



GILROY  
PRESBYTERIAN  
CHURCH

2019 Report



*And God will  
generously provide  
all you need.  
Then you will  
always have everything  
you need  
and plenty left over  
to share  
with others.*

*2 Corinthians 9:8 NIV*

# GENEROUS PROVISION

January 24, 2019

In 2018, Gilroy Presbyterian Church saw God's generous provision! Thank you so much for your support this year! It's only with your generosity that our church was able to accomplish some truly great things in the name of our Lord.

Thanks to all of you, in 2018, thousands of people in our community and beyond, received the opportunity to hear the gospel of Jesus Christ! Our congregation helped to feed, clothe, and house many through local and international ministries and missions. Through our Kids and Youth ministries, hundreds of kids and teens were taught, trained and helped each other to realize the promise of hope that God has for each one of them. Adults engaged God through study and spent countless hours in service to our congregation and community.

All of this makes me incredibly excited for 2019! Coming in the next few months, we'll introduce several new sermon series, *When in Doubt...* (about doubting God), *Name Above All Names* (about the different names of Jesus), the *Miracles of Jesus* (covering several of Christ's miracles), and *Scandalous Love – The Story of Hosea* (a study of the book of Hosea) just to name a few.

Speaking of excitement, our Kids Ministry is already planning for an exciting Day Camp this summer and our Youth have an incredible mission trip to Mexico in the works (expect to hear more about this trip soon)!

One last exciting announcement is the launch of our brand-new website ([www.gilroypres.org](http://www.gilroypres.org))! Many months and hours in the making, our new website now shows dates and times of **Events**, allows for **Registrations** for events, **easy access for connecting** with staff members and ministries. Lastly, our new website now allows for **digital giving and payment of any registration fees!**

Even as God has already provided so much for 2018, we still have challenges for 2019. Please be in prayer with me that we remain faithful to our Faith-Pledge goal of \$517,000 in tithes and offerings. With this provision from God, we hope to continue God's witness to our congregation and community through great programs, solid Bible teaching and intimate fellowship. Lastly, we continue to look forward to building a trustworthy reputation for our church in the community of Gilroy and beyond.

As we look forward to 2019, please commit to being in prayer with me, that we continue to be a light in the darkness, a God loving, community serving church, extending the incredible richness of the grace of Jesus Christ bestowed upon us to others in every way possible.

With the love of God,



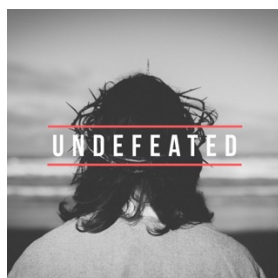
Trevor Van Laar

## GPC Session Members

Phil Buchanan	Janet Espinosa	Joe Green
Char Marrazzo	Chuck Moresco	Jess Rodriguez
Gene Sakahara	Sherri Stuart	Melinda Waller
	Tim Whitman	

## PLENTY LEFT OVER TO SHARE

In 2018, your tithes and offerings supported a vibrant and active Sunday morning. God was present in our sanctuary as over 52 Sunday mornings, we learned **20 new worship songs**, studied more than **8 unique bible-based sermon series** and enjoyed several **Choir performances**.



### Kids Ministry

Not to be outdone by the adults, Kids Ministry spent the last year solidifying the following truth: **We can trust Jesus**. With 20-22 students each week, the kids learned the following themes: Commitment, Kindness, Peace, Patience, Honesty, Confidence, Wisdom, Initiative, Contentment, Cooperation, and Compassion. Additionally, the Kids collected over **400 pairs of socks** for the Compassion Center and pooled over **\$400 from their tithes and offerings** (doing chores, jobs around the neighborhood, birthday money, etc.) **to buy a sewing machine** for someone in need in a third world country!

Additionally, **Day Camp 2018: Beyond Our Galaxy** was a large success with **109 campers** seen over the course of two weeks. **Several campers were new** and we recognized more than a few of them **from our previous Fall Festival and Exploratorium events**. We had **33 staff members in total**: 17 junior-high-aged CILTs (Counselors in Leadership Training), 11 high school and college-aged Counselors, 4 high school and college-aged Assistant Directors, and 1 Photographer. What an awesome way to change lives!



