children from K-2<sup>nd</sup> grade and Cantate Domino (means "Praise the Lord") for children from 2<sup>nd</sup>-6<sup>th</sup> grade. Nurture two choir section leaders, Katie Wesley and Mike Belote, as assistants for both choirs. Maintain regular rehearsal on Wednesday afternoons 5:45-6:10pm and Sunday mornings from 9:30-9:50 am. We will encourage our children to sing during worship at least once a month.

- We renewed our Sanctuary Choir robes with dark navy colored robes. The new robes are replacements for the red and cream colored robes we had for so many years.
- Resume the New Handbell Beginner’s Program rehearsal on every Thursday from 11:30-12:30.
- Upgrade the Handbell choir equipment. A thank you to Thom Sare for sharing his talent by building two Bell Trees. A Bell Tree saves space and is easily set up to play wherever needed.
- Send a Music Ministry program flyer to Preschool parents and MOPs (Mother of Preschoolers). Reach out in person by greeting the mothers at MOPs at the beginning and end of the season gatherings.
- As part of 2020 vision, the Music Ministry will collaborate with the committee by providing information on our instruments.
- Work through other programs held at the church, such as the Boy and Girl Scouts and our preschool program, to invite people who participate in those programs to our worship and music activities.

I am thankful for God’s grace and for all your wonderful support of Music Ministries at Bayside. In many, many ways we can all proclaim, “Glory to God!”



## Report of the Director of Youth and Family Outreach

*Lacy Schimmel*

Looking back on 2019, it was a year filled with growth and enthusiasm in the youth and children for the church. In February the youth started out their year by doing a 30-Hour Famine. During the 2-day event, they learned about a young girl in the Congo that struggled everyday with being hungry and living in poverty. As a service project they decorated bags that went to kids in the foster care system in the area, we plan to do another one in 2020. Some other highlights for 2019 are:

- Attended Montreat youth conference with 4 youth and Bob Orcutt. During this trip I was able to bond with the youth and learn what they were most looking forward to in the coming year.
- Attended Massanetta Springs middle school conference with 4 middlers and Peggy Damuth. During this trip I was able to bond with the youth and learn what they were most looking forward to in the coming year.
- Planned and lead VBS the last week in July. This past year, we had over 110 kids get to know the love of Jesus through this exciting week.
- Put together youth Sunday, youth group activities, and fundraising activities.
- Coordinated Sunday school teachers and picked new curriculum for the elementary school kids.
- Started a Sunday school class for Pre-K- K at the beginning for the school year
- Planned and lead JAM on Wednesday nights, and coordinated the cooks for Wednesday @ the Well
- Attended a PEVA Fall youth retreat with 7 youth and Cherokee Adams.
- Took part in planning and speaking in the Christmas Eve services
- Emma and I along with 3 other churches in the area started a quarterly youth service that caters to the youth and their needs. We held the first one here at Bayside and had about 40 youth in attendance.

Those are just some of the highlights for 2019. August marked my 1-year anniversary here at Bayside, a lot of great things have happened in that year. We welcomed 7 new 6<sup>th</sup> graders this year and had to split the group into middle and high school classes. The Christian Education Ministry Team has stepped to help teach each week.

Looking ahead to 2020, Emma and I will be leading another confirmation class this year. I am also looking forward to going to Montreat and Massanetta again with the youth, and planning a mission trip for them to Raleigh, NC. I am excited to see what God has in store for 2020.

Blessings,  
Lacy Schimmel



## Report of the Director Bayside Preschool

*Kathy Armstrong*

Bayside Presbyterian Preschool and Kindergarten had a great year of learning, sharing, singing, reciting and fun. Our Annual Fall Registration began in late January for the 2019 – 2020 school year. The Preschool has been almost full since September 2019 with several openings in our 4-year old classes – with all other classes full. The following list shows some of the more interesting things we accomplished during 2019:

1. For our Community Service Projects, we collected Thanksgiving food items for needy families in November, Christmas Stockings and stuffers for 37 stockings which went to at St. Columba Ministries and toothbrushes and toothpaste for the homeless and Easter baskets and fillers in March. We also collected animal food and supplies and donated the items to Virginia Beach SPCA in May.
2. During the month of March, the children enjoyed learning about all kinds of transportation. The City of Virginia Beach’s Fire Department sent a Fire Engine and “Buckets” the Fire Safety Clown to teach the children about fire safety and to learn about fire alarms and safe places to meet family members during fires and alarm situations.
3. Chi Yi Chen Wolbrink directed the children in all of our 3’s, 4’s and kindergarten classes in our Spring Program on “He’s Got the Whole World in His Hands” in May and in December, our Christmas Program, “Going on a Special Journey”.
4. Each year during the summer months, the preschool hosts 3 camps during our summer break from classes. This year we hosted “Wild Animals” in June, “Weather Fun” in July and “Outer Space” in August. All 3 summer camps were full or close to being full.
5. Special visitors were enjoyed by our classes throughout the Preschool and Kindergarten school year of 2019. Some of the special visitors included Santa Claus in December and the VBSPCA visited the Kindergarten class almost every month with special critters.
6. In early January, the kindergarten teachers hosted a Kindergarten “Meet and Greet” for parents of our 4-year old students. The Parents were able to ask questions and learn more about our Kindergarten Program. It was a great turnout.

