



GILROY
PRESBYTERIAN
CHURCH

2020 Report

“But I will bless those who
put their trust in me.

They are like trees growing
near a stream
and sending out roots to the water.

They are not afraid when hot
weather comes, because their
leaves stay green;

they have no worries
when there is no rain;
they keep on bearing fruit.

Jeremiah 17:7-8 NIV

BLESSINGS ABOUND

January 25, 2020



2019 is now behind us, but what a year it was! Over and over again, I had the privilege of watching God unfolding miracle, after miracle. God continually provided the right volunteers and resources at the right time. My faith was stretched and my faith has grown because of what I have seen God do through our incredible community of believers. I pray that your faith has grown too! It's only with your faithful prayers, continued involvement, and incredible generosity that our church accomplished some truly great things in the name of our Lord Jesus!

First, as I look back at our year together, I am amazed at your generosity towards our Roof Campaign. In just five short months, our church has received over \$117,000 towards the repair. When I think of all who have given so generously, I am simply overwhelmed. I look forward to seeing our congregation fulfill the goal of \$175,000 by the end of 2020.

In another example of generosity, our community, through our congregations' commitments to service at the Lord's Table, St. Joseph's, and the Compassion Center helped to feed, clothe, and house many of our community's most vulnerable. Through our Deacon's consistent care of others, our elderly, shut-ins, and needy received relationships, communion, and tangible proof of the love of Christ.

Through local and international missions, our Kids and Youth ministries visited Mexico, collected socks, and asked our local neighbors to share their food. They learned that God's generosity is available to them wherever they may go! Among many other projects, our adults served in the Honduras, supported a missionary in Ghana, and helped to provide for homeless families at the Ochoa center. Again, God's generosity provided all the resources we needed to share beyond our imaginations.

As I reflect on 2019, I am overwhelmed recalling God's incredible generosity and blessings given to us last year. However, as we enter 2020, my heart begins to pound with excitement at the prospect of what God has planned for us this year! As we look forward to 2020, please commit to being in prayer with me, that our church would be open to following God's call and ready to engage with God's call for us 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 to others in every way possible.

With the love of God,

A handwritten signature in black ink, appearing to read 'Trevor Van Laar', with a long horizontal line extending to the right.

Pastor Trevor Van Laar

GPC Session Members

Janet Espinosa, Joe Green, Tricia Herz,
Karl Kissa, Chuck Moresco, Edwin Njinimbam
Jesse Rodriguez, Cathy Silva, Melinda Waller,
Tim Whitman

BLESSINGS SHARED

In 2019, your tithes and offerings supported a vibrant and active Sunday morning. God was present in our sanctuary as over 52 Sunday mornings, we learned **18 new worship songs**, studied more than **9 unique bible-based sermon series**, worshiped with **5 different guest Worship Leaders**, and enjoyed several **Choir performances**, including introducing our **African Choir** who enriched our worship services in so many new and exciting ways.



Our hearts and our campus were full on Sunday mornings with **over 130 adults**, **over 20 youth**, and **over 20 kids**, worshiping with us each week. Many of you stayed after church to help volunteer on different committees, clean up, and share in fellowship with one another.

Kids Ministry

This year, Kids Ministry focused sparking the fire of curiosity, encouraging kids to ask the hard questions about God, faith, and how **they can live their lives in the way Jesus would want** by making the right choice. With **over 20 kids** each Sunday Morning, the kids learned the following themes: Self- Control, Service, Individuality, Hope, Perseverance, Obedience, Trust, Courage, Honor, Joy, and Powering Up as followers of Christ. Our kids learned from **28 different Sunday School Leaders** made up of the adults and youth of our congregation. What an awesome group of role models for our kids to look up to!



Day Camp 2019: The Jungle Journey was a success with **86 campers** seen over the course of two weeks. As we often see, many of our campers are were new and a number of them being from out of town. Our staff members led the campers through the journey of Jesus' disciples and **how each disciple was Called, Confronted, Committed, Changed, and Commissioned** during their time with him.

We had **42 staff members** in total: 19 junior-high-aged CLTs (Counselors in Leadership Training), 17 high school and college-aged Counselors, 3 high school and college-aged Assistant Directors, and 3 Support Staff. It was an amazing way to **mentor, disciple, and change the lives** of the kids and youth of our community and beyond!