Our Kids Ministry also offered four **Parents' Night Out** programs this fall/winter that were free to the public. While the program was geared towards PreK-5<sup>th</sup> grade students, many 6<sup>th</sup> grade parents asked if their children could come as well. **We took this as an opportunity to disciple** the younger junior high students and help cultivate their leadership skills. This program saw up to 30 elementary-aged students, 4 junior high students, and 5 high school volunteers.

**Tuesday Morning Drop off** met four times between July 10<sup>th</sup> and August 7<sup>th</sup>. This program charged \$5/kid for programming from 9-12 on Tuesday mornings. The program averaged 13 kids per week, though August 7<sup>th</sup> saw nearly 30 kids. Most **kids who attended were campers at Day Camp and not members of GPC**. During TMD Kayt led a Bible story and the high school volunteers led kids in various activities such as games, arts and crafts, board games, blanket forts in the sanctuary, hide-and-go-sleep, and so much more.



**Kids for Christ** continues to be a fantastic time for fun, food, and learning about Christ. This Fall **we saw a record of 46 PreK-5<sup>th</sup> grade kids**. Following the same curriculum as Sunday School, we do different and adapted activities for even more fun! During KFC, all the age groups are fed together and then split into different age groups for their own programming. **Each age group gets their own outdoor/indoor game time, Bible Lesson, and small group activities**. This program is **impossible without our 10 high school volunteers and small group leaders** each week. **Many of our kids and volunteers are not regular attenders of GPC!**





The 2018 Fall Festival proved to be another great success bringing in people from all over Gilroy to our campus. This was a *free event to the public*. We estimate that *we served around 900-1000 people*. This year we had three different food truck vendors, the Gilroy High School FFA providing an educational and interactive petting zoo, a dedicated parking team, face painting, a pumpkin patch, sweet

treats, and our Trunk or Treat made up of members from our congregation! *We utilized about 10-15 high school volunteers from the local high schools and Boy Scout Troop 711*. We also had *many volunteers from the congregation* who floated around and helped wherever there was a need. *Thank you!*

We estimate that *we had about 300-400 people here for our Exploratorium*. This program, like the Fall Festival, was free to the public. This event is entirely reliant on the supply donations from our congregation. *Hundreds of dollars' worth of supplies were donated* and provided to make this program a success. We had over *40 volunteers from our congregation* who cooked food, ran stations, floated between stations replenishing supplies, parking, and greeting those who came up to the welcome/info table. Thank you for all of the supplies, and service that the congregation has provided!

Lastly, we celebrated the *first Christmas pageant in years*. We had *30 kids and junior high narrators participate* in our pageant. Many thanks to the wonderful volunteers who put together the wonderful pageant you saw during church on December 16th!





## Youth Ministry

This year **at JAM** (junior high youth group) our **volunteers have shown more commitment than ever before**, and students are building relationships that will only continue to grow. On average, **20-25 junior high students come each week to play games, hear a message, and have small group conversation**. Topics we focused on in 2018 were our identity in Christ, peer pressure, social media, and loving our neighbors.

**Amplify**, our high school program (which meets on Sunday evenings), **continues to benefit from relationships forming and growing!** The **students** have created a warm and friendly atmosphere, and **continue to be challenged** with new topics and activities.

Our Sunday morning youth program, **EDGE**, **is seeing incredible growth!** Now, **more than ever, our students are showing interest and commitment to attend worship, with or without their parents**, and enjoy our time together in Sunday School. This group has averaged over **20 junior high and high school students** and that's in addition to those who have **taken on leadership roles in the Kid's program**.

In April of 2018, **12 people went to Tecate, Mexico to dream and plan** for a larger mission **trip in 2019!** By spending time studying the Tecate's needs and hopes, **we learned how we could best help them**. 2019's trip includes **two projects, with an orphanage and a youth center**. The goal this year is to take **24 students and adults** from GPC!