All of our Staff, children and their families are thankful for being a part of Bayside Presbyterian Church and are looking forward to a great New Year here at Bayside.





## **Administrative Support Ministry**

*Amanda Long, Co-Moderator*

In 2019, the Administrative Support Ministry was responsible for ensuring that Bayside had the appropriate staff to support the mission and vision of church. In coordination with other ministries, members of the ministry provide support, guidance, performance reviews, and they strive to ensure effective communication among all staff members.

### **Ministry Team:**

Janet Baker, Recorder  
Clint Damuth  
Cherie James  
Amanda Long (Elder, Class of 2019)  
Kay Neiman Myers (Elder, Class of 2020)  
George Wong (Elder, Class of 2019)

The Administrative Support Ministry has worked to support the staff at Bayside Presbyterian Church. Each staff member is assigned a liaison from the Administrative Support Ministry. The liaison's role is to be a point of contact for the staff, to provide guidance, and to support them as they work toward accomplishing their goals and the mission of the church.

### **Liaisons for 2019 were as follows:**

Rev. David Rollins – Amanda Long  
Rev. Emma Ouellette – George Wong  
Linda Vogl – Kay Niman Myers  
Lacy Schimmel – Amanda Long  
Chi Yi Chen Wolbrink – Janet Baker  
Saul Fox – Janet Baker  
Kathy Armstrong – Cherie James  
Eugene Towler – Clint Damuth

The Administrative Support Ministry conducted yearly staff appraisals. The appraisals are a time to provide the staff feedback on their performance, set goals for the next year and to review the job description to ensure it is still relevant and in support of the mission of the church.

Administrative Support Ministry members all signed the Confidentiality Agreement that discussions regarding staff matters would remain confidential.

The ministry continued to support the Bayside Presbyterian Preschool and received monthly reports from its director, Kathy Armstrong. We continue to review personnel policies to be in compliance with PEVA, Commonwealth regulations, and Federal laws and regulations. We worked with lay staff on continued Board of Pension changes to medical coverage.

Administrative Support Ministry worked with Linda Vogl and the staff to update office technology, including computers, programs and systems.

Bayside continues to be blessed by a wonderful, dedicated and faith filled staff.



## **Christian Education Ministry**

*Matthew Wicks, Moderator*

Purpose: “The Christian Education Ministry is responsible for providing and coordination opportunities for Christian Education and encouraging the continued growth in knowledge and understanding of Bible theology and the history of the Church.”

2019 began with a smooth transition from the prior year, as Lacy Schimmel has had the opportunity to get settled as Director of Youth & Family Outreach. She has shown herself to be a tremendous asset to Bayside as she has both grown the youth program, and played a significant role in the day to day operations of the Christian Education ministry. The team extends its heartfelt gratitude for all she does for both the Christian Ed. Ministry, and the church at large.

Christian Ed would also like to extend a special note of appreciation to all those individuals who help with the planning, teaching, and general administration of our Sunday School programs. Without you, the various Sunday School classes would not be possible.

We continued offering scholarships to members who are enrolled college students- all who applied were awarded funds by the Endowment Committee. We held a reception on 2 June 2019 in the atrium to celebrate both High School & College graduates, following the combined worship service on the first Sunday of the month.

Christian Ed once again combined with Congregational Care to plan & implement a church picnic, which was quite successful. Weather cooperated this year and we were able to hold the event outside in the pre-school parking lot, adjacent to the playground. The event was well attended and appeared to be thoroughly enjoyed by all those involved.

Sunday School has expanded to include separate classes for preschool/kindergarten and elementary aged children. Each class has between four and eight regular attendees, depending on the week. It has been a tremendous blessing that the Children’s Sunday School classes continue to grow.

Vacation Bible School was held in July, and was well attended, with over 100 child participants, and multiple youth volunteers. One area of note was that we identified a critical need for more adult volunteers for the coming years.

Youth Group has also continued to grow under Lacy’s leadership to the point that additional help is needed. We are reaching the point where we have enough youth to separate out into middle school & high school groups during our weekly Sunday meetings. The youth raised over \$3000 this year to support trips to both Montreat and Massanetta Springs Camp.

Additionally, Lacy began an initiative with other beach Presbyterian Churches (e.g First Pres, Kings Grant Pres., etc), where the youth groups all gather 4 times a year at a planned worship service, with the inaugural event held at Bayside on 15 September 2019. The goal of the joint program is to both bring local youth together for worship in greater numbers, but foster relationships with area churches where the youth participate in the same larger activities – Montreat, triennium, etc. Responses have been positive thus far and the initiative appears successful.