Tuesday Morning Drop Off met four times between July 9th and August 6th. This program met 9 am – 12 pm on Tuesday mornings, encouraging kids to be active, creative, silly, and thoughtful. The program averaged **10 kids per week**. High school and college-aged volunteers led kids in various activities such as, arts and crafts, blanket forts in the Sanctuary, hide-and-go-sleep, Yoga Ball Soccer, and so much more.

Our Kids Ministry also offered **7 Parent's Night Out** programs this during the year. While the program was geared towards PreK – 5th grade kids, many 6th 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 **15 elementary-aged kids, and 5 youth volunteers**.

We ended our year with performing a Christmas Pageant. We had **30 kids and youth** who led our congregation through the original Christmas story. Many thanks to the dedicated volunteers who put together the wonderful pageant you saw during church on December 8th!



Youth

This year at JAM (junior-high youth group) was one to remember! Building off of the continued success of our Kids Ministry, we welcomed one of **our largest sixth-grade classes in recent memory**. They have added to an already vibrant atmosphere, where our students hear a message, enjoy small groups, play fun games and take part

in interactive activities, all centered around fellowship and growing closer to God. On average, JAM hosts **20+ junior-high students per week**. Some topics we focused on in 2019 included navigating healthy relationships with Jesus at the center, finding and understanding our spiritual gifts, how to live with our focus on God, and what it looks like as teens to strengthen our community.

Amplify, our high-school program (which meets on Sunday evenings), continues to form its own identity as a program that has now been running separately from JAM for over three years. This provides a time and space for our high school students to dig a bit deeper into the important topics that shape their everyday lives as young believers. Thanks to a tight-knit group that has **built a strong community**, we've expanded our weekly youth group meetings to having monthly small group gatherings in different students' homes. As this program continues to grow, it will keep taking on more and more the identity of the awesome students that call it their own. **Both JAM and Amplify are able to meet each week thanks to dedicated team of wonderful volunteer leaders.**



Our Sunday morning youth program, EDGE, which takes place during our weekly worship service, has once again seen another year of growth! We are encouraged that so many students are committed to attending church regularly, **with or without their parents!** This group is now averaging **more than 20 students each week**, and their excitement to participate has provided opportunities to learn and experience the Gospel in engaging new ways.



After a successful trip down to Tecate, B.C., Mexico in 2018, we returned in April of 2019, taking a group of **17 students and parents** to serve the **San Juan Bosco Children's Orphanage** and **Studio Del Creador Art Studio**. We worked on a number of projects, including running a free kids camp at the art studio and repairing and improving multiple buildings at the orphanage.

This trip, which **we partnered** with Meadowlark Church in San Marcos, CA, has formed a great new relationship for our students with another youth group. Since our trip with Tecate last year, we have partnered with the Meadowlark group on our summer retreat to Lake Tahoe, and are in the planning stages of **our next mission trip together for this coming April!** We look forward to continuing to connect with the larger body of Christ, teaming up with churches in new and meaningful ways.

In addition to going on our Spring Break trip to Mexico and our summer retreat in Lake Tahoe, our youth have continued to **build strong memories together** on a number of different trips and activities including: Mount Hermon's Fall Frenzy weekend, an all-night "lock" in at church, going to Disneyland over President's week, attending a seminar in Menlo Park focused on the feeling of powerlessness when tragedy strikes, doing a "Pizza Crawl" down First Street in Gilroy, and visiting the Santa Cruz Beach Boardwalk!



The Student Leadership Team (SLT) is now in its **third year**, representing both our junior high and high school programs. The purpose and goal of this youth committee, is to continue **building leaders within our youth programs**, propelling them to be leaders not just with their peers, but within the church and our community as well. After sharing a meal, working through some devotions and brainstorming, our SLT works on a project that will benefit the greater community as a whole. This year, they began working on an event **focused on mental health awareness** among their fellow teens. This event is right around the corner, February 15, 2020!

Overall, 2019 was a year of challenging and **encouraging our youth to step out and express their faith in new ways**. We've been blessed to be able to serve others through supply collections, volunteering as CILTs and Counselors at our summer **Day Camp**, and participating in events like the **Team World Vision 6k Walk for Water**, which GPC hosted last year for the **FIFTH time!** Our aim is to continue to provide a safe and welcoming environment for our youth to explore and grow in their relationship with Jesus, and with their peers. Thank you to everyone in our church family who supports our youth programs and our students!