The **Student Leadership Team (SLT)**, recently expanded to 8 students, representing both our junior high and high school programs **with a goal to continue building student leaders within the church and our community**. After sharing a few meals, working through some devotions and brainstorming, our SLT decided to pursue partnerships with several local elementary schools. **Through those acts of service, we donated supplies and began building relationships with leaders in GUSD**.



## Bible Studies

While we have several Bible study groups, we wanted to highlight our *Joy Bible Study!* This group of faithful women have been meeting for years to fellowship and study the Bible. But that's not all that they are doing! This year, *they donated \$200 to the Compassion Center (towels & socks), \$200 to Operation Freedom Paws, \$40 for Snacks for Day Camp, and \$300 to the Paradise Fire fund!*

## Missions

Locally, several of our members *help distribute food supplies* on Tuesdays at St. Joseph's Family Center. Some weeks, *more than 100 families receive food assistance.* Monthly, our church helps to *serve meals at the Lord's Table to 75+ homeless individuals and families.*

At the Ochoa Winter Center, our church *helped to care for 100+ homeless children and parents* with movie nights, arts and crafts activities. Thanks to your generosity, our Church continues to *provide aid for a locally homeless family (5 children and a single mom).*



Because of your generosity, *a \$1,000 gift* was given to the Compassion Center which *helped to feed and care for 28 homeless men and women* for a month.

Internationally, *we supported Autumn Buzzel, a missionary-teacher* at the City of Refuge, a school and home *in Ghana* for

100+ children. *In Cameroon, refugees and war-traumatized children and families were fed, sheltered and given medical care* with mission funds. Additionally, in a trip to the *Honduras, Janet Espinosa and several others*, bought supplies and *helped to build a water system* that is serving several hundred villagers along with several other projects.

Lastly, in May, our church was again *a host site for World Vision's 6k Walk for Water*, which had *over 100 participants and* raised *enough money for 130 children to gain* access to *lasting clean water.*

## Deacons

This year, our Deacons were as busy as ever! Just look at these stats:

- Deacons *provided for our Fellowship* on 50 Sundays *with delicious and healthy snacks*, helping us spend time in conversation and laughter!
- Deacons *provided* approximately *30 meals to* people in our congregation who were *needy, ill or those recovering from surgery*
- Deacons hosted 2 large events- the *all church BBQ, and Souper Sunday!*
- Deacons coordinated and served at *2 memorial services* and receptions
- Deacons *provided and served* 3 Saturday *meals for Compassion Center, averaging 75 people each meal*
- Deacons prepared the communion elements for *12 Sundays*, and *took communion to those that were unable to attend church*
- Deacons *provided* numerous *rides* for those in need of transportation

Deacons also *volunteered at the Lord's Table, including Thanksgiving Day!*

Deacons also *sent numerous congratulatory, sympathy and get-well cards* to church families and friends.

Deacons also called and visited with those who were sick, in the hospital or were homebound.



*2018 was truly a blessed year!  
We are looking forward to an even more of  
God's generous provision in 2019!*

**GILROY PRESBYTERIAN CHURCH**  
**Congregational Meeting Agenda**  
**January 27, 2019 11:00am @ GPC Sanctuary**

**Session Members:**

Phil Buchanan, Janet Espinosa, Joe Green, Char Marrazzo, Chuck Moresco, Jess Rodriguez, Gene Sakahara, Sherri Stuart, Melinda Waller, Tim Whitman, Trevor Van Laar (Moderator)

**Excused/Absent:**

Guests: Congregation

**Agenda** (*Book of Order, G-1.0503 Business Proper to Congregational Meetings*)

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**Call to Order and Prayer:** Pastor, Trevor Van Laar

**Nomination of Deacons:** (*G-2.02 DEACONS: THE MINISTRY OF COMPASSION AND SERVICE*)

*Celebration and Thanks for Deacons whose term is ending:*

Maelynn Craig, Carol Moreland

*Nomination of new Deacons: (G-2.0401 Election of Ruling Elders and Deacons)*

Nancy Coates, Chris Okoronkwo, Darcy Rodriguez

**Nomination of Elders:** (*G-2.03 RULING ELDERS: THE MINISTRY OF DISCERNMENT AND GOVERNANCE*)

*Celebration and Thanks for Elders whose term is ending:*

Randy Elder, Sherri Stuart, Char Marrazzo, Gene Sakahara, Phil Buchanan

*Nomination of new Elders: (G-2.0401 Election of Ruling Elders and Deacons)*

Tricia Herz, Karl Kissa, Cathy Silva

**Nomination of Nominating Committee member:** (*G-2.0401 Ruling elders and deacons shall be nominated by a committee elected by the congregation, drawn from and representative of its membership*)