The Christian Education Committee consists of Michelle Parker, Laura Touhey, Betsy Kennedy, Lacy Schimmel (staff liaison), and myself. It is with my deepest appreciation and thanks to this committee that I submit our annual report.



## Community Service Ministry

*Thom Sare, Moderator*

In 2019, the Community Service Ministry, with generous donations from Bayside members:

- Provided 246 Christmas gifts to children and adults through our Angel Tag Ministry.
- Delivered 108 Easter Baskets to children at St. Columba.
- For the Food Pantry:
  - § Provided groceries to 173 families (376 adults, 278 children). Shoppers spent a total of \$7,652.83, of which they donated \$5,918.98.
  - § Collected “Items of the Month” in our Little Blue Wagon.
  - § Hosted a “Souper Bowl” event in February and collected 224 food items and \$1,144 in cash.
- Delivered meals twice a month to the elderly in our Meals on Wheels program.
- Collected 89 units of blood in four Red Cross Quarterly Blood Drives at BPC.
- Collected several hundred pounds of school supplies to help area students in five local schools and migrant workers’ children on the Eastern Shore.
- Received Over 2,200 pounds of food items collected in the Cub Scouts “Scouting for Food” campaign – items were used for Thanksgiving baskets and the Food Pantry.
- Provided a Thanksgiving Basket consisting of a turkey or a gift card and lots of food items for 68 families.
- Provided Judeo Christian Outreach Center financial support, and through them provided a warm place to sleep, food, and clothing for an average of 40 homeless guests during our annual Winter Shelter program (Nov 20-24). Also, offered portable shower facilities to our guests most nights.
- Provided financial and lunch support for Faith Works Coalition, which assisted many local low-income families with needed home repairs.
- Provided quarterly financial support to St. Columba; in addition, 2,614 sandwiches were prepared and delivered (Sisters in Spirit (SIS) Bible Study and the Wednesday JAM meeting).
- Provided quarterly financial support to Virginia Supportive Housing.
- Provided quarterly financial support for Samaritan House and conducted a very successful collection of baby and toddler items during May.
- Conducted a monthly Bible Study for patients at the Sentara Senior Care Center.
- Organized and sang Christmas carols to the patients at Bayside Health & Rehab Center.

Other community agencies we financially supported included: Beach Health Clinic, Good News Jail and Prison Ministry, Seton Youth Shelters, and HumanKind.



## **Congregational Care Ministry**

*Sandy Ronan, Moderator*

### **Members**

Sandy Ronan, Paula Jesburg, Sandy Odom, Mike Raymer, RoseAnn Wehr

### **Bereavement/Reception**

2019 saw 11 deaths with four receptions at church. We have a loyal, capable core group of ladies who plan and provide these receptions as the families desire.

### **Bayside Fun and Fellowship (BFF)**

**BFF** as an entity will be retired but some BFF activities will be continued within the group if the members want. If events such as theater productions or other one time events present themselves, anyone who likes can offer it as a group activity to determine interest and take it from there.

### **Development of a Shepherding Program**

We have continued planning on a shepherding program and are looking into involving Stephen Ministers as well as the Presbyterian women's circles. We are trying to develop a system which will provide us with information on those with specific needs and how then to meet those needs. This is an ongoing project on which we would like to concentrate in 2020.

### **Card Ministry**

Many thanks Paula Jesburg who took over this activity from Linda Wallace temporarily. We are continuing to provide calls for birthdays and anniversaries and notes of sympathy, get well, thinking of you and remembering birthdays for those over 90.

### **Stephen Ministry**

Please see our separate Stephen Ministry report.

### **Prayer Shawl/Baby Love Ministry**

We have continued to provide a supply of knitted or crocheted shawls and baby blankets to our ministers for their visitations as appropriate.

### **Mothers/Fathers Day**

Small mementos are given to moms and dads on their special days.

### **Other activities this year**

This year we again sponsored an Easter Sunday Brunch with an Easter egg hunt (organized by Lacy) which was very well attended and seemed to be enjoyed by all. In conjunction with Christian Education, we had a most successful churchwide picnic outside on the lawn near the Preschool wing. The kids had access to the playground and also to game equipment provided by Lacy. We could have used more food and will adjust for that in 2020 but there was no shortage of dessert!

## **Pictorial Directory**

We released the 2019 Pictorial Directory in the summer and are now working on providing an online directory which has been requested by many.

**Our committee would like to thank everyone for their help and participation this year.**



## Endowment Committee

*Powell Peters, Moderator*

The Endowment Committee (“Committee”) acts on behalf of Bayside Presbyterian Church, Inc., to administer the Endowment Fund (“Fund”) assets to include: receiving, promoting, investing, expending and managing the donations of the Fund in accordance with the policies and procedures approved by the Trustees of the Corporation. Also, the Committee may also manage other special Restricted Funds as directed by the Trustees. The Committee reports annually to the Corporation Trustees who also serve as Elders of the active Session as well as the Congregation.

