

Presbytery of San Jose: Notice of Stated Meeting
Saturday February 3, 2024 at 9:00 am
At Northminster Presbyterian Church, Salinas and Zoom
Pre-registration required for all meeting attendees
Registration link <https://sanjosepby.org/>

9:00 Welcome 2024 Moderator,
Rev. Andy Rausch

9:05 Opening Prayer

Reflection Moderator Andy Rausch
Installation of Moderator Elder Elsa Amboy

9:35 Transition to agenda

9:40 Stated Clerk Rev. Erica Rader

Change in the Docket; Quorum call (8 ministers/8 elders/6 churches);
Corresponding Members; First time attendees; Visitors

Approval of Agenda and Consent Agenda (New Business must be referred)

Consent Agenda:

1. Motion to approve the November 18, 2023 minutes of the Stated Meeting of the Presbytery of San Jose.
2. Motion to approve Agenda

Reports and Announcements Received in Docket

Draft Minutes from November 2023 Stated Meeting of Presbytery pp. 3-28
Report from Presbytery Coordinating Council p. 29
Statements from GA Commissioners and Young Adult Delegate pp. 30-33
Reports from Committee on Ministry pp. 34-44
Reports from Stated Clerk and Polity and Government Sub-committee pp. 45-48
Report from Financial Affairs Committee p. 49
Peace and Justice Work Group Report p. 50
Peru trip application materials from Mission and Outreach Work Group pp. 51-53
Northminster Pres Announcement: Explore Theology of Play p. 54

9:45 Committee on Ministry

Elder Lizanne Reynolds

Motion: Grant voice and vote at Presbytery meetings to Watsonville Organizing pastor Rev. Julianne Center while serving in our Presbytery.

Background to motion: Rev. Center is ordained in the United Church of Christ, a full communion partner with the PC(USA) where we seek an orderly exchange of ministers.

First reading of amendment to Policy PS-1/PT-6 pp. 35-39

Introduction of new Minister members pp. 40-44

10:15 Break

**10:30 Polity and Government Sub Committee Updates
Boundary Training and Information pp. 46-49**

Rev. Erica Rader

10:40 Church Health and Growth Work Group

Rev. David Watermulder

**10:45 Mission and Outreach Work Group
Peru Trip Info and Application pp. 51-53**

10:50 Executive Presbyter Search Committee

**10:55 Downtown San Jose Commission/
Westminster Presbyterian Church**

11:10 Watsonville Public House

11:20 Peace and Justice Working Group p. 50

Elder Meredith Hurley

11:30 Stated Clerk

Rev. Erica Rader

11:35 Adjournment

Rev. Andy Rausch

Closing Prayer

**Next Stated Presbytery meeting: May 4, 2023 at Presbytery/Cornerstone 890
Meridian Way, San Jose**

**Minutes of Stated Meeting
Presbytery of San Jose
November 18, 2023
via Zoom**

The Stated Meeting of the Presbytery of San Jose was called to order at 9:00 by Moderator Elder Elsa Amboy. She welcomed attendees and included a land acknowledgement.

Elder James Lee of Daesung Presbyterian Church, member of Coordinating Council, led opening prayer for blessings on Executive Presbyter Rev. Joey Lee and the Presbytery's health through the transition of his retirement.

Moderator Amboy reflected on her year in office. "It's a matter of God placing me." She learned to trust God's timing in her experience on the board of Immanuel House and in her teaching career. When asked about moderating the Presbytery, Elsa felt the sense of belonging first to God and answering His call, so she said YES to the Nominating Committee. Please do the same when you receive your call. Elsa read Psalm 23.

Moderator Amboy moved to the agenda for the day.

Stated Clerk

Rev. Erica Rader announced changes to the Docket:

- Additions to Consent agenda from Financial Affairs
- Update on COM item on docket
- Amendment to Nominating Committee Slate in Docket – Elder Carlo Panighetti as Chair of Coordinating Council in 2025.

Rev. Erica Rader noted the presence of a quorum (8 ministers/8 elders/6 churches). Commissioners were informed that the meeting was being recorded. Erica welcomed corresponding members,

- Rev. Dr. Laurie Garrett-Cobbina, Presbytery of Redwoods.
- Rev. Rick Ribeiro from Cascades, retiring in the Bay Area.

First-time attendees and visitors:

- Elder Denise Hand, Presbyterian Church of Monterey
- Ms. Tori Bommarito introduced herself as Daesung Presbyterian Church's new Director of English Ministries. Tori is under care of First Pres. Berkeley as a candidate for ministry.
- Elder Dan Rohrer, Presbyterian Church of Los Gatos.