*Nomination of new Nominating Committee member:*

John Hunsperger

**Presentation of 2019 Budget:**

Treasurer, Phil Buchanan & Finance Team – (Finance Team: Phil B., Gary G., Ben C., Trevor VL)

**Presentation of Pastor's Call and Vote:** (*Book of Order, G-1.0503c Business Proper to Congregational Meetings*)

Personnel Chair, Gene Sakahara & Personnel Team – (Gene S., Melinda W., Erik M., Sally C., Janis C, Trevor VL)

Vote on Pastor's Terms of Call – Personnel Chair, Gene Sakahara

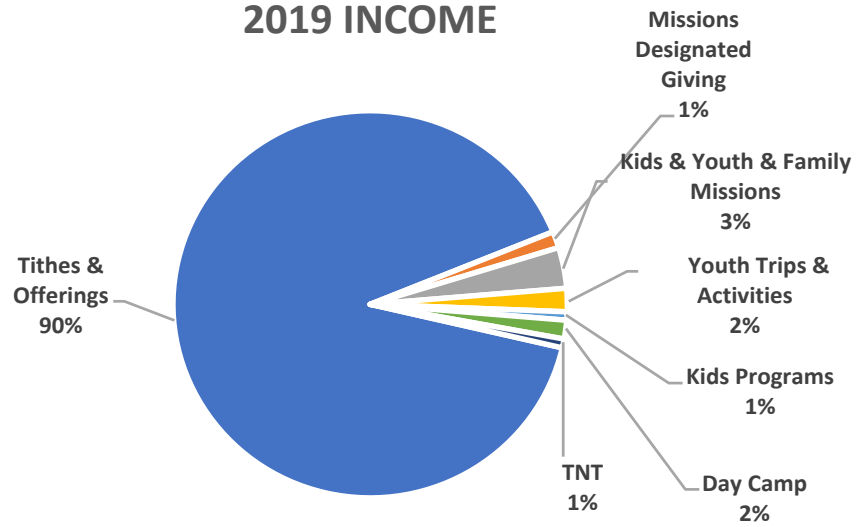
**Adjourn with Prayer:** Pastor, Trevor Van Laar

# 2019 Budget

ACCOUNTS	2018 YTD Actual	2019 Budget
<b>INCOME</b>		
General Fund - Tithes & Offerings	406,788.60	492,328.00
<b>TOTAL INCOME</b>	<b>476,330.58</b>	<b>569,553.00</b>
<b>EXPENSES</b>		
Reserve Expense	0.00	40,000.00
<b>Total Reserve Expense</b>	<b>0.00</b>	<b>40,000.00</b>
General Administration		
<b>Total Administration Expense</b>	<b>58,987.65</b>	<b>46,364.00</b>
Facilities		
<b>Total Facilities Expense</b>	<b>60,274.06</b>	<b>65,700.00</b>
Ministry (programs) Expense		
<b>Total Ministry Expense</b>	<b>44,523.88</b>	<b>33,990.00</b>
Missions		
<b>Total Mission Expense</b>	<b>18,969.48</b>	<b>42,100.00</b>
Personnel Expenses		
<b>Total Personnel Committee Expense</b>	<b>259,110.23</b>	<b>290,180.00</b>
Worship Committee		
<b>Total Worship Committee Expense</b>	<b>62,611.08</b>	<b>51,219.00</b>
<b>Total Expense</b>	<b>504,476.38</b>	<b>569,553.00</b>
<b>Net Income (Loss)</b>	<b>(28,145.80)</b>	<b>0.00</b>