Moderator of Stewardship, Gary Crossman, and Treasurer, Luanne Wong, automatically served as members of the Committee. The following individuals served the Committee during 2019:

Gary Crossman  
Cherie James  
Benjamin A. Hubbard  
Tom Weeks

Luanne Wong  
Powell Peters  
Jack Hamilton

The objectives for the Endowment are to maximize the long-term, total return of funds invested consistent with a total return investment practice and prudent investor guidelines, and to provide a reliable, growing source of funds for distribution pursuant to a spending rate of not more than 5% of the value of the general Endowment fund’s value on an annual basis. Note, some donors have restricted the use and purpose of their gifts. Distributions of the unrestricted, general fund assets may be used to further support the work of the church and may not, except under unusual circumstances, be used to support the general operations and administration of the church. In those unusual circumstances when general funds are used for administrations or operations, the Session may borrow from the general, unrestricted fund, provided it provides a loan pay-back schedule at the time funds are requested.

The Endowment Committee makes recommendations regarding request by the Church’s ministries; however, the Trustees of the Corporation must approve any such recommendation, and may override the Endowment Committee at any point in time.

During 2019, the Endowment Committee met periodically to monitor the Church’s investments pursuant to its adopted Investment Guidelines and to discuss opportunities to market the Endowment to the Church’s membership and the various Ministries.

During the year, the Committee finalized the transfer of the Endowment’s investments to the firm of Wilbanks Smith and Thomas (“WST”). Advised by Mark Warden of WST, the Committee adopted new Investment Guidelines which better represent the needs of a permanent endowment fund.

The unrestricted, general fund once again supported College Scholarship requests (\$1,000 each for eight eligible applicants) in accordance with approved church-wide procedures. Additionally, the unrestricted fund supported a variety of Ministry-related programs (\$1,000 for Together We Rise, \$4,000 for Living Water Program in Peru and \$2,500 for Rise Against Hunger). The Committee took the \$6,500 balance of its 2019 budget of \$22,000 and allocated it for 2020 college scholarships.

The only current remaining restricted fund is the Edna Etheridge Fund. Several other restricted gifts have been received in prior years and fully expended per their terms for many worthy causes.

In 2019, our Endowment Fund experienced good returns, as did most investors.



**Evangelism Ministry**  
*Butch Brenton, Moderator*

**Visitor to New Member**

Rev. Emma revised the visitor to new member classes and has initiated a series of classes that welcomes guests and provides a path to membership. This has been exceptionally successful.

The Welcome Center, Visitor sign up sheet, and free gifts are reusable BPC bags with a ceramic mug, pen, bookmark, refrigerator magnet and a Welcome to Bayside Church pamphlet inside. Rev. Emma and Linda Vogl designed the Welcome to Bayside Church pamphlet to be used at the visitor's center, in visitor bags and in the pew racks. The new additions to the visitor gift bags this year are the BPC insulated travel mugs and refrigerator magnets.

**Edna Etheridge Speaker Series**

Edna Etheridge Guest Speaker was hosted for the weekend of Oct. 6, 2019. Dr. Bill Cockrill will speak about the Theology of Reinhold Niebuher on Oct. 5 and preached at the 11:00 service on Consecration Sunday.

**Public Outreach**

Public outreach continues to be relevant and important. This year the team activities included: Grocery store ad purchased – bags of Harris Teeter @ Haygood Shopping center. BPC also has an advertisement on golf score cards – either at Cypress or Kempsville Downs. Trifold brochure in church pew updated. Develop current mail list based on information from D2Design Connect data base is being considered. Website updated/changed periodically for easier use and navigation. Rev. Emma has been watching/posting on Facebook and it is well received.

**The Living Nativity**

The Living Nativity Dec. 14th and 15th, 2019

Attendance good on both days. There seemed to be some confusion on part of costume volunteers, so this issue will be addressed in more detail 2020. Thom Sare again was instrumental in installing walkway lights. The topic of recruiting “new blood” for this task was discussed and will be addressed in more detail as the year progresses toward the 2020 event. Also, will need more help recruiting candidates for Mary & Joseph characters for 2020.

This is a time intended for neighbors to meet our staff and church members as well as to share with the community the many opportunities BPC provides for Worship, learning and helping others.

Members of Evangelism Ministry

1. Butch Brenton (Moderator)
2. Russ Brown
3. Peggy Damuth
4. John Dannemann
5. Terri Dannemann (Emerita)
6. John Hamilton



## **Global Witness**

*Walter Martin, Moderator*

During 2019 we gave money to the Ticul Planning team. The water project sub team met separately before the Global Witness. meetings with either Jack Rick or Bob Orcutt giving us the summary. Two installation trips were made to Peru to install a system. Follow-up is planned for 2020.