Attendance

Ruling Elder Members Present

(Synod Commissioners, Past Moderators, Coordinating Council)

Amboy, Elsa	Odell, Jane
Hamm, Claudia	Viale, Lynne
Lee, James	Zisch, Rosaleen
Notor, Nannette	

Teaching Elders Present

Arishvara, Vincent	Kuo, Ruth	Rader, Erica
Browning, Geoff	Lee, Irene Pak	Rausch, Andy
Cabaness, Jack	Lee, Joey	Reyes-Chow, Bruce
Choi, Don	Lee, Ting-Yin	Ross, Neneth
Esterline, Jane	Logan, Molly	Sohn, Joseph
Evans, Samantha	Macway, Evie	Troester, Deborah
Franzen, Bryan	Matusiewicz, Stella	Van Laar, Trevor
Hahn, Taejinn	McAnelly, Anne	Wong, Andy
Hejmanowski, Karin	Norman, Stephen	Wong, Lindsey Woods
Kim, Hardy	Olson, Robby	
Koeker, David Mosgofian	Peake, Mark	

Teaching Elders, Honorably Retired, Present

Boatwright, Libby	Esterline, David
Bowles, Bob	Swanson, Nan
Bracey, Dale	Thorson, Martha

Teaching Elders, Not Present

Althaus, Ryan	Fullmer, Paul	McGinnis, Katheryn
Bales, Jennifer	Hansen, Chris	Minerva, George
Barclay, Annanda	Hanson, Duncan	Pearson, Marjorie
Barraca, Jason	Hoffman, Daniel J	Person, Brian
Bennett, James	Kim, Han Ho	Peterson-Iyer, Karen
Boyer, Tim	Kim, Taelor	Raines, Jim
Crocker, Douglas	Lai, Hsien-Chang	Swanson, Erik
Dix, Rebecca	Lane, Bill	Watermulder, David
Drescher, Kent	LeClaire, Sharon	Williams, Chris
Esaki, Ted	Lee, Fred	Woodsmall, Dennis
Eschen-Pipes, Kathleen	Lee, Jaeguen	Yoon, I Sil

Teaching Elders, Honorably Retired, Not Present

Allen, Stephanie Lutz
Bender, Jim
Bland, Byron
Breedon, Edd
Bristol, John
Burke, John
Dosker, Richard
Doyal, George
Erickson, George
Gardner, Thomas
Hansen, David
Harrington, Nancy
Harvey, Bill
Hollingsworth, Mark
Hseih, Stephen

Joy, Judith
Kim, David Kwang
Kim, Insik
Kim, Kyung Jae
Kim, Young Han
Knowles, Steve
Kress, Karla (Norton)
Kwon, Young Bai
Lewis, Charles
Longley, Jack
Lyke, Brian
McCreath, David
Menser, Bruce
Momrow, Ed
Nelson, Jim

Norman, Stephen
Palmer, Marge
Raines, Jim
Rowlinson, Bruce
Schmidt, Lyle
Smith, Kent
Solis, Dick
Spencer, Dick
Takarabe, Hei
Tsai, Andrew
Tyler, Lee
Vilardo, Larry
Yeane, Darrell

Ruling Elder Commissioners Present

Aptos, St. Andrew
(none)

Gilroy
(none)

Gonzales, Community
(none)

Los Gatos
Crites, Renee
Eldridge, Steve
Heacock, David
Lynner, Collette
Rohrer, Dan

Monterey, El Estero
Wong, Dick

Monterey, First
Hand, Denise

Mountain View, First
Edmundson, Bruce
Nelson, Wendy

Palo Alto, Covenant
Bernstein, Frank
Dere, Beverley
Marshburn, Jane
Templeton, Bruce

Palo Alto, First
Chinlee, Cynthia
Kinney, Pat
Noble, Lela

Salinas, Lincoln Avenue
(none)

Salinas, Northminster
Cuda, Jeff
Gash, Jackie

Salinas, St. Phillips
(none)

San Jose, Cornerstone
(none)

San Jose, Foothill
Rowser, Sharon

San Jose, Santa Teresa Hills
Warrick, Catherine

San Jose, Stone
Hurley, Meredith
Ludwig, Marcia
McCreath, Ruth
Nelson, Steve

San Jose, Taiwanese American
Wu, Xiwei

San Jose, Trinity
Parmentier, Tim

San Jose, Westminster
Burgess, David

San Martin
(none)

Santa Clara, First
Fitch, Robert

Santa Cruz, Bonny Doon
(none)

Santa Cruz, Trinity
(none)

Saratoga, Westhope
(none)

Sunnyvale
Reynolds, Barbara
Vickrey, Barry

Sunnyvale, Daesung
Min, Eric

Watsonville, Westview
Rogers, Barbara

Visitors

Comunidad Latinoamericana: Mike Matusiewicz

Daesung Presbyterian Church: Tori Bommarito, Youth Pastor

The Presbytery of the Redwoods: Rev. Dr. Laurie Garrett-Cobbina

Watsonville AC: Rev. Julieanne Porras-Center

Presbytery of the Cascades: Rev. Rick Ribeiro

Action: Presbytery voted to approve Consent Agenda

Consent Agenda:

1. *Approved the September 23, 2023 minutes of the Stated Meeting of the Presbytery of San Jose.*
2. *Approved two-year lease between St. Andrew and Iglesia de Dios Santa Cruz.
Note: Ongoing tenant includes use of space for worship)*
3. *Approved and recorded officers of the Corporation of The Presbytery of San Jose as Rev. Joseph Lee, President, and Rev. Erica Rader, Secretary.*

Reports and Announcements Received in Docket

Report from Presbytery Coordinating Council **Appendix A**

Report from Nominating Committee **Appendix B**

Overture Concurrence from First Presbyterian Palo Alto **Appendix C**

Report from Stated Clerk **Appendix D**

Report from Committee on Preparation for Ministry **Appendix E**

Report from Committee on Ministry **Appendix F**

Reports from Financial Affairs Committee **Appendix G**

Report on Request from Session of St. Phillips Presbyterian Church **Appendix H**

Report from Peace and Justice Work Group **Appendix J**

Committee Elections

Action: With no nominations from the floor, the Presbytery voted to elect the following two members to Nominating Committee:

Rev. Evie Macway, at large, Class of 2026 At Large (2nd term) TE
Elder Lynn Viale, Gilroy, Class of 2026 (1st term) RE

Continuing members of Nominating Committee

Rev. Irene Pak Lee, Stone, Class of 2024 TE (Chair)

Elder Charlie May, Trinity Santa Cruz, Class of 2025 RE

Rev. Anne McAnelly, St. Andrew, Class of 2024 TE

Nominating Committee

Rev. Irene Pak Lee introduced the Nominating Committee's slate for 2024 assignments and thanked everyone who said yes to their call, as well as everyone who discerned "No."

Action: The Presbytery approved the Nominating Committee's slate of nomination presented in Appendix B

Greetings from San Francisco Theological Seminary of University of Redlands

Rev. Joey Lee introduced Rev. Dr. Laurie Garrett-Cobbina and thanked her for sharing her time with the Presbytery. Dr. Garrett-Cobbina is the Dean of SF Theological Seminary, Professor for Pastoral Care and education, holds Shaw Chair for Clinical Pastoral Education, and is the Director for the Shaw Chaplaincy Institute.

SFTS is among the 40% theological seminaries that are embedded in larger universities – continuing a trend towards sustainability. Dean Garrett-Cobbina described the seminary's programs and degree offerings, including a 4-year+1 Bachelors+Master's Degree program for young students. SFTS needs and welcomes our participation, prayers and support; all are welcome to return to the campus for future events

Rev. Joey Lee Chairs the SF Theological Seminary Board of Directors. Dr. Garrett-Cobbina thanked Joey for his leadership and "commitment to the whole enterprise of theological education."

Overture from First Presbyterian Church Palo Alto

Elder Cynthia Chin-Lee and Rev. Geoff Browning recommended supporting LGBTQIA siblings in Christ through a concurrence with Overture-001:

Action: The Presbytery voted to concur to Overture-001 to the General Assembly 226, "On Amending the Book of Order to Include Sexual Orientation and Gender Identity Among the Categories Against Which This Church Does Not Discriminate"

Committee on Ministry

Rev. Mark Peake reported the calculations for Minimum Terms of Call in 2024. This takes effect immediately. The pastor or clerk of session of a church that doesn't meet minimum terms of call should report this fact to COM.

Report on 2024 Minimum Salary Calculations for Policy PS1/PT6

Santa Clara County	\$114,982
Santa Cruz County	\$ 96,361
Monterey County	\$ 70,560

COM will introduce policy changes around clergy benefits in the Feb 2024 meeting. Rev. Mark Peake thanked Elder Frank Bernstein for taking his place at the last Presbytery meeting.

Polity and Government Sub Committee

Rev. Bryan Franzen reported that 1/3 of the Presbytery's churches came to an in-person meeting to read session minutes, held in both Spring and Fall during 2023. Clerks reported that in-person meetings were valuable opportunities to meet, trade information and learn from each other. A goal in 2024 is to push for more clerks to attend in-person records readings – and will be mindful of school schedules when setting dates.

Polity and Government Subcommittee seeks members. Contact Rev. Bryan Franzen.

Church Health and Growth Work Group

Rev. Robby Olson explained that the work group continues to grant requests for tech to support hybrid meetings. They'd welcome grant requests for projects to improve your congregation's health and growth. Grant applications are on the Presbytery website sanjosepby.org. The maximum grant request is \$2500 for one congregation and \$6000 for projects involving more than one congregation. The workgroup is also organizing discussion groups for pastors.

