

ANNUAL REPORT 2023

for the year January - December 2023



Summit Avenue Presbyterian Church

Annual Congregational Meeting

January 28, 2024 | 11:30am | Robinson Hall

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Agenda

Declaration of Quorum	(10% of the congregation or 10 members)
Opening Prayer	Pastor Susie Beil
Adoption of Agenda	
Minutes to be Reviewed	
Amendments to the Bylaws	Clerk Bethany Nupen
Elect Nominating Committee for 2024	Elder Mary Fischer
Annual Team Reports	Team Chairs
Community Development Task Force Report	
Deacon Financial Report	Deacon Moderator, Kathi Walker
Review of 2023 Income & Expense Report	Treasurer Lisa Barfield
Employee Retention Credit Program	Treasurer, Lisa Barfield
Present 2024 Budget to the Congregation	Treasurer Lisa Barfield

Meeting of the Corporation & Election of Trustee Class of 2024

Pastor's Terms of Call	Elder Bethany Nupen
On the Road with Jesus in 2024	Pastor Susie Beil
Motion to adjourn	
Closing Prayer	

Minutes: SUMMIT AVE PRESBYTERIAN CHURCH CONGREGATIONAL MEETING

Sunday, December 17, 2023 11:30 am

Meeting called to order by Pastor Susie Beil. A quorum declared.

The Nominating Committee brought the following names for the class of 2026:

Elder: Rick Chapman, Brian Henderson

Deacon: Zoey Peake, Tom McCrary, Peg Powell

M/S/P to approve Rick Chapman and Brian Henderson as Edlers, and Zoey Peake, Tom McCrary, Peg Powell as Deacons.

M/S/P to adjourn

Clerk's Report – Bethany Nupen

MEMBERSHIP STATISTICS

Membership at end of 2022: 102

Members Deceased: 1

New Members: 6

Changed Membership: 15

TOTAL MEMBERSHIP 2023: 92

NEW MEMBERS in 2023

Mercy Casper

Jen Chronister

Chrissy Petoff

Bernard Venter

Karli Woollens

Lyman Woollens

BAPTISMS in 2023

Mercy Casper

Simon Pugh

IN REMEMBRANCE 2023

Members

Betty Fischer July 23, 2023

Friends

Kent Edmonds February 11, 2023

Rev. Ed Kahl August 19, 2023

AMENDMENTS TO THE BYLAWS

The Session brings to the congregation for a vote the following amendments to our bylaws:

1. The congregation or Session may meet by electronic means if all members have reasonable notice of the electronic meeting and the ability to discuss and vote on business items.
2. Change the requirement of 12 Elders to 9. Change the requirement of 12 Deacons to 6.

In addition:

MOTION: To ratify all actions taken in e-meetings from 2000 to the present.

Worship Attendance

Online Attendance

The numbers below reflect two online viewing possibilities:
those viewing the service in real time, and those who view the recorded service at another time.

Average views in real time: - 16

Average views of recorded service: - 45

In Person Attendance

- Average attendance - 54
- Highest attendance - 74

Christian Education Participation

Adult Groups: 110

Youth: 20

Summit Kids Godly Play: 13



Staff Reports

Pastor Susie Beil

Last year I ended my annual report with these words: *I am hopeful that our January 2024 selves will have a great story to tell us about God's faithfulness in 2023.*

Well, here we are in January 2024 and we do have a great story to tell about God's faithfulness in 2023. It might not be the story we imagined a year ago, but it's one we can look back on to see grace and goodness woven throughout. After more than six months without a Worship Director, Beau Pugh stepped into the role and led us in worship with grace, integrity, and beautiful music all year. The Holy Spirit led Deanna to accept a call as Pastor to Hagar's Church at the Washington Corrections Center for Women in Gig Harbor. While we wrestled with some disappointment in not being able to keep Deanna on staff here, we rejoice in her ministry and celebrate the gift of being the church where God called and ordained a new minister in Christ's Body. Meanwhile, the Holy Spirit led us down a road of discovery and call as well to form a nonprofit we've named Summit Outreach Services (SOS). God's mercies are new every morning.



One of my personal highlights of 2023 was to travel to Europe for four weeks last spring. A memorable time with family in Italy, the quiet miles of walking the Camino in Spain, and praying with the Taizé community in France renewed me in mind, body, and spirit. My first Sunday back, I got to baptize two beautiful children of God. Great is God's faithfulness.