Money was given to Massanetta Springs Conference Center  
Our monies were also used for PEVA and continued education.  
We also helped sponsor a breakfast and gift for a visitor from Africa  
Additional funds were made available for continued work in Africa.  
Committee consisted of Fee Ricks, Bob Orcutt, Mark Schreiber and myself.

Attest,  
Walt Martin Moderator





## **Property Ministry**

*Clif Furedy, Moderator*

The Bayside Property Ministry strives to thoughtfully utilize the resources and talents of our church family to provide a safe, clean and comfortable worship and church school spaces for our congregation and visitors every Sunday morning.

During the remainder of the week, our 65,000 square feet facility provides various meeting spaces for many different community organizations, including our sponsored Boy Scout Troop, Cub Scout Pack and our very active preschool program. Civic leagues, Red Cross, hobby groups, elections, dancers and a wide assortment of activities enjoy the spaces we have available.

Like any home, our church always needs repairs and maintenance. During 2019 volunteers and contractors tackled many maintenance items around the building. Painting throughout, plumbing in restrooms, heating and air conditioning repairs, driveway patching, moveable wall restoration, window repairs in the Fellowship Hall, new kitchen/bathroom water heater, upgraded fire suppression system over the kitchen ranges, exterior wall cleaning and ceiling replacements in three Youth Wing classrooms were just some of the completed tasks.

A member of Property Ministry organized a Church Security Team and they attended a special training program provided for religious organization by the Virginia Beach Police Department. This is a behind-the-scenes effort to ensure we are prepared. Training included threat awareness, conflict resolution, de-escalation strategies and methods to protect critical assets.

Volunteers invested un-counted hours transforming the yard space across from the church front entrance into a park-like setting with many donated plants, flower beds, top soil and grass, to produce a multi-use area where people can enjoy nature. Now that the mud puddles are gone, this space is regularly used by many.

A high definition video surveillance system was installed at the end of January 2019 to enhance overall building and staff security. The church's Preschool contributed \$5,000 toward this video monitoring and recording system. This modern video system allows the front office and Preschool to maintain situational awareness in critical areas of the building.

Contractors are now completing the computer-based access control system that will eliminate the need for physical keys and allow greater flexibility for all who use our facilities. In addition to increased safety and security for the building and staff, the electronic system ensures we know who enters a door and prevents entry by persons who no longer need access. Part of this project included replacement doors at the Adult Wing entrance which will make it easier for wheelchair access. Both the video and access control system received a \$10,000 contribution from an extremely generous anonymous church member.

Failing lights in the atrium were replaced with modern LED fixtures to increase illumination and create a more welcoming entrance.

Special thanks to the many church members, friends, Scouts and staff that help with the annual spring and fall church cleanups. They have also come out each month on the third Saturday to assist with trimming, weeding, raking, planting and numerous other outdoor tasks that keep our grounds beautiful.

Natural gas and electricity costs are significant portions of our annual budget. We continue to replace legacy fixtures and bulbs with more efficient LED lighting. But we still need everyone's assistance to turn off lights and return thermostats to original setting when finished in a room. When everyone helps, it does make a difference.

As part of the Vision 2020 Chancel expansion and Sanctuary renovation program, members from the Property Ministry are participating in design and planning alongside the architect and selected general contractor to ensure a smooth transition and that we can support the new features when they are completed.

One critical area where volunteers are needed: Sanctuary and Fellowship Hall sound board operators. Presently we rely exclusively on Sperry Davis and Steve Baker for audio at all services. The task is not difficult for anyone familiar with cell phones and iPads. Interested volunteers can sit in for a live demo during any service to see what happens “behind the curtain”. This is a great opportunity for upper-level high schoolers, college-age or young adults who want audio control experience, or anyone who can remember which mic channel the minister is on.

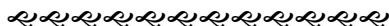
If you notice any property related items that need attention or have suggestions, please notify a member of the Property Ministry or the church staff.

Will Albertolli  
Robert Allen  
Steve Baker

Dawn Burns  
Betsy Davis  
Sperry Davis

Clif Furedy  
Herb Gordon  
Les Parr

Rick Rudell  
Eugene Towler



**Stewardship Ministry**  
*Gary Crossman, Moderator*

The Stewardship Ministry is responsible for overseeing the “life cycle” of the church’s financial assets: from the pledges resulting from the annual Stewardship Campaign; to the accounting of the weekly offering by our tellers; and, finally the disbursement of our funds through our Session Ministries in accordance with our Operating Budget. The Church’s Treasurer and Associate Treasurer are members of the Stewardship Ministry. The Ministry ensures the Session’s plans are faithfully implemented and comply with Federal and PC (USA) policies and regulations.