Tuesday Nights Together

TNT continues to be a time for learning and fellowship for people of **all ages**. We run three seasonal six-week sessions (Winter, Spring, and Fall) throughout the year with programming for everyone. Our night starts with a shared meal, cooked by our hardworking kitchen crew volunteers, and then splits off around 6:30 pm to

age-appropriate programming.

For Adults, this means joining their fellow adults and heading off to **spiritual, biblical, or life-skill based classes**. These classes run until about 7:45 pm or 8 pm, depending if participants need to pick up their kiddos in the youth or kid's programs. This past year, we offered four different classes, and saw **our largest turn out for adult participants yet!** This year you learned about a future mission trip in the Ghana Missions class, explored how to recognize the way you receive and spread love in the Love Languages class, taught yourself how to be wiser with your money with Financial Peace University, and took care of yourself with stress-relieving methods in Coping with Stress and Scriptures.

Kids for Christ (KFC) spent most of 2019 learning how to implement God's truths into their daily lives outside of church and their homes. Following the same curriculum as Sunday School, **we take things a bit deeper** on Tuesday nights with adapted activities. Each age group gets their own outdoor/indoor game time,



Bible Lesson, and small group activities. This year **we challenged our older kids** to think introspectively about the lessons they were learning and wind down each night with journal writing. This program is impossible without our high school volunteers and small group leaders. Many of our kids and volunteers are not regular attenders of GPC.

We estimated that we had about **400 people** here for our Exploratorium. This program, like the Fall Festival, was free to 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 45 volunteers** from our

congregation and youth from our community who cooked food, ran stations, replenished supplies, organized parking, and greeted those who came to the welcome table. Thank you for all of the supplies, and service that the congregation has provided. This year's Exploratorium is right around the corner, March 17th!



Our Fourth Annual **Fall Festival** brought in people from all over the South Bay community to our campus. This was a free event to the public, but many participants brought canned and non-perishable foods to donate to a Youth-led fundraiser. We estimate that we served **900-1000 people**. This year we had a BBQ food station, Gilroy High School FFA

returned to provide an interactive and educational petting zoo, a dedicated parking team, a pumpkin patch, pumpkin decorating, face painting, and 14 trunks in our Trunk-or-Treat. We utilized **15 junior and high school volunteers** from our local schools. We also had nearly **35 volunteers** from the congregation who worked stations, staffed trunks, took pictures, parked cars, cooked food, ran supplies, or floated and helped wherever there was a need. Thank you!

This year we introduced a new program called **Carols, Cookies, and Cocoa**. **40 of us** came together on a cold winter's night to celebrate Christ in song. Joined by Gilroy High Choirs, congregants came to sing carols, munch on cookies, and keep warm sipping that sweet, sweet cocoa! Thank you to all who came out and brought cookies to share!



TNT cannot run without its volunteers. Whether you teach a class, wrangle kiddos, park cars at the Fall Festival, or learn with kids at the Exploratorium, we thank you!

Youth, Kids, and Family Missions

In addition to making sure that both Youth and Kids ministries have a fun, silly, and engaging time learning about Christ, GPC also strives to teach them that **serving others, as Jesus did**, is something that should be just as, if not more, important.

This year the congregation helped Youth and Kids in a variety of missions projects. In February, you helped donate **nearly 300lbs of canned food** to St. Joseph's Family Center



for Souper Bowl Sunday. In October, you collected **438 pairs of socks** for Compassion Center for our Soctober drive. In November, you helped the Youth collect **470lbs of canned and non-perishable foods** for St. Joseph's Family Center and those affect by the fires in California. Additionally, the Kids pooled over **\$500 from their tithes and**

offerings (doing chores, jobs around the neighborhood, birthday monies, etc) to buy **Bibles and medicine for kids in need** all over the world!

Our GPC Family also continued serving those in need at the Lord's Table on the fourth Thursday of the month, meaning that, yes, **we served even on Thanksgiving!** We have also continued our support of local families during the holiday season with the Salvation Army's Angel Tree. The congregation provided **over 90 gifts to kids and families** this year.