Summer highlights include the all-church 4th of July party at Judy's and then serving on a homelessness and housing services grant review committee with Kitsap County in August. At the end of the summer, I was appointed by Mayor Wheeler to serve as a commissioner with the Bremerton Housing Authority. Both the grant review committee and BHA have opened my eyes to the ongoing needs and valuable resources in our community. God's faithfulness appears in a multitude of ways.

God's faithful story continued to unfold throughout the fall as we embarked on our first ever Creation Care sermon series. Then we ended the year with the poignant and beautiful Advent series from A Sanctified Art, wondering together each week "How does a weary world rejoice?" We drew "star words" for the first time this Epiphany, trusting that God will do something new in each of us with these words.

I look forward to how our congregation's 2024 star word, JOY, will call us forward and shape us this year. I am confident that our January 2025 selves will have a great story to tell us about God's faithfulness in 2024. For though we cannot know all the details of the future, we know the One who holds the future. And that is truly good news.

Deanna Gemmer, Director of Community Engagement
Pastor of Hagar's Community Church, a ministry of the Olympia Presbytery
at the Washington Corrections Center for Women in Gig Harbor

As I write this final Summit staff report, I am overcome by a whirlwind of emotions and memories. We have had quite a time together these past four years, haven't we? As I learned and led and challenged and encouraged you, you learned and led and challenged and encouraged me. We truly journeyed together. I will forever be marked by the ways you walked with me, called out gifts in me, and supported me as I journeyed towards ordination. Our stories will forever be intertwined.

I was called in 2019 to help Summit in her efforts to "cross the river" into a new land. On this journey we shared many joys and many challenges, including a worldwide pandemic! Each moment, whether marked by laughter or tears, helped me to grow as a leader, and our congregation to grow as a faith community. Summit Avenue is a different congregation at the end of 2023 than the congregation I met in 2019. There is much to be celebrated.

And yet, if we are honest with one another, we are not yet where we hope to be. When I was hired I learned from Presbytery leadership that true church/congregational transformation takes from 8-10 years. It is an investment in the long-term to stay this course. We may have crossed the river, but our learning to thrive in this new land is taking time. I am praying for continued bold and visionary leadership in this next season.

I truly believe our Kitsap community needs a church like Summit: open, welcoming, curious, kind. I need a church like Summit: a church that puts into practice the call of Jesus to care for the poor, welcome the stranger, and make disciples of all ages. I am rooting for Summit, I am praying for all of you, and I look forward to continued ministry together in whatever form it will take in the coming years.

I want to thank my Summit family for all your support and encouragement as I transitioned into the new role serving as pastor of Hagar's Community Church. Many of you have reached out to ask how things are going, and have told me you're praying for me and cheering me on. What a gift to know I have such a supportive and encouraging home church.



Laying on of hands at my ordination service June 22

Office Manager and Communications Coordinator Woody Bernas

I've been involved with Summit Ave since 2008 when I played an organ recital here at Raleigh McVicker's invitation. I covered for Len Guyt when he took a leave of absence for half a year. Then, I played about once a month along with Len and JoAnn Richardson. Eventually, of course, becoming the weekly accompanist, and more recently, office manager.

As I think of my time here the word that keeps ping-ponging in my head is CHANGE. Boy, have things changed in the 15 or so years I've been hanging around this place! When I first got here, the sanctuary was at least half-full or more every single Sunday; the choir went strong from September to June; the hymn singing was magnificent. And that's just a couple of things -- I don't even know about most of the other stuff that has changed over the years.

It's tempting for me to think of these changes as losses because they were things I was attached to and found satisfying and comforting. It's been painful to say goodbye to them. But if I'm honest, I realize that many of the wonderful hymns that we sang with such gusto reminded us that God is in charge, not us. That God is always up to something, we just don't get to know in advance what that is. That following God's plan isn't always easy and isn't always what we want or like.

Those songs also challenge us to *really* trust God when we're just not sure what's going on or what the outcome will be, or we're tempted to think it's all wrong. Faith challenges us to trust that change is the only way forward, even when it's hard; but that, since God is in charge, everything is going to be just fine.

As I was preparing this report, I ran into evidence that God is using one of Summit's big changes in ways we didn't foresee or plan for, but that goes beyond anything we could have done before -- our online presence.

Streaming to YouTube began out of necessity during the pandemic. Unlike "the good old days," there may be fewer folks in the sanctuary on Sunday mornings, but here's a statistic that took me completely by surprise: we literally reach thousands of people online in one way or another. In 2023 alone, we've had a total of 55,906 people watch one of our videos. Wow! God made something happen that we didn't think of and it's a good thing!

