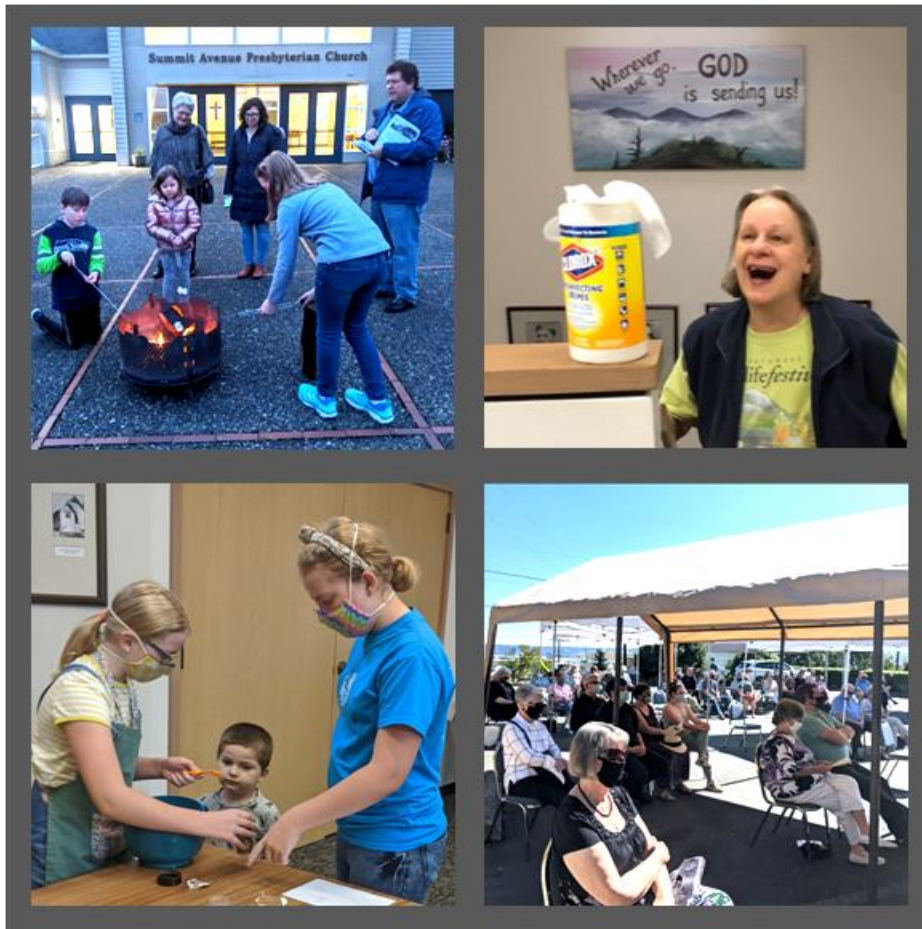


ANNUAL REPORT 2020

for the year January - December 2020



Summit Avenue Presbyterian Church

Annual Congregational Meeting

January 31, 2021 11:00 am on Zoom

403 S Summit Ave ○ Bremerton, WA 98312 ○ 360.377.2740 ○ office@summitave.net

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Agenda

Declaration of Quorum	(10% of the congregation or 13 members)
Opening Prayer	Pastor Susie Beil
Adoption of Agenda	
Minutes to be Reviewed	
*Annual Reports	Team Chairs
Deacon Financial Report	Deacon Tineke Dahl
Elect Nominating Committee for 2021	Elder Brian Henderson
Review of 2020 Income & Expense Report	Elders Shar DuFresne & Karl Jensen
Present 2021 Budget to the Congregation	Elders Shar DuFresne & Karl Jensen
Meeting of the Corporation & Election of Trustee Class of 2023	
Pastor's Terms of Call	Elder Mary Fischer
Motion to adjourn	
Closing Prayer	

Minutes: SUMMIT AVE PRESBYTERIAN CHURCH CONGREGATIONAL MEETING

November 1, 2020 on Zoom

The meeting was called to order with a prayer by Pastor Dr Susie Beil. A quorum was declared.

Elder Sharon Peterson, Chair of the Nominating Committee, presented the following names into nomination for the Class of 2023:

For Deacon:

- Sue Kela
- Betsy Kornelis
- Tom McCrary
- Peg Powell

For Elder:

- Lisa Barfield
- Deanna Gemmer
- Chris Kornelis
- Jerry Wheeler

Nominations were closed and a unanimous vote taken. The meeting closed with prayer.