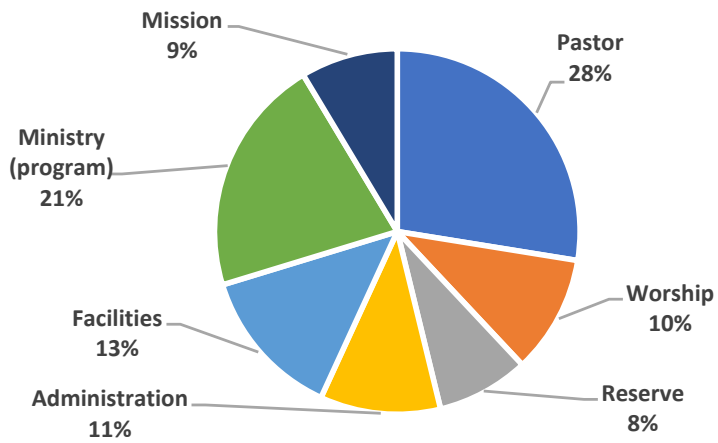
	12/31/18
Cash in Bank	45,666.49
Amount in Restricted Funds	48,348.92

## 2019 INCOME

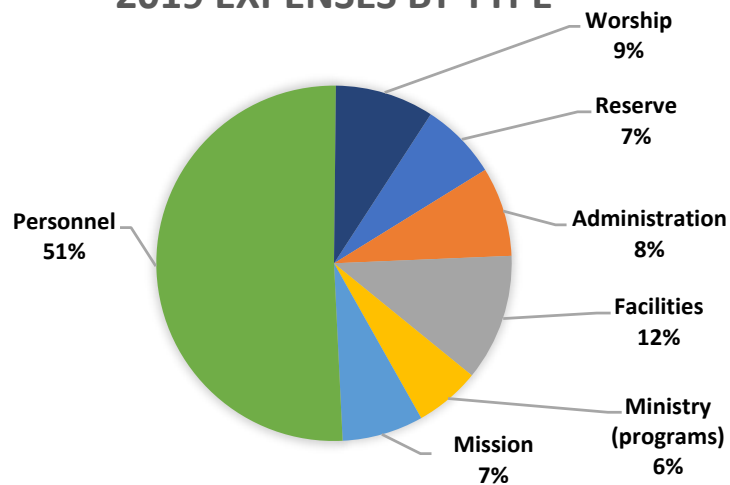


## 2019 EXPENSES BY AREA

(Wages entered in area of use)



## 2019 EXPENSES BY TYPE







# Gilroy Presbyterian Church

Gene Sakahara  
Personnel Committee  
Session

6000 Miller Avenue  
Gilroy, California 95020  
Telephone: (408) 842-3000

## Trevor Van Laar

### Terms of Call

Effective Salary Items	2019	
Salary (note: contingency*)	\$39,000	
Housing Allowance (or fair rental value of manse)	\$50,000	
Utilities Allowance	0	
Tax-Deferred Retirement Savings or Annuity (IRA or 403b )	0	
Social Security Reimbursement above 50% of FICA	0	
Other Non-Accountable Allowances:		
<b>Total Effective Salary</b>	<b>\$89,000</b>	

<b>Total Pension Dues</b>	<b>\$33,820</b>	
(37.5% X Total Effective Salary 2019)		

Note: In 2017, Medical Coverage is 24.5% of effective salary, up to a maximum effective salary of \$124,000. Pension is 11%, Death and Disability is 1% of effective salary up to a maximum effective salary of \$255,000. More info and dues calculator can be found at [www.pensions.org](http://www.pensions.org).