Mission and Outreach Work Group

Rev. Vincent Arishvara explained that he co-chairs the group with Elder Pam Siu. Rev. Deborah Troester is secretary. Thanks to Mary Green Vickrey (Sunnyvale Pres) for preparing the work group's slideshow. \$7,000 in grant funds remain for 2023. Examples of funding for 2023 include

- \$2500 to Cornerstone Church, Safe Parking for the unhoused
- \$2500 to Westview Pres, Kitchen Upgrade to meet CA Standards
- \$6000 to PCLG and Stone Church, Amigos de Guadalupe Emergency Housing Fund

Mission Study Trip to Peru May 18-26 (or May 18-29*)

Mission Coworkers Rev. Jed Koball and Jenny Koball organized a 12-person mission study trip for Presbytery of San Jose. The purpose of the trip will be to observe their work and the work of the churches of Peru. Pastor Deb Troester adds, the delegation will focus on environmental damage that churches are working against, as well as empowering indigenous people to preserve their environment in the face of mining companies' operations in the Amazon forest.

Participants are requested to visit churches in our presbytery after they return, to share what they've seen and heard. Five seats remain at approx. \$1800/seat for May 18-26 visit, depending on airfare. **An optional jaunt to Maccu Picchu May 29 costs \$600 (bringing the total cost to approx. \$2,400.)* Deadline to send deposits (\$500) is Feb 1; please sign up as early as possible.

Executive Presbyter Search Committee

Rev. Anne McAnelly reports that she, co-chair Rev. David Watermulder, and the search committee have been meeting weekly for about six weeks. A good group of candidates has applied.

Downtown San Jose Commission/Westminster Presbyterian Church

Elder Sharon Rowser reports on the progress of renovations to the educational wing and the chapel of Westminster Pres – named the Urban Ministry Center. The facility has received a temporary certificate of occupancy that allows Bill Wilson Center to move in and begin operations in the old educational wing. A PG&E timeline to bring electricity up to code prevents the final COE from being issued. Hopes are for the project to be completed in 1Q 2024.

Rev. Bryan Franzen adds that Bill Wilson is about 70% moved in. Work begins in 2024 to develop the family navigation center, a program that lost funding because of construction delays related to COVID but which remains a long-term goal.

Bryan encourages churches of the Presbytery to reach out and find ways to deepen the Presbytery's relationship with Bill Wilson Center and its service to the community. He appealed for volunteer help with landscaping at Urban Ministry Center.

Over Advent, the Chapel of the Ministry Center will be open to the public on Wednesdays 11:30 – 1:30 for Meditation.

Financial Affairs Committee

Rev. Trevor Van Laar, on behalf of Financial Affairs Committee, presents a motion from the session of St. Phillips. The congregation of St. Phillips has been meeting on the grounds of Northminster Pres. in Salinas while seeking a conditional use permit to meet at property they own. The City of Salinas will not zone the property for church activities, therefore the Session of St. Phillips seeks to sell the property; Financial Affairs Committee concurs with their request. Rev. Erica Rader reports that the property is in the name of the Presbytery, so Presbytery will sell the property and hold funds for use by/distribution to St. Phillips. She praised Northminster Presbyterian Church and Rev. Joey Lee for being helpful partners after St. Phillips lost their pastor to COVID. Background report: **APPENDIX H, St. Phillips Property Request**

Action: The Presbytery approved the sale of the property at 1101 & 1103 N. Main St., Salinas.

Personnel Committee

Rev. Joey Lee reports information item for the Presbytery from Personnel Committee's recent meeting: beginning January 1, Stated Clerk Erica Rader will be temporary or acting head of staff for the presbytery staff until a new executive is elected.

Peace and Justice Working Group

- Elder Meredith Hurley reported that the Peacemaking Advocate position is still open and it might be well-suited for a college student. It comes with a stipend; job description is still on our website.
- **Coming in Feb 2024: Black History Month multi-week study. See Appendix J.**
- PC(USA) created a resources website about conflict in Israel/Palestine.
- This work group seeks to be a resource to you. Write to pjwg@sanjosepby.org with issues that concern you, or to receive a Quarterly Peace and Justice Newsletter. Social media resources include Facebook, Instagram and LinkTree and are listed on the Presbytery's website sanjosepby.org.

GA 226 Nominations

Rev. Erica Rader encourages Ruling Elders and Teaching Elders to apply to become a commissioner to General Assembly 226. Commissioners need to be elected by the end of 2023. In 2024, commissioners meet by zoom June 25-27 then in person at Salt Lake City June 29-July 4. (A YAAD application is expected from Westminster Pres.)