Clerk's Report – Rick Chapman

At the end of 2020, Rick Chapman tendered his resignation as our clerk. Elder Bethany Nupen has volunteered to serve as our next Clerk of Session. Thank you Rick and welcome Bethany!

MEMBERSHIP STATISTICS

Membership at end of 2019: 108

Members Deceased: 4

Transferred, removed or inactive: 9

New Members: 3

TOTAL MEMBERSHIP 2020: 98

NEW MEMBERS in 2020

Christie Deming

Judy Honsowetz

Sandy Van Hoff

IN REMEMBRANCE 2020: Members

Irene Goodale August 26

Laura Bogen September 11

Sharon Plowman September 25

Bernice Olson October 25

WORSHIP ATTENDANCE

From mid-March through December, we worshiped in a variety of ways online and a couple of weeks in person in the parking lot! Here are some of our attendance numbers:

YOUTUBE (INCLUDES ZOOM VIEWERS)

- Average weekly views – 87
- Highest week – 108
- Average “Unique” weekly views – 49

FACEBOOK

- Average live viewers – 15
- Average “reach” (number of people who see the post with the worship service) – 118
- Highest reach – 776

No baptisms or weddings in 2020

Reflections on 2020

As with all things 2020, this year's Annual Report looks a wee bit different. Very little went as planned and so we don't have the usual programs and events to report. Some Team Reports just aren't here. But we do have some thoughts on how this year affected us, how we saw God at work, and how our hearts were softened toward the world and one another. Here are a few thoughts from two of our elders, Sharon Peterson and Jerry Wheeler.



Sharon Peterson

This year, 2020, brought many changes to our lives: Wearing masks (and it is NOT Halloween), standing at least six feet away from each other, ZOOM (whoever knew what that was?), no in-person worship services, no in-person committee meetings (folks will some day wonder how Presbyterians could live without having meetings!), meeting outside during the summer and early fall, no going out for lunch or dinner (but lots of ordering food to go and cooking at home), baking bread, no sports, wondering where your next roll of toilet paper is coming from, and this is just naming a few.

2020 will be looked back upon with many different feelings. I would hope that we have realized how important our earth is. Since we have learned so many things about the earth and that with less driving of vehicles-there is less pollution. The air is cleaner. I would hope that we look back on 2020 with 20/20 vision and perhaps continue to take better care of our earth, its people, and the animals. I hope we will be thankful to our God for our many blessings and do our part to make this a better world.

I have noticed that many people seem more understanding and kind, which I have really appreciated. Others are frustrated (no wonder) and cranky. I want to think about what God wants us to be and do during this very different time. It has been a century since the world has seen a pandemic like this one. But we need to remember that for **this** pandemic God and science have provided a vaccine within a year and people are lining up to get it. So let's be kind to each other and remember that in a world where you can be anything...Choose to be kind.

Jerry Wheeler

As I review the year 2020, the year of the Pandemic, I initially found that many sad thoughts came to mind. I took a walk around my neighborhood. Yes, it was a nice partly sunny day. And I thanked God for that! The walk kind of got me on a roll. It washed the darkness from my mind and it's as if I was being told, "what do you appreciate and what did you learn from this last year." I don't know if God was talking to me, but I know I was asking for His advice.

So here goes. Connie and I have been blessed this year. Our daughter Katie gave birth to a beautiful baby girl. Her name is Charlie. She is healthy and thriving. My son and his wife are teachers in Seattle. They have had the challenge of teaching online. My son's kids are teenagers and trying to keep up with their own online school studies. I mention this so the future will know how this world contended with something we take for granted, the education of our children. We all understand just how valuable teachers are to the present and to the future of our kids. It was technology and a lot of hard work that allowed teachers to continue this valuable work.

Its been technology that has allowed all of us to stay together during these sad and trying times. This has certainly been a blessing to me. I appreciate all of the hard work that Pastor Susie, Deanna and Woody have done to provide the glue that has held us together. Susie I feel that God brought you to us exactly when He knew that we would need you. No one could have known what a challenge it would be to Cross The River in 2020. As we all have learned that crossing the river is just the beginning. Thanks to Susie and Deanna lighting the way for us all, we will make it to the valley of sweet water. I also appreciate and thank all of those who have installed the technology and kept it working all of these months. As always our music has been a great blessing to us. Gary and Woody have done such a great job as always. God truly is Good All The Time. I wish you all the Peace of Christ.