To quote one of those magnificent old hymns, "Did we in *our own* strength confide, our striving would be losing."¹

Let's trust God and forge ahead, friends!



¹ *A Mighty Fortress Is Our God*, text and music by Martin Luther, 1529; trans. Frederick Henry Hedge, 1852

Team Reports

Worship

The Worship Committee usually meets each month on the third Wednesday. The members of the committee for this year were Sharon Peterson (chair), the Rev. Dr. Susie Beil, Beau Pugh, Rick Walker, and Deanna Gemmer.

There are several tasks that were taken care of in 2023. The Tech Booth in the sanctuary was completely upgraded and several new items were installed. Some pews were removed in the sanctuary, and they were replaced with upholstered chairs so it would be easier to accommodate folks who are handicapped in any way.

Some new and unique worship themes were done and it worked out very well. "How Does a Weary World Rejoice?" was very interesting during and after advent. Also during our Lenten and Advent seasons we enjoyed the choir. The music was lovely.

C-Stock used our building during the summer for plays and drama summer camp. They will be doing that again for the summer of 2024. We had several new people serving as Liturgist during the year, which was successful and most folks really enjoyed doing it.



Easter Sunday



Christmas Eve



Summit Choir

Hospitality

Members: Judy Honsowetz, co-chair, Julie Fowler-Wilson, co-chair, Brian Henderson, Nancy Pace



Easter Brunch April 9



4th of July on Benson Lake at the home of Judy Honsowetz



4th of July on Benson Lake at the home of Judy Honsowetz



*Celebration Sunday Potato Potluck
November 19*



Cookie Decorating December 10

Groups

Our Groups ministry continues to thrive and provide spaces of friendship, connection, discipleship, support, and learning. We are so thankful for all our group leaders, who use their gifts and interests to create spaces of growth and belonging here at Summit and in the community.

Thanks to our 2023 group leaders: Kathy Kuyper, Deanna Gemmer, Susie Beil, Mary Fischer, Sandra Bochonok, Darin Gemmer, Woody Bernas, Maxine Warren, Sharon Peterson, Alex Jacobson, Rachel Lewis, and Laura Pugh. And thank you to all of YOU who participated!



Lent Yoga Retreat



Third Friday Suppers



Thursday Night "UnClobber" group at a Flamy Grant show in Seattle

Kids & Youth

Kids Team: Deanna Gemmer, Alex Jacobson, Betsy Kornelis, Mary Fischer, Rachel Lewis

Youth Team: Darin Gemmer, Heather Lukaart, Bethany Nupen, Chris Kornelis

Kids Highlights and Challenges in 2023

- Darin Gemmer and Ben Jacobson spent a day off a in February doing playground repairs.
- Nursery Handbook completed in the spring
- In June we hired Rachel Lewis as Childcare Coordinator
- Summer Lake Day, Park Day and Movie Day
- September 10th Backback Blessings
- Christmas Pageant on December 10
- Throughout the year, some of our key volunteers moved or were no longer able to help, so we struggled to recruit and train new volunteers.
- After three great years as Kids Lead, Alex Jacobson stepped down at the end of August to focus on a new full-time job.
- Rachel Lewis took on new responsibilities with coordinating Godly Play and Nursery volunteers this fall.



*"God Chose to Be a Child"
Christmas Pageant December 10*

Youth Highlights & Challenges in 2023

- Suicide Prevention Workshop on April 22 was a meaningful community event
- Summer outings to Judy H's for Lake Day and Ice Blocking at the Jacobson's farm
- Creation Care project: "Terry the Albatross" made from plastics collected in worship
- Experimental Youth Co-Op with Bremerton UMC, Brownsville UMC, and Summit Ave Pres had some energy in the fall but did not gain the desired momentum.
- Heather Lukaart took on a volunteer admin role which has been very helpful for communicating with parents.



Youth outing to Defy in Silverdale



*"Terry" the Albatross made from plastic collected
in worship*

Missions & Outreach

Members: Ellen Middents, Jerry Wheeler, Susie Beil

The Missions & Outreach Team met several times in 2023 to evaluate priorities and downsize expectations. Our primary focus this year was maintaining the Little Neighborhood Pantry, raising awareness of local organizations, and collecting donations to support those organizations. We added “pulling the wagon” through worship each week to collect donations, which has become a regular and valued part of worship. We also loved showing up at Kitsap PRIDE!