Presbyterian Women

Elder Rosaleen Zisch invites the Presbytery to PWP's 2024 Epiphany Celebration and is so pleased to return to traditional Afternoon Tea and Taize, 2pm 1/7/24 at Stone Church after two years on Zoom. Carpool, and RSVP for your group.

Executive Presbyter Report – See Appendix K

Stated Clerk

Rev. Erica Rader responded to Joey Lee's goodbye message by praising his leadership and thanking him for mentoring her entry into mid-council work. Joey Lee will worship at Sunnyvale Pres., where his wife is an Elder-elect. He will serve on Synod PJC and the Board of Directors of the Board of Pensions as Chair of the Board of Trustees for San Francisco Theological Seminary. She praised Moderator Elsa Amboy for her work in 2023, and thanked members of the Presbytery and commissioners to the presbytery for their service to the church.

Adjournment

Moderator Elsa Amboy read from Robert Fulghum's *All I Really Need to Know I Learned in Kindergarten* and called for adjournment at 10:55am.

Rev. Nan Swanson offered Closing Prayer.

Next Stated Presbytery meeting: 9am February 3, 2024 at Northminster Presbyterian Church, Salinas

Report from Presbytery Coordinating Council

The Council met on October 26, 2023 6:30 pm by Zoom

Moderator Report: Elsa Amboy

Installations and an Ordination. In September the Rev. Bill Lane was installed in Gonzales, the Rev. Neneth Ross was ordained at Westminster the day after the September Presbytery meeting, the Rev. Ting-Yin (Tim) Lee was installed at TAPC in October.

Hybrid Meeting. “The Hybrid meeting was overall positive.” Not as challenging as leading a kindergarten class on zoom. In future meetings the moderator needs a laptop, to see online participants. Elsa believes we should anticipate technical difficulties.

Erica Rader reported that not using chat in zoom didn't allow attendees to send feedback on the meeting. There was confusion about polling. A person wanted to ask an ordination question and was not recognized in time. “It was basically running two meetings.” Presenters were asked to be in person; however two presented from zoom anyway (one stayed home with COVID.)
The lunch and tour of the Urban Ministry project at Westminster afterwards was a joyful celebration.

The Council approved November 2023 Meeting to be offered by Zoom.

Elsa Amboy's recommendation is to have the next meeting either all in person or all on zoom, and to re-examine hybrid meetings in 2024.

The Council approved the February 2024 meeting to be held at Northminster, Salinas

Moderator for 2024, Andy Rausch, Pastor of Northminster will seek work with his leaders to provide a Hybrid option.

Stated Clerk report: Erica Rader

Thanked Elsa for her leadership. Erica works on a Funding Model Development team at the national church that supports the Unification Commission. It is a four-year commitment. She feels grounded, coming back to the Presbytery of San Jose. Please encourage great people to come forward to be commissioners to GA 226. Nominations are due Nov 10.

Executive Presbyter report: Joey Lee

Polity, Benefits and Mission Consultation. Joey and Erica attended the St Louis Polity Benefits and Mission Consultation. It was clear that people across the Presbytery are getting to know her. This is good for the Presbytery of San Jose.

SF Theological Seminary. Rev. Dr. Laurie Cobbina Garrett, new dean of SF Theological Seminary asked for 5-10 minutes at the Nov Presbytery meeting to report about changes to SF Theological Seminary. It merged with U of Redlands and a new covenant has been drawn up between them and the Committee on Theological Education for them to be recognized as a Presbyterian Seminary.

Pastors' Participation. Changes are coming to pastor's participation with the board of pensions. Those changes will be voted on at the Board of Pensions March meeting. Expect an announcement in 2024 after that meeting. Family participation will become optional. Cost driver is pharmaceutical costs. For retirees, a medical supplement plan will become an advantage plan. Will take effect 2025. BOP Church consultant Christine Long will be valuable help to COM and churches.

Nominating Committee- Irene Pak Lee

Council approved the following nominations to Nominating Committee at the November 18, 2023 Presbytery meeting:

Evie Macway, Class of 2026 (2nd term) TE
Lynn Viale, Class of 2026 (1st term) RE

Continuing members of Nominating Committee
Irene Pak Lee, Stone, Class of 2024 TE (Chair)
Charlie May, Trinity Santa Cruz, Class of 2025 RE
Anne McAnelly, St Andrew, Class of 2024 TE

Irene Pak Lee gave thanks for the committee, actively seeking nominees for positions with special thanks to Elder Carlo Panighetti for his service; he is rotating off of the Nominating Committee. She noted with appreciation that the Executive Search committee members were a diverse and active group of leaders who are embracing their role.