Safe distance visits with Pastor Susie and Gayle Conrad and Sue Kela at the Willows

Staff Reports

Pastor Susie Beil

Farewell, 2020. What a year! As with the rest of the world, we started 2020 with big plans and grand goals. The congregation unanimously adopted a new Inclusion Statement at our annual meeting and we started singing new songs from our pretty new hymnals (remember those?). In February, Summit was officially awarded a Transformational Grant by the Seattle Presbytery. With the help of our new Director of Community Development Deanna Gemmer, we launched new groups to begin dialogue around social justice and spiritual development. Meanwhile, I was appointed to the Kitsap County Council for Human Rights and had begun making new community connections.



And then, Covid-19 knocked everything sideways. I cannot begin to describe the devastation in every fiber of my being when we cancelled in-person worship March 15. But that week as the NBA, NCAA, and even Disneyland shut down, we knew we had to close our doors - for the time being - as well. And then we prayed, we wept, we dug deep. We lit our candles, opened Scripture, and found Jesus meeting us every step of the way. I am so grateful for our staff, our elders and deacons, and Seattle Presbytery colleagues, and for all of you. Together we have grieved, laughed, prayed, fretted, and, ultimately, *figured things out*.

One of our key goals for 2020 at Summit – what we had long prayed for, staffed, and even budgeted for – was this big notion of transformation. Little did we know how much God would change us this year.



Juneteenth Vigil

We ALL learned new tech skills, we met new people in virtual coffee hour, and every day we re-imagined new ways of being and doing church. There was absolutely no “same old, same old” this year. We had to shift gears and you all showed up for it. You kept giving faithfully, checking in on one another regularly, and sharing kindness with neighbors and strangers. You brought food for our Little Neighborhood Pantry, knowing the needs were greater than ever. You showed up for hard conversations on race, homelessness, and white privilege. Some of you joined me for Juneteenth marches and vigils with Kitsap ERACE. You even survived (and from all reports appreciated) a sermon series on the book of Job!

Our trust in God has grown and our faith deepened because of the collective struggle we have endured. The truth of our benediction continues to speak hope and purpose to us all: wherever we go, God is sending us. May we go with grace and kindness and in the name of Jesus.

Office Manager and Communications Coordinator Woody Bernas

In one of our family photo albums there is a picture of me at about three years old. I was on the telephone with my grandmother, who had me giggling like she always did. The telephone was one of those classic, heavy, Bakelite “Joan Crawford” telephones with, of course, rotary dialing. I think of that photo now and then as I’m working with some astonishing digital tech tools that do amazing, miraculous things (if you know how to use them, that is!) that none of us from the rotary dial age would ever have dreamed of.

When I started as the office manager I remember thinking “Wow, this is a lot of tech stuff, I hope I can keep up.” Little did I know there would be more – much more!

We were all thrown into the deep end of the tech pool as we realized that, in the world of COVID, technology would be our lifeline. It has indeed been a challenge to discover how to go from being the People of God to being the *Virtual* People of God! I’m here to tell you just how proud I am to be part of a church and a staff that immediately rose to the challenge with energy, creativity, imagination, skill and a passion to continue the ministry of our church *no matter what!*

As I look back I see how God provided for us with an incredible group of people which, it seemed, had all the right talents and abilities to transition right away into digital ministry. Deanna and Darin Gemmer are really savvy with tech tools and were kind enough to teach me what I needed to know; Susie’s personality and preaching style are as compelling on video as they are in person; Gary has quite the talent for weaving together some amazing music from individual strands of material recorded by folks who were never in the same room at the same time; and I’m happy that I have been able to translate some old-fashioned organist skills into providing other instrumental sounds from our lovely Steinway and our electronic keyboard (I love that acoustic guitar!). And you should ALL be proud of your Zoom skills!

As a result, we have offered some truly excellent worship services that have even broadened our reach beyond the walls of our own sanctuary.

Indeed, the skills and abilities are wonderful, but the real blessing has been to realize that the folks here at Summit, all of us, have a faith in God and a love for each other that are strong enough not only to weather this storm but to flourish in spite of it!