In partnership with the Deacons, we invited representatives from St Vincent de Paul to speak about their ministries in April. In the fall, we welcomed Robin Lund from the Kitsap Rescue Mission to share with our church about their important work.

In November and December we used the wagon to collect household items for Kitsap Immigrant Assistance Center’s annual Holiday Event which serves over 400 immigrant families. We also collected Christmas Angel gifts for two families at Kitsap Rescue Mission.

We also participated in the PCUSA special collections on Easter with the One Great Hour of Sharing and on Christmas Eve with the Christmas Joy offering.



Buildings & Grounds

Members: Beau Pugh, Brian Henderson, Rick Chapman, Rick Walker

Planned work parties were spread throughout the year and we would like to thank all those who came to help. Thanks to Mildred Beralde for volunteering her time weekly to keep the building clean!

Over the summer, we made some important changes to the sanctuary. First, the tech booth was expanded to make room for both equipment and people. Secondly, two rows of pews were removed and purple choir room chairs were put in their place so that we can have more ADA space for wheelchair accessibility. Brian also fixed the sanctuary door.

After years of trouble with our HVAC units in the choir room and fellowship hall, we collected bids on replacing them with more energy efficient systems. Session approved adding a special request to the pledge cards for 2024 to build up the Capital Projects Savings account.



Having fun at the June work party

Deacons

Kathi Walker, Moderator
Betsy Kornelis

Ellen Middents
Peg Powell

Tom McCrary

The Deacons began the year updating parish lists and contacting parishioners by phone, cards or email. We also hosted a Deacons Coffee Hour, a meet and greet session where we presented our service teams:

- Meals on Wheels: for those needing extra care in a time of need.
- Transportation: for those who sometimes need a ride to church.
- In Home Visitations/At home Communion: for those unable to make it to worship.
- Social Activities: times of gathering for fun and fellowship.
- Deacons Fund: We currently support 3 local charities: the Bremerton Food Line, St. Vincent de Paul's and Salvation Army.

The Deacons Fund is supported by individual contributions from those attending Summit Avenue, and we plan to have all three organizations come and give a short talk on their ministry so that congregants have a better understanding of what they are supporting. So far St. Vincent's has visited. The Salvation Army is coming later this month and soon after the Bremerton Food Line.

Community Development Task Force

A Community Development Task Force consisting of Elders Judy Honsowetz and Lisa Barfield, church member Chrissy Petoff, community member Kathi Winkler, and Pastor Susie Beil met regularly throughout 2023. They met virtually with consultants Seth and Stephanie Kaper-Dale from the Reformed Church of Highland Park, New Jersey, to learn about and explore developing a nonprofit ministry to serve our community. As a result, the task force submitted the following proposal to Session, which was approved at the January 9, 2024, meeting.

Summit Outreach Services (SOS)

501c3 nonprofit in partnership with Summit Avenue Presbyterian Church (SAPC)

Mission Statement:

The Mission of Summit Outreach Services is to facilitate opportunities for safe, affordable housing, supportive services, and meaningful connections to low income individuals and families in Kitsap County.

Vision:

The Vision of Summit Outreach Services (SOS), in partnership with our community, is a future where everyone in Kitsap County has access to safe, affordable housing, healthy food, and support services as a basic human right and that people are treated with dignity and respect as part of a connected community.

Board Members:

At least 50% of SOS Board shall be members of Summit Avenue Presbyterian Church, Bremerton. The goal is to build a Board with diversity of church and community members as well as a diversity of culture and language and socioeconomic backgrounds.

2024 Board Members:

President: Susie Beil

Vice President: Judy Honsowetz

Secretary: Lisa Barfield

Treasurer: Kathryn Winkler

Relationship with Summit Avenue Presbyterian Church:

SOS desires to enter into a partnership with SAPC and act as the Community Ministry arm of the church, but as a separate non-profit agency. As a nonprofit agency, SOS would be able to raise funding through local fundraising efforts as well as community, state, and federal grant programs. The SOS Board would have authority to make decisions and take action regarding community engagement goals, staffing and events. This frees SAPC from the financial and decision-making burdens of this work while still blessing and partnering with SOS.

Finance

The Finance Team consisted of Treasurer and Chair Lisa Barfield, Assistant Treasurer Barbara Stark, plus Karl Jensen, Christie Deming, and Chuck Feth.

Throughout the year, the Finance Team reviews the monthly financial reports of the church and monitors the income and expenses to ensure that we are faithfully using the monetary gifts that have been given to accomplish the work of the church.