Polity and Government Report: Bryan Franzen

2022 Records Review. Subcommittee conducted a Records Reading on October 21 at Westminster Pres. Clerks who came emphasized the learning opportunities inherent in attending reviewing each other's books. Problem-solving and relationship building happens in person in a way that doesn't happen online.

Overture. Subcommittee reviewed an overture by First Pres. Palo Alto that looks to be in order and will bring it to the next presbytery meeting.

Presbytery Nominations for Committees Nominations and Report on Continuing Members

***Nominations Slate**

Presbytery Council At Large Members

Nominations for Class of 2026

***Neneth Ross– Westminster, TE (1st term)**

***Martha Thorson-HR, TE (2nd term)**

Class of 2025

Jane Esterline-At-large, TE (1st term)

Carlo Panighetti-Los Gatos, RE (1st term)

Nan Swanson-Honorably Retired, TE (1st term)

Class of 2024

Jenni Bales-At-large TE (2nd term)

Hardy Kim, Sunnyvale, TE (2nd term)

Jane Odell, St. Andrews, RE (1st term)

Lynn Viale, Gilroy, RE (2nd term)

Committee On Ministry (COM)

Nominations for Class of 2026

***Jack Cabaness, Covenant, TE (1st term)**

***David Esterline, Honorably Retired, TE (1nd term)**

Class of 2025

Chris Hasegawa-FPC Monterey, RE (2nd term)

Mark Peake- FPC Monterey, TE (2nd term)

***Lizanne Reynolds-Covenant Palo Alto, RE (2nd term)(chair for 2024)**

Class of 2024

Horace Hines- Santa Teresa Hills, RE (1st term)

Dave Heacock – Los Gatos, RE (1st term)

Jane Odell – St. Andrews, RE (2nd term)

Sharon Rowser – Foothill, RE (1st term)

Deb Troester – Santa Teresa Hills, TE (1st term)

Committee on Preparation for Ministry (CPM)

Nominations for Class of 2026

***Libby Boatwright, HR, TE (1st term)**

Class of 2025

Bruce Reyes-Chow, at-large, TE (2nd term)

Class of 2024

Steve Nelson, Stone, RE (1st term)

***Robby Olson, at-large, TE (2nd term) (chair for 2024)**

Andy Wong, Foothill, TE (2nd term)

Financial Affairs Committee

Nominations for Class of 2026

***Edith Mojoko Sona, Santa Teresa Hills, RE (1st term)**

***Lindsay Woods Wong, Foothill, TE (2nd term) (chair for 2024)**

Class of 2025

Sammie Evans, at-large, TE (2nd term)

Dave Macway, Trinity SC, RE (2nd term)

Class of 2024

James Lee, Daesung, RE (1st term)

Trevor Van Laar, Gilroy, TE (1st term)

Personnel Committee

Nominations for Class of 2026

***Denise Martin, Gilroy, RE (2nd term) (chair for 2024)**

***Emmanuel Ngwa, Santa Teresa Hills, RE (1st term)**

Class of 2025

David McCreath, HR, TE (2nd term)

Erik Swanson, Westhope, TE

Class of 2024

Lela Noble, FPC Palo Alto, RE (1st term)

Sandy Petznick, St. Andrews, RE (2nd term)

CORE (Committee on Representation and Empowerment)

Nominations for Class of 2026

Bob Toche, Santa Teresa Hills, RE

Class of 2025

*Annanda Barclay, at-large, TE (2nd term) **(2024Chair)**

Ruth Fong, Los Gatos, RE (2nd term)

Class of 2024

Elsa Amboy, Sunnyvale, RE (1st term)

Joe Sohn, Cornerstone, TE (1st term)

Ordination Exam Readers

Nomination for 2024 Readers:

***Alice Thorn, Stone, RE**

***Irene Pak Lee, Stone, TE (alternate)**

SDOP (self-development of people)

Nomination for Class of 2026

***Brenda Costanzo, PC Los Gatos, RE (1st term)**

Class of 2024

Ruth Kuo, at large, TE

Presbytery Moderator

Nomination for Moderator 2025 (Vice moderator 2024)

***Karin Kennedy Hejmanowski, Sunnyvale, TE 2025**

Previously elected: 2024 Moderator Andy Rausch, Northminster, TE

PROPOSED OVERTURE TO THE 226th GENERAL ASSEMBLY (2024)

**On Amending the Book of Order to Include Sexual Orientation and Gender Identity
Among the Categories Against Which This Church Does Not Discriminate**

Recommendation

The Presbytery of Olympia overtures the 226th General Assembly (2024) to direct the Stated Clerk to send the following proposed amendments to the presbyteries for their affirmative or negative votes:

(Text to be added is *[underlined, in brackets and italics]*.)