Who shall separate us from the love of Christ? Shall trouble or hardship or persecution or famine or nakedness or danger or the sword? . . . No, in all these things we are more than conquerors through him who loved us. – Romans 8:35, 37.



Community Development and Engagement Director Deanna Gemmer

Well, what to even say about 2020? It is a year many of us would like to forget – a year of fear and loneliness, of cancelled plans and postponed trips, of hobbies we can no longer participate in, of monotony and discouragement. But I hope alongside all these challenges, you have also been able to find the good. Like we explored together with our spring “Manna Blog” and our summer series “Moments of Grace,” God’s provision and care can be found if we are able to pause and to look. For my family, those graces looked like extra time together, new family shows that brought us laughter, a slower pace of life, and lots of time outside.



Gemmer family communion

I feel similarly about the year when it comes to life together at Summit. It was so hard not to be together each week, to miss our friends and our worship life, to know our building once full of community activity, sat empty most days. And yet, we have mustered our way forward learning new technologies and ways to stay connected. We worship from our couches and have awesome conversations over Zoom. We got to know each other this summer with outdoor gatherings, and continued to support our ministry partners and the neighbor-feeding efforts of our garden and Little Pantry. God has been present and we have persevered. That is to be celebrated.

When it comes to my work at Summit, my personal work style is very much goal-oriented. I love a good check-list and goal worksheet, especially as I cross off tasks with triumphant flourishes 😊. So I took much joy, that in spite of such a hard year, my December 2020 Session report included the following list of accomplishments in our journey to Cross the River:

- We transitioned to fully online worship and other gatherings. I have been so impressed at the way the Summit congregation has rallied to learn this new technology, sometimes even safely visiting each other’s homes to get tech set up and offer tutorials. And people have tuned in to our worship and our Zoom gatherings from all over the world!
- With Woody’s help we have begun sending out a weekly e-news, in many ways replacing a Church Bulletin to keep our congregation informed of the opportunities in our church and our community.
- Many of you have offered stories, music, and greetings of peace and love and our worship services have become so rich with a variety of voices.
- Our Sunday School classes, Social Justice book club, and Sunday preaching have tackled some really hard topics this year – growing and stretching our understanding of issues like systemic poverty and institutional racism and challenging the roles we play in upholding these unjust systems.

- We have gathered materials and have begun preparing a new space to welcome our children into an awesome environment just for them, using the Godly Play teaching method and curriculum.
- We have learned to love some new songs.
- We adopted an inclusion statement by unanimous vote.

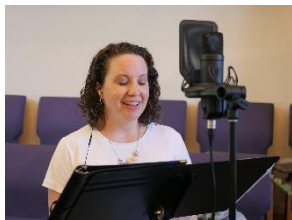


Labyrinth walk at Lillian & James Walker Park

But I am also learning that as a Director of Community Engagement and Development, there is much work I do that can't easily be categorized or "check-boxed." A mentor told me recently, that it is like building a house – there is so much unseen work of preparing the property and foundation, that it feels like months go by with little to show. And once those walls are up, there is still much "unseen" work before the house starts feeling like it might be inhabitable, let alone become a home. This metaphor has been helpful to me as I have spent many hours this year doing such work. It looks like a lot of reading, listening, and studying. Like talking with ministry colleagues about culture, change, and the Gospel. Like sitting with community members asking deep questions of faith and church. Like joining a coalition of anti-racism neighbors and learning what community organizing is all about. Praying and visioning with Susie and Session. Observing and asking good questions. Building relationships and inviting people into new spaces. This is holy work too – thank you for your ongoing support for me doing it.

At the heart of it all – seen and unseen – is my deep belief in a good God doing good work in our world, in our neighborhoods, and in our homes. I am grateful that God invites us to partnership in this good work, and I am grateful to be doing it with you.

What is ahead for 2021? Let's go find out together!



In gratitude and humility,

Deanna

P.S. – In case you haven't heard, I officially became an Inquirer towards ordination with the Presbyterian Church this summer. This fall I worked with a vocational coach and spent some time away on a personal retreat – asking God for clarity as to this call. Currently I am filling a few holes in my education (including Hebrew, Reformed worship, and Presbyterian Polity), preparing for exams, and exploring the requirements for Clinical Pastoral Education. I am grateful for the support of the Summit Session as I continue this journey, and am grateful for any prayers you might send up on my behalf.