Missions

The Missions Committee continued successful mission commitments and added a couple of activities based upon a congregational survey. Gilroy Presbyterian Church continues to have members active in continuing service projects and even more willing to step up when there is a call for material donations.

Our **three international commitments** remain in Cameroon, Ghana, and Honduras. We support missionary Autumn Buzzell Acheampong at City of Refuge Ministries in Ghana, and a TNT class was held to **explore the possibilities of a mission trip** in July 2021. While our support to Cameroon has been impeded by the current civil



war, we have confirmed that special funds (not GPC tithes) would be used in the refugee camps. Our support of sanitation projects in Yorito, Honduras continued with **two**

mission trips to Honduras in 2019. We partially supported five large water projects and 24 individual projects where all labor and additional supplies were provided by the community. In addition, we supported local programs in Yorito by purchasing pine-needle baskets, paper jewelry, and coffee to sell here in Gilroy.



Local and Regional projects that help support are St. Joseph's Center, the Compassion Center, Immanuel House, Rucker Reading Buddies, Hygiene Kits, Adopt a Family through Community Solutions, and Adopt a Family through the Ochoa Homeless Family Center. This year, with your help, we were able to provide bedding and linens to Immanuel House,

read with a provide funds for books for students with Rucker Reading Buddies, adopt a family for Christmas through Community Solutions, and collect and organize supplies for Hygiene kits that were passed out to those in need at the Lord's Table.

We have continued to report to the congregation via quarterly newsletters and Moments for Mission presentations during church services. We look forward to working with the congregation on more missions projects in 2020, including working with the Ochoa Homeless Center!

Deacons

This year our Deacons kept providing loving support to our congregation and our community. While many of our Deacons volunteer in a plethora of ways, here are some uniquely Deacon things they've accomplished this year. They provided for our Fellowship on 50 Sundays with delicious and healthy snacks, helping us spend time in



conversation and laughter. They brought meals to people in our congregation who were needy, ill, or those recovering from surgery. They hosted 3 large events: the all church BBQ, the Day Camp BBQ in June, and the Souper Sunday in November! Deacons coordinated and served at 2 memorial services and receptions here on our campus. They provided and served 2 meals for Compassion Center and assisted at the Lord's

Table on **12 Thursdays**. They prepared **the elements for 12 Sundays**, and took **communion** to those that were unable to attend church.

Our Deacons sent numerous congratulatory, sympathy, and get-well cards to church families and friends. They also called and **visited those who were in the hospital**, or were homebound. They **provided baby spoons to joyful parents**, grandparents, and great grandparents of **5 newborns**. They also prayed for members of our congregation and community at their meetings. We are so thankful for the compassionate people who make up our Deacons.

The Deacons would like to thank all those in the congregation who provided refreshments for the coffee hour fellowship, and for the love and support they feel year-round. It truly is **a blessing to serve such a loving and caring congregation**.



Worship Committee

This last year has been a wonderful experience of God's faithful working through the worship ministry. We maintained a vibrant worship team and GPC Choir. We also started the African Choir, which developed organically! **Both choirs will continue singing once a month on**

Sunday mornings. We've learned a record number of new songs last year, yet continue our commitment to the hymns and familiar praise songs. We've also seen **more volunteers this last year** for our Worship Team and Committee **than we have ever seen before!**

On top of organizing the decoration of our Sanctuary and campus for our favorite holidays, the Worship Committee has put on two worship events this year. **40 of our friends and family** came out in January for our indoor Praise Night, and in September **55 of you came with delicious dishes** to kick off the school year with our Picnic and Praise event. It was so wonderful to watch this multi-generational event bring people with food and worshipping the Lord through song.

GILROY PRESBYTERIAN CHURCH
Congregational Meeting Agenda
January 26, 2020 11:00 am @ GPC Fellowship Center

Session Members:

Janet Espinosa, Joe Green, Tricia Herz, Karl Kissa, Chuck Moresco, Edwin Njinimbam, Jesse Rodriguez, Cathy Silva, Melinda Waller, Tim Whitman, Trevor Van Laar (Moderator)

Excused/Absent:

Guests: Congregation

Agenda:

Call to Order and Prayer: Pastor Trevor Van Laar

Nomination of Deacons:

Celebration and Thanks for Deacons whose term is ending:

Nomination of new Deacons:

New Deacons

Ken McDonald

Jan Paterson

Dinga Nfon

Deacons currently serving but not ordained

Nancy Coates,

Darcy Rodriguez,

Chris Okoronkwo

Nomination of Elders:

Celebration and Thanks for Elders whose term is ending:

Joe Green, Church Moresco, Jesse Rodriguez, Melinda Waller, Tim Whitman

Nomination of new Elders:

John Hunsperger, Michael Jackson, and Lee Kalpin

Nomination of Nominating Committee member:

Celebration and Thanks for Nominating Committee member whose term is ending:

Nomination of new Nominating Committee members:

Presentation of 2020 Budget:

Treasurer & Finance Team (Finance Team: Ben C., Gary G., Cathy S., Trevor VL)

Presentation of Pastor's Call and Vote

Personnel Chair, Gene Sakahara & Personnel Team

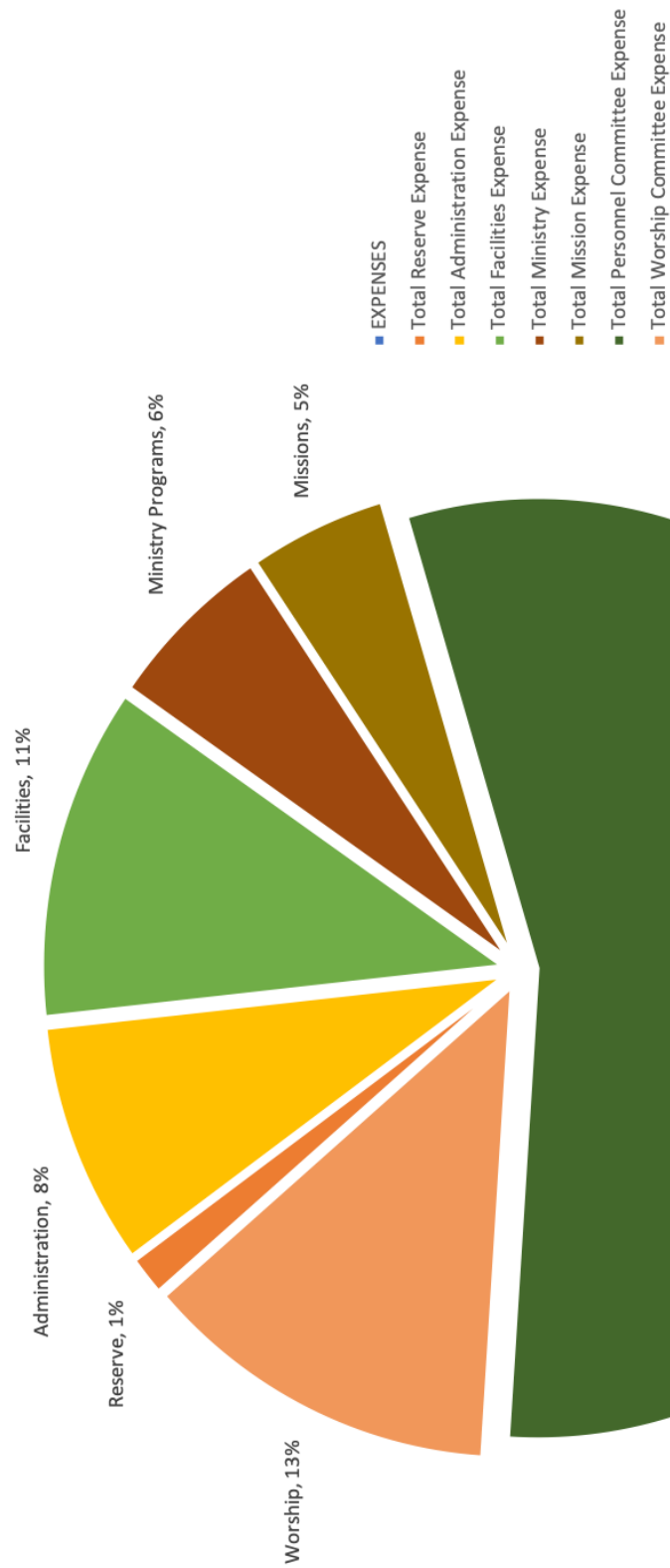
Vote on Pastor's Terms of Call – Personnel Chair, Gene Sakahara