1. Shall F-1.0403 be amended as follows:

“The unity of believers in Christ is reflected in the rich diversity of the Church’s membership. In Christ, by the power of the Spirit, God unites persons through baptism, regardless of race, ethnicity, age, sex, *[gender identity, sexual orientation,]* disability, geography, or theological conviction. There is therefore no place in the life of the Church for discrimination against any person. The Presbyterian Church (U.S.A.) shall guarantee full participation and representation in its worship, governance, and emerging life to all persons or groups within its membership. No member shall be denied participation or representation for any reason other than those stated in this Constitution.”

2. Shall G-2.0104b be amended as follows:

“b. Standards for ordained service reflect the church's desire to submit joyfully to the Lordship of Jesus Christ in all aspects of life (F-1.02). The council responsible for ordination and/or installation (G-2.0402; G-2.0607; G-3.0306) shall examine each candidate's calling, gifts, preparation, and suitability for the responsibilities of ordered ministry. The examination shall include, but not be limited to, a determination of the candidate's ability and commitment to fulfill all requirements as expressed in the constitutional questions for ordination and installation (W-4.4003) *[and in the principles of participation, representation and non-discrimination found in F-1.0403]*. Councils shall be guided by Scripture and the confessions in applying standards to individual candidates.”

Rationale

Twice in 2022 Olympia Presbytery held ordination votes on the floor of Presbytery involving ordinands with opinions that did not fully embrace the equal and affirmed status of LGBTQIA+ persons in the church. Those conversations were difficult because the Book of Order does not include gender identity or sexual orientation in its list of protected classes. These experiences reveal the need for denominational clarity concerning the church’s ministry to LGBTQIA+ individuals as full participants in all aspects of life in the church.

While affirming the freedom of councils of the church to make ordination decisions as guided by the Holy Spirit, we acknowledge that the Church has been called upon historically to be ever more faithful to the most inclusive and affirming statements of Scripture and promptings of the Holy Spirit. The Church continues to find and confirm that the limits of each council of the church in their “local option” are conditioned by affirmations found in the Book of Order: sex, race, or any other prejudicial category, now to include gender identity and sexual orientation.

We feel that the Spirit is working in the churches concerning this matter. 223rd General Assembly (2018) approved the following resolution:

1. *Celebrating the expansive embrace of the gospel of Jesus Christ and the breadth of our mission to serve a world in need, the 223rd General Assembly (2018) affirms the gifts of LGBTQIA+ people for ministry and celebrates their service in the church and in the world.*
2. *The assembly celebrates that over the years, LGBTQIA+ people have faithfully, lovingly, and courageously served in every kind of service to which Christian disciples are called— notwithstanding the church’s efforts to exclude them from particular types of service.*
3. *The assembly laments the ways that the policies and actions of the PC(USA) have caused gifted, faithful, LGBTQIA+ Christians to leave the Presbyterian church so that they could find a more welcoming place to serve, as they have been gifted and called by the Spirit.*
4. *At the same time, the assembly gives thanks for the LGBTQIA+ pioneers of the faith who have persisted in relationship with the Presbyterian church, at great personal cost and sacrifice, together with the whole of the LGBTQIA+ community, moving the church toward a more generous, loving, and just understanding of God’s grace.*
5. *The assembly also gives thanks for those who continue to seek deeper understanding, and more authentic welcome, even amid discomfort or uncertainty about how best to show hospitality, in the spirit of continuing Reformation.*
6. *Today, openly LGBTQIA+ people are leading churches, preaching the gospel, serving those in need, and otherwise using their gifts for ministry in the Presbyterian Church (U.S.A.).*
7. *With an eye toward the future, the assembly affirms God’s presence and call in the lives of all God’s people and commits to seeking justice, equality, and inclusion for all in church and society.*
8. *The assembly calls on the Stated Clerk of the General Assembly, the Presbyterian Mission Agency (through its Office of Public Witness), and all who represent the Presbyterian Church (U.S.A.) to actively work for the protection of human and civil rights, both in the United States and around the world, especially the rights of marginalized and oppressed groups, including people facing discrimination on the basis of sexual orientation or gender identity.*

9. *The assembly calls upon mission co-workers and ecumenical representatives to advocate for justice and equality for all God's people in ways appropriate to their cultural and ecclesiastical context.*

10. *The assembly encourages all congregations and councils of the PCUSA continually to seek to expand their welcome so that all might know the Good News of Jesus Christ and encourages all other communions to do the same.*

We follow this encouragement by urging that gender identity and sexual orientation be established as protected classes against which we must not discriminate. As the PC(USA) continues to celebrate the gifts of our LGBTQIA+ siblings, we must amend our Book of Order to prevent discrimination against those same siblings.

We further feel that justice will be served, and the children of God will be supported by this Amendment. Studies show that LGBTQIA+ youth who have religious parents that share negative views on being LGBTQIA+ have higher rates of suicide attempts.¹ We believe that the Church is being called to affirm and support this at-risk population, as children, youth and adults.