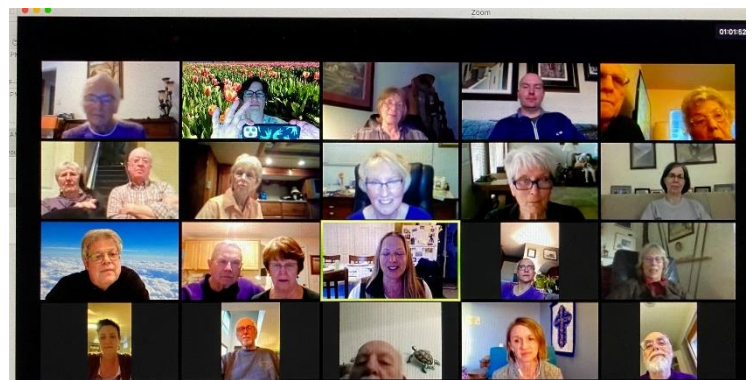
Team Reports

Worship-Loving God

Team Members: Gary Dahl (Chair), Rick Walker, Susie Beil, Sharon Peterson, Rick Chapman, Tineke Dahl, Deanna Gemmer



To state the obvious, this year has been like nothing I could have even imagined. I remember how 2020 started. We had already begun our “crossing the river” journey, and were planning the next steps. In preparation as new chair of the Worship Committee, I had mapped out a plan for the year ahead. Thanks to Bethany Nupen’s well-organized materials from last year, this was fairly easy. But the months that followed didn’t even slightly resemble that plan. Our last choir rehearsal was on March 11, and then everything changed. Every worship service was a new adventure, whether on Facebook, Zoom or YouTube; whether live or pre-recorded. We organized a Covid Response Team, planned outdoor worship services, and developed safe ways to allow worshipers in the sanctuary. With group singing off the table, much of my time was spent recording people individually and doing the rest with software. Before 2020, I knew nothing about most of the technology-based tools that I now use every day. I have been so proud of Susie, Deanna and Woody, who have put an incredible amount of energy and creativity into the continual quest for the best way to keep our church family connected while still working toward our goals for the future. And I have been humbled by the faithfulness of our congregation in the face of perhaps the biggest challenge of our lives.



Choir Zoom (above) & singers recording (left)

Groups

This Zoom screenshot from Coffee Hour gives you a glimpse into what groups looked like for much of this year – virtual! During the summer months, we had a handful of groups meeting outdoors on patios and porches and it was wonderful to be together in these smaller, safe spaces. A new addition to the groups guide was our Social Justice Bookclub, which read and discussed several challenging books on homelessness and racial justice.



Virtual Coffee Hour

Kids

Team Members: Mary Fischer (Chair), Deanna Gemmer, Kira Kennedy, Betsy Kornelis, Hayleigh Graham



The Kids Team was disappointed to not be able to host our annual VBS Kids Camp this year. They spent the summer months raising funds for and purchasing Godly Play curriculum for the day we can be back together in person. Darin Gemmer taught Sunday Fun on Sunday mornings this fall and winter – for a few weeks masked and in person in the Fellowship Hall, but after increased restrictions in November they started meeting online through Zoom. Kids had a fun day in October baking up zucchini bread with the zillions of zucchini from Pastor Susie’s garden and then delivering it to Summit members who haven’t been able to leave their homes much. For the Christmas Eve service this year, the Kids stole the show with their very excellent reading of the Scripture story.



Outreach

Team Members: Adam Brockus, Meredith Edwards, Ellen Middents, Chris Kornelis, Deanna Gemmer, Sallie Horne. **Garden Team:** Leah Riggs and Tineke Dahl

Our Outreach Team hosted a table at Military Appreciation Day at the Kitsap Pavilion on March 7. Just over a week later, on March 16, Washington State Governor Jay Inslee issued the stay-at-home order. This was our last in-person event of the year, but the Outreach Team continued to work to stock our food pantry which saw a significant increase in use this year. Our Hope Garden beds grew some great vegetables we were able to donate to Bremerton Foodline through the summer, and the Outreach Team kept us all stocking the Little Neighborhood Pantry.



Missions

Members: Ken Davis (Chair), Sue Kela, Ellen Middents, Aggie Schultheis, Jerry Wheeler

Mission Statement: To further our church mission of growing disciples in all generations, the Missions Team plans and leads the congregation in serving others locally, regionally, and internationally.