Adjourn with Prayer:

Pastor Trevor Van Laar

	A	B	C	D
1		2020 Budget		
2			2020	2019
3	ACCT	ACCOUNTS	Budget	Actual YTD
4	NUMBER		Total	Total
5		Beginning Cash Balance (from previous year's checking account)	8,435.00	45,666.00
6		INCOME		
27		TOTAL INCOME	489,036.66	518,963.34
28				
29		EXPENSES		
31		Total Reserve Expense	7,000.00	5,469.10
33		General Administration		
55		Total Administration Expense	44,358.73	43,104.70
56		Facilities		
79		Total Facilities Expense	60,795.24	60,795.24
80		Ministry Expense		
103		Total Ministry Expense	31,427.14	34,101.65
105		Missions		
109		Total Mission Expense	25,551.26	25,551.26
110		Personnel Expenses		
130		Total Personnel Committee Expense	295,931.26	290,656.80
132		Worship Committee		
148		Total Worship Committee Expense	66,952.00	58,885.04
149				
150		Total Expense	532,015.63	496,445.32
151		Net Income(Loss)	573.03	17,048.92
152				
153			2020	2019
154		2019 Extraordinary Income	Budget	Actual YTD
155		Presbyterian Disaster Grant		7,500.00
156	4045	Roof Maintenance Fund		117,098.75
157		Trust Fund Gift		128,600.00
158		TOTAL		253,198.75
160		2019 Extraordinary Expense 1.1.20 - 12.31.20		
161		Trust Fund Gift Disbursement:		
162		2019 General Fund Adjustment from Trust Fund		23,548.00
163		TOTAL		229,650.75
164				
165		2020 Extraordinary Income (carryover from 2019)		
166		Presbyterian Disaster Grant	7,500.00	
167	4045	Roof Maintenance Fund	117,098.75	
168		Trust Fund Gift	105,052.00	
169		TOTAL	229,650.75	
170				
171		2019 Extraordinary Expense 1.1.20 - 12.31.20		
172		Presbyterian Disaster Grant	7,500.00	
173		Trust Fund Gift Disbursement:		
174		2020 General Fund Reserve	25,052.00	
175		Sound Repair	10,000.00	
176		2020 Payroll adjustment (2%)	8,000.00	
177		Secures roof contract	62,000.00	
178		Roof Fund Disbursement	117,098.75	
179		TOTAL	229,650.75	
180				
181		Restricted Funds 8.01.19 - 12.30.19		
182		Restricted Funds (located in Presbytery accounts)	48,348.92	

2020 Expense Budget
(Expenses by Type)



Gilroy Presbyterian Church

Gene Sakahara
Personnel Committee
Session

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

Trevor Van Laar

Terms of Call

Effective Salary Items	2020	
Salary (2019 Salary - \$39,000) + (2% Increase approx. \$1800)	\$40,800	
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:		
Total Effective Salary 2019	\$89,000	
Total Effective Salary 2020	\$90,800	

Total Pension Dues		
(37.5% X Total Effective Salary 2019)	\$33,820	
(37.5% X Total Effective Salary 2020)	\$34,820	

Note: In 2020, 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.

Church Reimbursable Allowances	2020	
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		
Total Church Reimbursable Allowances	\$11,000	

TOTAL OF EFFECTIVE SALARY+PENSION+ALLOWANCES 2019	\$133,820	
TOTAL OF EFFECTIVE SALARY+PENSION+ALLOWANCES 2020	\$136,620	

Study Leave: Two weeks per year

Vacation: One month per year (30 calendar days)

Date of Congregational Approval of Terms of Call: January 26, 2020

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);
 - b. hospitality expenses;
 - c. book allowance;
 - d. professional organizations and publications;
 - e. continuing education expense for ministry-related courses other than those taken during study leave.
3. The session shall explain the components of the terms of call to the congregation.
4. The session may request an exemption of COM when minimum salary requirements cannot be met, stating reasons for request.

D. Stated Clerk and Executive Presbyter Responsibilities

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

E. Additional Responsibilities/Information

See other Presbytery policies (www.sanjosepby.org/policies) See Board of Pensions (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. 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
- 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, 2019

Monterey \$62,900

Santa Clara \$102,500

Santa Cruz \$85,900