The Finance Team participated in the Stewardship drive and conducted follow-up to ensure that everyone had an opportunity to complete a pledge as we move forward into 2024. The Team crafts a budget based upon many factors and makes adjustments to committee and team requests to formulate a budget proposal for the upcoming year.

Finance Team

Finance Reports²

Deacons' Financial Report January 1, 2023 – December 31, 2023

The Deacon's Fund is funded by contributions that are designated for that purpose. These funds are distributed to three service agencies in our community. 35% is given to the Bremerton Food Line. 30% is given to St. Vincent de Paul. 30% is given to Salvation Army. The remainder is accumulated during the year and given in one lump sum to an agency selected by the Board of Deacons. This year the Kitsap Immigration Assistance Center was the recipient. In addition, the Board manages a fund known as the Deacons Discretionary Fund. It is a fund of \$500 that can be used for emergency needs of people in our community when they are covered by other resources of the community.

In 2023, we made the following donations.

Bremerton Food Line	\$600.00
St. Vincent de Paul	\$512.00
Salvation Army	\$512.00
Kitsap Immigration Assistance Center	\$ 99.42

Respectfully submitted,
Peg Powell, Deacon Treasurer.

Memorials Financial Report Gifts and Memorials January 1, 2023 – December 31, 2023

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 January 2023	\$12,549
Approved transfers by session	\$569
2023 New Gifts to Memorials	\$920
Ending balance December 2023	\$12,900

Gifts were given in memory or honor of:
Nancy McVicker, Kent Edmonds, Adam Brockus
For a detailed report, contact the Finance Team.

² Detailed financial documents are available to Session, committees, and upon request from office

Missions Financial Report January 1, 2023 – December 31, 2023

Special Collections sent to PCUSA Missions:

One Great Hour of Sharing (Easter)	\$1,000
Christmas Joy (December)	\$20
Presbyterian Disaster Relief	\$50
Total	\$1,070

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 1/1/2023	\$31,696
Income	\$220
Approved expenses by session	\$7,941
Includes Playground repairs, sound booth upgrades, new sound system	
Ending Balance 12/31/2023	\$23,975

SAPC Foundation Financial Report

Marian Reynolds

Beginning Balance	\$94,796
Market Fluctuations	\$10,646
Ending Balance 12/31/23	\$105,442

Mission Development Certificates

2023 Beginning balance	\$10,914
Scholarships approved by Trustees	\$2,000
2023 Ending balance	\$8,914

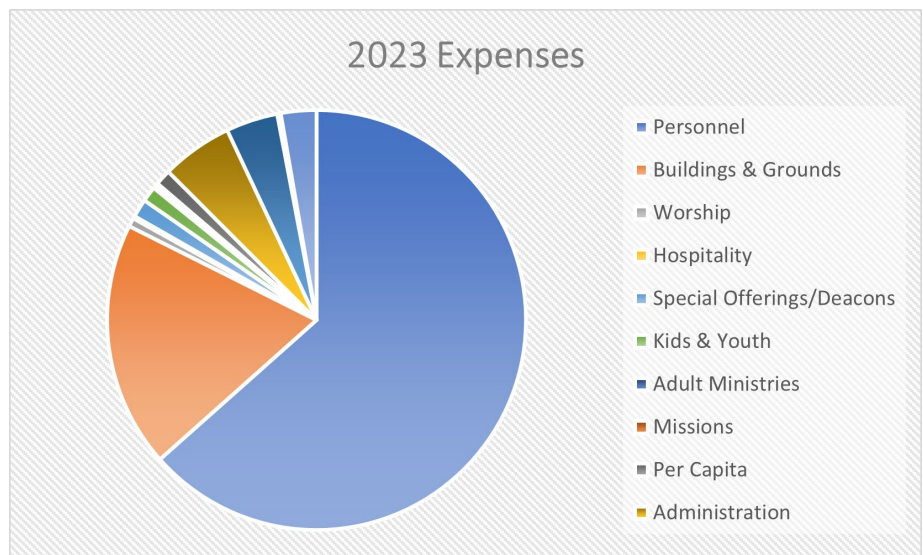
The SAPC Foundation consists of two investment funds used primarily for educational scholarships. Funds above the \$100,000 principal in the Marian Reynolds fund can be used by staff, members, or friends of Summit for continuing education. Mission Development Certificates, originally invested by the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