Highlights for 2020:

1. The primary focus for the missions committee this year has been the Kitsap Immigrant Assistance center. A great deal of our efforts have been providing diapers to "The Eastside Baby Corner." 450 packages have been provided in 2020.
2. In September the missions group again collected school supplies, which Aggie Schultheis delivered to West Hills Stem Academy.
3. Summit Ave volunteers under Sue Kela's direction provided food for the Benedict House feeding during the first two weeks of September.
4. There was no annual Taco Feed to support the Coffee Oasis this year.
5. Because of COVID there was no church Bazaar in December.

Nominating

Team Members Sharon Peterson (Chair), Jerry Wheeler, Mary Fischer, Paul Dufresne, Brian Henderson, Kathi Walker, and Karl Jensen

The Nominating Committee met six times and at the first meeting nominated Karl Jensen to replace Chuck Feth as an Elder and Judy Honsowetz as an deacon to replace John Lemm. Both of these are 18 month terms. In October we announced to Pastor Susie and the Session our four Deacon nominations: Sue Kela, Tom Mccrary, Betsy Kornelis and Peg Powell. We also announced our four Elder nominees: Lisa Barfield, Chris Kornelis, Deanna Gemmer, and Rick Chapman. Plus we are placing Lisa Barfield's name in nomination for a Church Trustee.



On Pentecost, we installed Karl and Judy as new officers with a virtual laying on of hands.

Deacons

Sallie Horne, Moderator

Tineke Dahl

Frances Ikegami

Jerry Dick

Sue Kela

Dennis Kurzrock

Kathy Kuyper

Judy Honsowetz

Audrey Robinson

The Deacons were the frontline care-givers for our congregation this year, checking in on parish members regularly as so many have felt very isolated.



Judy and Ryland lighting Advent candles

Finance Reports*

As we close out 2020 for what has been a challenging year for all of us in these unprecedented times the Finance Committee would like to thank our members and friends for remaining faithful in their giving. Due to your continued support we have been able to close out the year meeting all of the church's obligations and finish with a positive balance in our savings and capital accounts.

Although overall giving was below our projections for 2020, we expended less due to limited use of the building and the reduced expenditures on programs and some ministry and fellowship areas where activities were curtailed during the pandemic. 2021 is shaping up to be a challenging year due to a decrease in pledging numbers compared with last year but we are prayerful that we will see some additional pledges yet to be received during the first few weeks of the year.

Thank You and Blessing
Finance Team

Deacons' Financial Report January 1, 2020 – December 31, 2020

Beginning Balance:	\$ 4.90
Deacon's Offering Deposits	\$ 4,535.00
Total Income	<u>\$ 4,539.90</u>
 Expenditures:	
Bremerton Food Line	\$(1,604.75)
St. Vincent de Paul	\$(1,360.50)
Salvation Army	\$(1,360.50)
 Special Christmas Gifts:	
Kitsap Rescue Mission	\$ (210.00)
 Total Expenditures	 <u>\$(4,535.75)</u>
 Ending Balance	 <u>\$ 4.15</u>

* Detailed financial documents are available to Session, committees, and upon request from office

Memorials Financial Report Gifts and Memorials January 1, 2020 – December 31, 2020

Memorials are gifts given to the church in memory or honor of loved ones toward the mission and ministry of the church. Session authorizes use of Memorials funds for special purchases and occasionally to cover operating expenses when regular giving falls short.

Beginning Balance 1/1/2020	2,865.58
New Memorials Income	24,820.00
Approved Memorials Purchases	8,591.38
Total Memorial Year End Balance	19,094.20

2020 New Memorials

Lois Kroehler	22,500.00
Bernice Olson	220.00
Irene Goodale	1,930.00
Sharon Plowman	170.00
Total:	24,820.00

*We have a list of over twenty memorials given in the last decade. For this Annual Report we are recording only new Memorials for the year. For a detailed report, contact the Finance Team.