This year the Ministry:

1. Worked with individual ministries to develop annual “asking budgets” that support each ministry’s responsibilities. Meeting the aggregate of all the “asking budgets” is the goal for the Annual Stewardship Campaign.
2. Conducted the annual Stewardship Campaign from July through December, keeping the congregation and the ministries informed of the campaign status.
3. Developed the 2020 Annual Budget that, when adopted by the Session in January 2020, addressed all the modified “asking budgets” to the extent possible, with resources generated during the Annual Stewardship Campaign.
4. Coordinated the awarding of undergraduate scholarships to eight qualified members of the congregation in the amount of \$1,000 each and a \$3,000 scholarship to Kim Coyle, our Pastoral Candidate.
5. Supported and facilitated the on-going day to day functions of the Treasurer’s Office.
6. Recruited, trained and coordinated the scheduling of tellers to count offerings received from the congregation.
7. Sponsored quarterly financial reviews of treasurer’s accounts.
8. Distributed the 2018 giving statements in January 2019 and the 2020 offering envelopes in December.
9. Facilitated a churchwide survey for the ministries, coordinating the effort with an opportunity to update member information in the Church Windows database and expand our volunteer list – to also be incorporated into Church Windows.
10. The Moderator of the Stewardship Ministry serves as a member of the Endowment Committee and as the President of the Board of Trustees.
11. The 2019 Stewardship Ministry: Moderator Gary Crossman; Elders Richard Guy and Ed Spillman, At-Large Member Bob Baker and Church Treasurer Luann Wong.



## **Worship Ministry**

*Chris Pascuzzi, Moderator*

The Worship Ministry team members for 2019 were Judy Crossman, Nancy Guy, Mary Jo Kennedy, Dardy Long, Janet Martin, Doug Mitchell, and Marie Parr. The Worship Ministry Moderator was Chris Pascuzzi. Our Director of Music Ministries Chi Yi Chen Wollbrink is also a member of our committee. One or both of our pastors attend at least a portion of each Worship ministry meeting.

### **WORSHIP SERVICES**

The first Sunday of each month is a combined worship service held at 11:00 AM in our sanctuary. On the other Sundays there is a traditional service at 8:00 AM in the sanctuary, the contemporary Sail On service at 9:00 AM in Fellowship Hall, and a traditional service at 11:00 AM.

During the summer months between Memorial Day and Labor Day we have one worship service at 10:00 AM. Music for the summer services is provided by an Ensemble Choir which includes the section leaders, Praise Team and a few members of the Sanctuary choir.

There are special services during Lent on Ash Wednesday and Maundy Thursday, and this year we had a Celtic service and also a Blue Christmas service which were both held on Wednesday evenings following the Wednesday at the Well dinners.

### **MUSIC**

The music program is a vital part of the worship at Bayside. The adult choir includes 4 paid section leaders who sing at the 11:00 services as well as combined services and special services at other times. We often have special music provided by both paid professional musicians as well as those who are members of our church family.

The Children's Choir has grown enough to be divided into 2 groups, one for grades K-2 and another for grades 3-5. They participate in our worship services frequently.

There is now a beginner adult bell choir in addition to the regular choir which performs several times during the year.

Our Praise Team is led by Saul Fox. They provide the music for Sail On, our contemporary service that meets at 9:00 AM in the Fellowship Hall. Members of the Praise Team also participate in Combined Worship services. Sarah Williams is our paid percussionist who is not only a member of the Praise Team but also works with the Adult and Children's Choir at the 11:00 service.

### **VISIION 2020**

Doug Mitchell, Janet Martin and Chris Pascuzzi served on the Vision 2020 Committee which was formed to organize and facilitate the renovation of our sanctuary. This project includes a significant enlargement of the chancel area which will allow the choir to be up front as well as the new hybrid pipe organ and the piano.

### **COMMUNION**

Communion was served at the combined services the first Sunday of each month and the third Sunday at Sail on and the 8:00 service. Communion was also served Maundy Thursday and at all 3 Easter

services. Marie Parr organized the preparation of the elements as well as the Elders to serve for the 11:00 service, Judy Crossman took care of Sail On.

## FLOWERS

Nancy Guy maintained the list of volunteers that provided flowers for the 11:00 service. These flower arrangements are provided each week, with the exception of Easter Sunday where we display Easter lilies, and the poinsettias the 2 Sundays around Christmas. Poinsettias and lilies are donated by church members in honor of and in memory of loved ones.

## HOLIDAY DECORATIONS

In February a large wooden tree was displayed in the atrium that members were encouraged to decorate with paper hearts on which they had written names of loved ones. After a few weeks the hearts were removed and replaced with prayer ribbons. The tree was removed before the Lenten season.

During Lent and Holy week decorative banners were displayed along with our angel statues. On Easter Sunday, a large wire cross was displayed in the atrium and members were invited to "green" the cross with artificial flowers which were provided.