Church Reimbursable Allowances	2019	
Travel	\$1,500	
Study Allowance	\$2,000	
Social Security Reimbursement up to 50% of FICA	\$6,000	
Professional Expense Allowance	\$1,500	
Other Accountable Allowance		
<b>Total Church Reimbursable Allowances</b>	<b>\$11,000</b>	

<b>TOTAL OF EFFECTIVE SALARY+PENSION+ALLOWANCES</b>	<b>\$133,820</b>	
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**\*Salary Contingency based on solvent budget: \$29,000 + \$10,000 increase January, 2019, + \$5,000 increase July 1, 2019 to \$39,000 as determined by Finance Committee.**

**Study Leave:** Two weeks per year

**Vacation:** One month per year (30 calendar days)

**Date of Congregational Approval of Terms of Call:** **January 27, 2019**

**MINIMUM TERMS OF CALL**

**I. Policy Statement**

The Presbytery of San José requires that terms of call for all pastors consist of the following categories: salary and housing, auto allowance, study leave, Board of Pension dues, and vacation. It is the responsibility of each church to make it possible for all ordained staff to find and afford decent and appropriate housing reasonably close to the church. Additionally, the Presbytery requires that each church comply with federal, state and local government tax requirements.

**II. Rationale**

The Presbytery of San José provides this information in order to assist congregations in fulfilling their commitment to adequate compensation of the ministers who serve them.

**III. Responsibilities**

**A. Committee on Ministry (COM) Responsibilities**

1. At the request of any session, personnel committee or pastor, COM shall provide information and/or a representative to be present for salary negotiation.
2. COM shall insure that all arrangements with an incoming pastor are in writing, and are clearly understood by the pastor and the session.
3. COM shall consider a particular church's request for exemption
4. COM shall report to Presbytery the annual figures for HUD income limits (Appendix A, Salary and Housing)

**B. Minister Responsibilities**

1. Ministers shall familiarize themselves with this policy.
2. Ministers shall report annually to Presbytery the approved terms of call

**C. Session Responsibilities**

1. The session shall recommend to the congregation a salary indicative of the professional expertise provided by the pastor.
2. The session may allocate as reimbursable such professional expenses as:
  - a. travel and living expenses for activities associated with performance of duties (e.g., attendance at General Assembly);
  - a. hospitality expenses;
  - b. book allowance;
  - c. professional organizations and publications;
  - d. continuing education expense for ministry-related courses other than those taken during study leave.
2. The session shall explain the components of the terms of call to the congregation.
3. The session may request an exemption of COM when minimum salary requirements cannot be met, stating reasons for request.

<http://www.sanjosepby.org/wp-content/uploads/2019/01/PS-1.PT-6-Minimum-Terms-of-Call-2018.pdf>

## Presbytery of San José

Policy PS-1 (PT-6)

Effective Date: 09/27/2014

### A. Stated Clerk and Executive Presbyter Responsibilities

The Executive Presbyter and/or the Stated Clerk shall maintain records of terms of call for each minister.

### B. Additional Responsibilities/Information

See other Presbytery policies ([www.sanjosepby.org/policies](http://www.sanjosepby.org/policies)) See Board of Pensions ([www.pensions.org](http://www.pensions.org))

## Appendix A

### Components for the Minimum Terms of Call

The minimum Terms of Call consist of the following components:

- **Salary and Housing:** 100% of the median individual income for the county/region within which the particular church is located as calculated from “FY [current year] Income Limits” published by HUD at [www.huduser.org](http://www.huduser.org). See Appendix B below.
- **Effective Salary:** Typically, Salary and Housing. The Board of Pensions may call for inclusion of other compensation as Effective Salary. Refer to The Board of Pensions publication “Understanding Effective Salary.”
- **Board of Pensions:** The yearly designated dues (medical, pension, death and disability) for Member + Family. (If a covered partner has access to qualified healthcare coverage, a waiver may be granted for the eligible family members.) [www.pensions.org](http://www.pensions.org)
- **Auto Allowance**
- **Study Leave:** Minimum requirements are 14 days per calendar year and \$1000 (reimbursed expense); refer to PS-6, *Use of Study Leave*, for additional requirements.
- **Vacation** – One month (30 calendar days)

## Appendix B

### Salary and Housing by County, 2018

Monterey \$58,500

Santa Clara \$93,100

Santa Cruz \$78,200

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<http://www.sanjosepby.org/wp-content/uploads/2019/01/PS-1.PT-6-Minimum-Terms-of-Call-2018.pdf>

*Thank God for this  
gift, his gift.  
No language can  
praise it enough!*

*2 Corinthians 9:15 The Message*