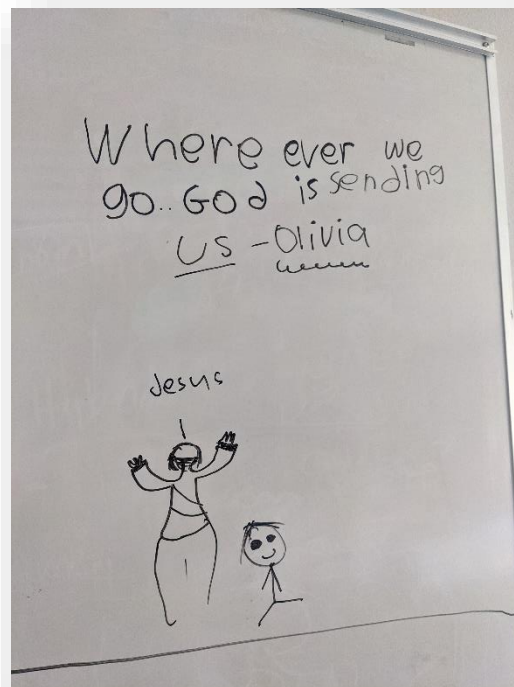
Missions Financial Report January 1, 2020 - December 31, 2020

Special Collections sent to PCUSA Missions:

One Great Hour of Sharing (Easter)	\$ 945.00
Pentecost (May)	\$ 515.00
Peace Offering (October)	\$ 0.00
<u>Christmas Joy (December)</u>	<u>\$ 330.00</u>
Total	\$1,790.00

Other Special Missions Collections

Coffee Oasis	\$ 165.00
Benedict House	\$ 255.00
Kitsap Immigrant Assistance Center (KIAC)	\$ 450.00
<u>Helping Hands</u>	<u>\$ 220.00</u>
Total	\$1,090.00



Capital Projects/Savings Account

Summit Avenue maintains a fund for the purpose of funding capital improvements and emergent requirements as determined by the Session.

Beginning Balance 1/2020	22,292.75
Income	6,352.82
Ending Balance 12/2020	28, 645.57
Capital Project Pledges for 2021	9,250.00

SAPC Foundation Financial Report

Marian Reynolds

Beginning Balance 1/1/2020	103,828.12
YTD earnings	11,815.17
YTD fees	0
YTD withdrawals	2,870.72
Ending Balance 12/31/20	112,772.57

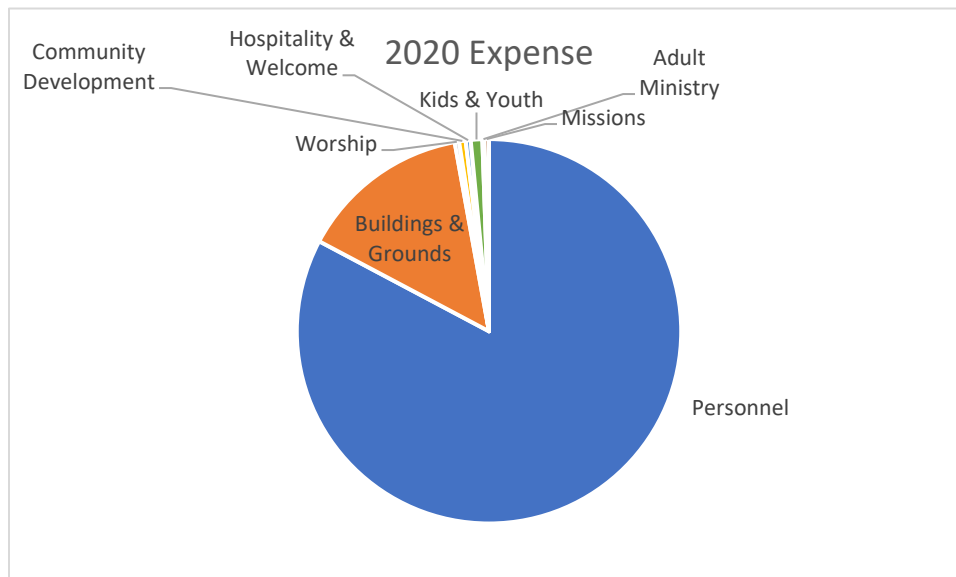
Mission Development Certificates

Beginning Balance 1/1/2020	12,000.00
YTD withdrawals (scholarships)	0
YTD reinvestment	0
Ending Balance 12/31/20	12,000.00

The SAPC Foundation consists of two investment funds used primarily for educational scholarships. Funds above the \$100,000 principal in the Marian Reynolds fund can be used by staff, members, or friends of Summit for continuing education. Mission Development Certificates, originally invested by the Presbyterian Womens Association, are used for scholarships for high school seniors. Both scholarship programs are under the oversight of Summit Trustees.