The Christmas decorations were placed the week before Thanksgiving by members of the worship team along with several other members.

A churchwide survey was conducted which includes many responses regarding worship. Our committee looks forward to discussing these results in detail in the coming year.



## **Memorial Garden and Columbarium Committee**

*John Jeffcoat, Moderator*

Bayside Presbyterian Church, Inc. administers and maintains a Memorial Garden and Columbarium through the Columbarium Committee with the support of the Session Ministries. Day-to-day management of the Memorial Garden and Columbarium is exercised by the Committee. Membership of the Committee is determined in accordance with the Memorial Garden and Columbarium Rules and Procedures established by Session. Financial support for the operations and maintenance of the Memorial Garden and Columbarium is provided by a Restricted Fund generated through advanced Niche reservations and other designated donations. The Fund Balance at the time of this report submission was \$ 45,568.61 (as of November 30, 2019).

Eligibility for inurnment or scattering of ashes includes members of Bayside Presbyterian Church (current and past), friends of the congregation, and current/former Bayside Presbyterian Church clergy.

Applications for Niche reservations are maintained in the church office. Eligible persons interested in obtaining additional information about the Memorial Garden and Columbarium are encouraged to complete an application or contact a Committee member for assistance.

At the time of this report submission only 22 Double Niches remain available for reservations and purchase.

The Committee wishes to thank the Property Ministry, Bayside Presbyterian Church Trustees, and all those members who assisted in maintaining the Memorial Garden and Columbarium this past year. A special thank you to Eugene Towler for his tireless efforts in assisting with the operations of our Memorial Garden and Columbarium.



## **Stephen Ministry**

*Submitted by Paula Jesberg, Stephen Leader*

Stephen Ministers are members of Bayside Presbyterian Church who have been trained to provide confidential, one on one, Christian Care to people who are going through a difficult time. They will listen, care, encourage, pray with and for you, and provide weekly support for you as long as your need persists.

This year Buyside's team of 5 Stephen Ministers and 2 Stephen Leaders continued providing support to care receivers as well as attending scheduled training and peer supervision. One of our ministers primarily offers Stephen Ministry support at Westminster Canterbury. We will add one new Stephen Minister in January 2020. During August 2019 our Associate Pastor attended one week of Stephen Leader training held in Pittsburgh. The cost for her attendance was paid for by the generosity of a Bayside Congregant which graciously enabled us to again come in under budget for the year.

Our church continued to host the quarterly planning meetings of the Virginia Beach Network of Stephen Ministries. This group meets in February, May, August and November on the second Saturday morning from 10-12. There are six churches active in this Network. Plans are moving smoothly to hold the Second Stephen Ministers' Retreat at Bayside Presbyterian Church, Saturday February 8 from 8:30 to one. The Retreat serves as education and inspiration by three speakers in addition to a networking opportunity for all attendees. The first Retreat was very well received with a unanimous request for a repeat retreat at Bayside Presbyterian. Our Stephen Ministers serve as hostesses.

Following the Virginia Beach Tragedy, Stephen Ministers were included in providing support to the victims. One of our Stephen Leaders attended 2 information sessions for this outreach and one debrief by 2 speakers who served and continue to serve wherever mass shootings occur. Our Leader was privileged to provide support at one designated location. An overview of how the system works in our area for Crisis Response was given to our Ministry during training.

This year we have joined Old Donation Episcopal Church for Stephen Minister training. One Stephen Leader has attended and assisted with training for 8 prospective Stephen Ministers, which includes one from Bayside Presbyterian. The training began September 12 (6:30-9:00) and concludes January 9, 2020. Each will be commissioned on January 12 at Old Donation. That will increase our team by one Stephen Minister and one Stephen Leader. We do share care givers with other churches in the network. We have identified 2 potential ministers and hope to join with or hold another training class in 2020.

If you would like to learn more about Stephen Ministry talk with a pastor. Your life will be enriched beyond measure when you bring God's love and care to someone who is going through a difficult time. Our Stephen Ministers are ready to care for you.



## Bayside Presbyterian Men's Organization

*Tom Weeks, Moderator*

Bible studies—Completed Acts 14-20. We continued using Bill Graves extensive study guide—reading and discussing section by section.

We continue to have a core group of men attending our Saturday morning meetings. The average is about 17.

**January**—The Barista list was continued.

**February**—We hosted the Valentine's Day breakfast. Pastor Vernon Murray, presented. 45 members and guest attended. The group contributed \$50 to a member's funeral for a family member.

**March**—Participated in the church's Spring cleanup. Initiated 2019 Man of Faith recognition program.

**April**—Hosted lunch for Women of the Church service. 100 attended. The Men also supplied 2 hams. Contributed \$299 to the Massanetta youth group mission trip.