2023 Operations Year End Report

	Income	Expense
Overall Income (pledges, offerings, building use,	225,873	
Personnel		152,874
Buildings & Grounds		45,595
Worship		1,614
Hospitality & Welcome		473
Special Offerings/Deacons		3,390
Kids & Youth		2,845
Adult Ministries		587
Missions		482
Per Capita		2920
Administration		13,248
Community Engagement/ Outreach		9,654
Gifts/Recognition		650
Bookkeeper		6,600
Bookkeeping software		1,352
TOTAL	225,873	242,284
Net Difference		-16,411

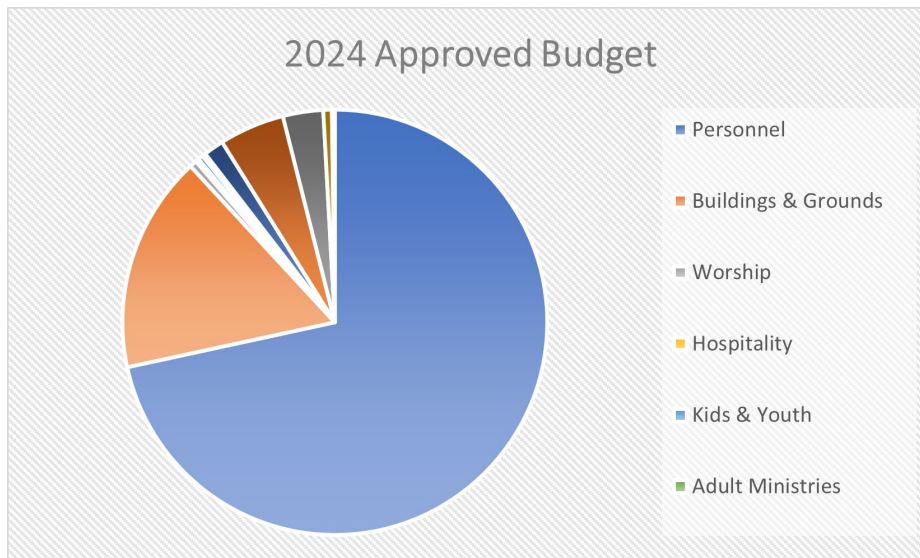
Community Development Ministry

Income 48,690
 Expenses 41,190
 Balance remaining 7,500



2024 Budget approved by Session

	Income	Expense
Estimated Overall Income (pledges, offerings, building use, etc)	203,300	
Personnel		163,584
Buildings & Grounds		37,700
Worship		1,230
Hospitality & Welcome		600
Kids & Youth		875
Adult Ministries		600
Per Capita		3,500
Administration		11,350
Bookkeeper		7,000
Bookkeeping software		1,500
Community Engagement/Outreach		500
TOTAL	203,300	228,439
Net Difference	estimated shortfall	-25,139



Pledge Campaigns

As of January 15, 2024 and recorded in REALM:

<u>2024</u>	<u># of pledges</u>	<u>amount pledged</u>
Operations	40	\$147,280
Special Capital Projects	17	\$11,700
Per Capita	30	\$1,620

<u>2023</u>	<u>#of pledges</u>	<u>amount pledged</u>
Operations	47	\$155,850
Community Development	33	\$58,559

<u>2022</u>	<u># of pledges</u>	<u>amount pledged</u>
Operations	53	\$152,525
Special Capital Projects	15	\$6,105

Pastor's Terms of Call 2024

Pastor Compensation

Pastor Salary	31,154.00
Pastor Housing	40,000.00
Board of Pensions	27,750.00
Auto/Travel	1,100.00
Pastor Discretionary	1,100.00
Study Expenses	1,100.00

Total Salary Package **102,204.00**

Leave Time

Vacation: 4 weeks

Study Leave: 2 weeks, cumulative to 3 years

Sick Leave

10 working days of sick leave each calendar year, to be used in case of illness

Sabbatical 2024

Pastor Susie is in her 12th year at Summit and will be taking her first sabbatical this year. As such, the Session approved the following:

- Paid sabbatical leave July 1, 2024 - October 20, 2024
- \$6,000 from Employee Retention Credit Funds for Susie

Sabbatical policy of Seattle Presbytery

In faithfulness to an understanding of life lived congruent with scripture, Sabbatical Leave is recommended for all full time Teaching Elders (pastors) who serve churches in Seattle Presbytery and have been in their current positions for six (6) consecutive years. The recommended length of the Sabbatical Leave is three (3) months. Accrued vacation time and study leave may be attached to the Sabbatical Leave. It is further recommended that Sabbatical Leave be built into the Presbytery's call process.

*Seattle Presbytery provides congregations with up to \$6,000 for pastoral support during sabbatical leaves.