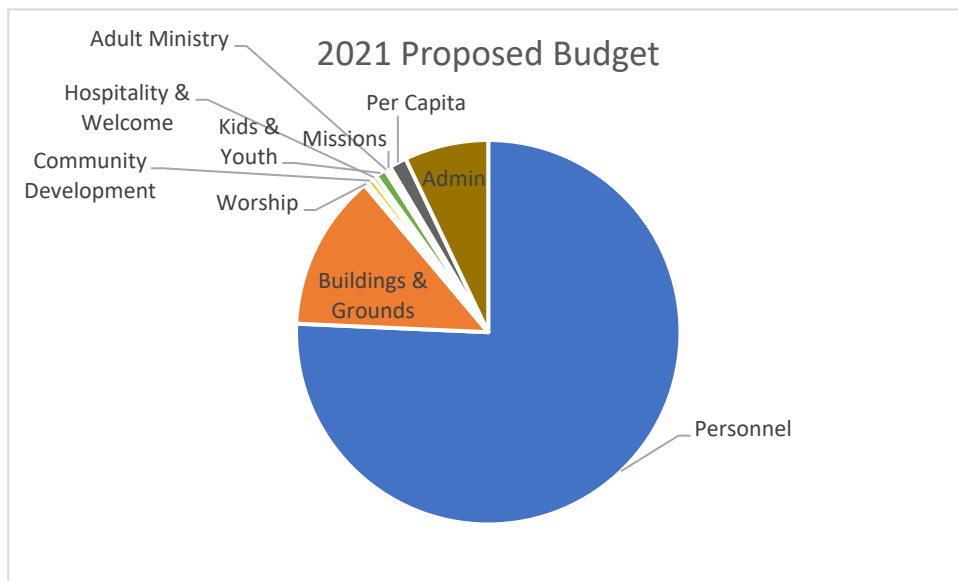
2020 Operations Year End Report

	Income	Expense
Overall Income (pledges, offerings, building use, etc)	305,509.06	
Personnel		210,853.39
Buildings & Grounds		32,043.75
Worship		12,044.16
Hospitality & Welcome		0
Kids & Youth		-2,128.89
Adult Ministries		657.32
Missions GA Support		773.46
Per Capita		2,546.54
Administration		15,248.94
TOTAL	305,509.06	274,167.56
Net Difference	31,341.5	



2021 Proposed Budget

	Income	Expense
Estimated Overall Income (pledges, offerings, building use, etc)	212,690.00	
Presbytery Grant	50,000.00	
Personnel		225,860.00
Buildings & Grounds		39,256.00
Worship		1,000.00
Community Development		1,500.00
Hospitality & Welcome		1,150.00
Kids & Youth		2,650.00
Adult Ministries		500.00
Missions GA Support		1,000.00
Per Capita		4,320.00
Administration		21,090.00
TOTAL	262,690.00	298,326.00
Net Difference	estimated shortfall (35,636.00)	



Pledge Campaigns

As of January 17, 2021:

<u>2021</u>	<u># of pledges</u>	<u>amount pledged</u>	<u>operations budget</u>
Operations	60	\$ 153,140.00	
Special Capital Projects	25	\$ 9,250.00	

<u>2020</u>	<u># of pledges</u>	<u>amount pledged</u>	<u>operations budget</u>
Operations	60	\$ 163,036.00	
Special Capital Projects	19	\$ 8,330.00	
New Hymnals	38	\$ 3,420.00	

<u>2019</u>	<u># of pledges</u>	<u>amount pledged</u>	<u>operations budget</u>
Operations	64	\$ 171,656.00	\$241,087.00
Special Capital Projects	23	\$ 10,880.00	
New Carpet Fund	26	\$ 26,650.00	

Pastor's Terms of Call

Pastor Compensation

Pastor Salary	\$31,360.00
Pastor Housing	\$38,400.00
Board of Pensions	\$25,500.00
Auto/Travel	\$ 1,100.00
Pastor Discretionary	\$ 1,100.00
Study Expenses	\$ 1,100.00
Dental Allowance	\$ 1,000.00
Total Salary Package	\$ 99,560.00

Leave Time

Vacation: 4 weeks

Study Leave: 2 weeks, cumulative to 3 years