**May**—Ken Maynard presented a re-enactment of Philippians.

**June**—Normal month.

**July**—Helped Di Ricks move to her new home. Hosted lunch for Vacation Bible School. 7 members attended the annual Mid-Atlantic SYNOD Conference at Massanetta, an inspiring and reflective time.

**August**—Presented Man of Faith nominee certificates and pins.

**September**—Participated in the church's Fall cleanup.

**October**—Held the annual Roy Brun Golf tournament and Sports Day. Raised \$2,590 for Youth Mission.

**November**—Participated in Winter Shelter, helping provide shelter, food and clothing to roughly 40 homeless persons per night. Provided a full breakfast in addition to some general support. Donated \$200 to Massanetta Springs.

**December**—Supported various Christmas programs at BPC. Donated \$200 to Faith Works.

### Bayside Presbyterian Men's Organization officers for 2019

Moderator—Tom Weeks

Vice Moderator—Rick Rudell

Secretary—Paul K. Verburg

Treasurer—Hank Lowery





## **Bayside Presbyterian Women's Organization**

*Amanda Long, Moderator*

PW offers women in the church meaningful ways to live out their faith in the midst of a caring community of women. For more than 200 years Presbyterian women's groups have strengthened the Presbyterian Church and played a major role in sharing the good news of Jesus Christ and witnessing to the promise of God's kingdom.

Bayside has close to 60 members in six Circles, and 15 Lifetime members. The Circles meet once a month from September through May for the purpose of Bible study, fellowship and community service. For the 2018-2019 year all Circles are studying the Horizon Study, *God's Promise: I Am With You*. For the 2019-2020 year all Circles are studying the Horizon Study, *Love, Carved in Stone*.

### **The highlights of this year are as follows.**

- Monthly PW supports the BPC Food Pantry with donations of food and money.
- We supported our church at a number of memorial services and special events during the year with our time and talents.
- Through our budget we supported local charities for a total amount of \$1400.
- PW supported various community service projects; Angel tags, gift exchange items donated to Toys for Tots, donation for the homeless (clothes closet, food items).
- A 3-Session Summer study was held – the theme was Hope, Joy and Love.
- We continued to participate in the following special offerings throughout the year: Least Coin, Sunnyside Links, PW Thank Offering and PW Birthday Offering.

### **Presbyterian Women's Organization Officers**

|                                   |               |
|-----------------------------------|---------------|
| Moderator                         | Amanda Long   |
| Vice Moderator                    | Jane Copeland |
| Secretary                         | Janet Baker   |
| Treasurer and Ecumenical Missions | Louise Gordon |
| Historian                         | Libby Graves  |
| Spiritual Nurture                 | Rose Ann Wehr |
| Ecumenical Missions               | Louise Gordon |



## Session Roster

### Class of 2020

Butch Brenton  
Clif Furedy  
Amanda Long  
Kay Niman Meyers  
Chris Pascuzzi  
Mike Raymer  
Matt Wicks

### Class of 2021

Herb Gordon  
Richard Guy  
Michele Parker  
Dianne Ricks  
Thom Sare  
Ed Spillman  
Rose Ann Wehr

### Class of 2021

Will Albertoli  
Cherokee Adams  
Ed Gluckowski  
Ashley McLeod  
Bob Orcutt  
Morgan Rechkemmer  
Brenda Reid

Clerk of Session: Amanda Long  
Treasurer: Luanne Wong  
Asst. Treasurer: Pam Spillman

In order to live into the Mission and Vision of Bayside Presbyterian Church, the roll-up-your-sleeves and hands on efforts that strive to serve our Church, our Community, and our World happens within our Ministries. The Ministries are made up of YOU - members of the congregation who contribute in their own way to every facet of church growth and development in service to our God. The Ministries serve to carry out the decisions of the Session, but through their continuous thoughtful and forward-looking efforts, the Ministries are also the originator as well as the conduit of issues from the congregation to the Session for discernment and the continued growth of our Church. Please consider your offering of time and talent, as much or as little as you are able to give, by contacting any of the below Ministry Session Representatives.

The Ministry Moderators and Session Representatives for 2020 are:

| <u>Ministry</u>        | <u>Moderators</u> | <u>Session Reps</u>             |
|------------------------|-------------------|---------------------------------|
| Administrative Support | Amanda Long       | Ed Gluckowski, Kay Niman Meyers |
| Christian Education    | Matt Wicks        | Michele Parker, Cherokee Adams  |
| Community Service      | Thom Sare         | Di Ricks, Morgan Rechkemmer     |
| Congregational Care    | Rose Ann Wehr     | Mike Raymer                     |
| Evangelism             | Butch Brenton     | Brenda Reid                     |
| Global Missions        | Bob Orcutt        |                                 |
| Property               | Clifton Furedy    | Herb Gordon, Will Albertoli     |
| Stewardship            | Richard Guy       | Ed Spillman                     |
| Worship                | Chris Pascuzzi    | Ashley McLeod                   |