We pray that the PC(USA) will fully affirm our LGBTQIA+ siblings by adding language that protects these historically oppressed people.

¹The Trevor Project: (<https://www.thetrevorproject.org/wp-content/uploads/2021/08/LGBTQ-Youth-and-Religion-Research-Brief-April-2020.pdf>)

Annual Report from Stated Clerk

Manual of Administrative Operations

The Presbytery of San Jose has documents which form the Manual of Administration and are available at <https://sanjosepby.org/policies>

- Standing Rules, revised Sep 25 2021
- PS-1 PT-6 Minimum Terms of Call, Nov 2022
- PS-2 Annual Review of Compensation
- PS-3 Job Description Performance Review
- PS-4 Part-Time Pastors
- PS-5 Tentmaking Ministry
- PS-6 Use of Study Leave
- PS-7 Sabbaticals
- PS-8 Family Care Leave
- PS-9 Medical Leave
- PS-10 Employment Rights for Chaplains
- PS-11 PT-1 Dissolving Pastoral Relationships
- PT-1 PS-11 Dissolving Pastoral Relationships
- PT-2 Relationship Between Congregations and Former Pastors
- PT-3 Interim Pastors, Nov 2021
- PT-3a Appendix A
- PT-3b Appendix B
- PT-4 Pastor and Associate Pastor Nominating Process
- PT-5 Equal Employment Opportunity in Ministry
- PT-6 PS-1 Minimum Terms of Call, Nov 2021
- PT-7 Receiving Clergy from other Denominations
- PT-8 PNC, APNC Liaison, Nov 2021
- ML-1 Minister Members-at-Large
- ML-2 Validated Ministries
- ML-3 EC-4 Ministers Not Related to Congregation
- HR-1 The Receipt of Honorable Retired Ministers
- HR-2 Presbytery's Relationship to Its Retired Ministers
- HR-3 Pastor Emeritus
- HR-4 ML-4 Parish Associates
- EC-1 Ethical Conduct for Ordained Officers
- EC-2 Sexual Misconduct Prevention, amended Nov 2018
- EC-3 Misconduct Reporting Procedure
- EC-4 ML-3 Ministers Not Related to Congregation
- EC-5 Use of Title Minister
- EC-6 Life Threatening Illnesses

The Presbytery utilizes the Synod of the Pacific for payroll and personnel services and has adopted the personnel policies of the Synod which can be found here:

<https://synodpacific.org/synod-administrative-manual/>

Insurance Coverage

The Presbytery of San Jose has insured property and liability through the Insurance Board. As the Insurance Board doesn’t insure watercraft, the “Salty Sheep” catamaran is insured with a specialty broker, Markel American Insurance.

Financial Review

We have had a successful review of our financial statements for 2022 completed by SD Mayer Accountants in September 2023 with no adverse or unusual items noted.

Review of Presbytery Minutes

The minutes of the Presbytery of San Jose have been reviewed by the Synod of the Pacific up to and including the special called meeting of August 5, 2023.

Permanent Judicial Commission

There are no judicial actions to report.

Current and Former PJC Members, as of October 2023

Esterline, Jane	At large	TE	2029
Burgess, David	Westminster	RE	2028
Gibson, Diana	At large	TE	2028
Bennett, Jim	At large	TE	2026
Mihm, Eileen	St. Andrew	RE	2026
Finkle, Ned	Los Gatos	RE	2024
Peake, Mark	First, Monterey	TE	2024
Reynolds, Lizanne	Covenant	RE	2022
Stock, Stephen	Los Gatos	RE	2022
Burgess, David	Westminster	RE	2020
Gibson, Diana	At large	TE	2020
Rogers, Barbara	Westview	RE	2020
Bowles, Bob	HR	TE	2018
Kwon, Young K	HR	TE	2018
Henry, Ken	Stone	TE	2018
Johnson, John	Gilroy	RE	2016

Investigative Committee Pool (Each member serves one 6 year term)

McAnelly, Anne	St. Andrew	TE	2028
Hamm, Claudia	Stone	RE	2028
Iyer, Mohan	First, Palo Alto	RE	2026
May, Charlie	Trinity, SC	RE	2026
Vickrey, Barry	Sunnyvale	RE	2024
Barclay, Annanda	First, Palo Alto	TE	2024
Macway, Evie	At-large	TE	2024

Report on Members of Continuing Administrative Commissions

Watsonville AC: Regarding the property and resources from the former UPC Watsonville

Denise Martin, RE, Gilroy (Chair)
Charlie May, RE, Trinity SJ
Cory Pena, RE, First Monterey
Trevor Van Laar, TE, Gilroy
Samantha Evans, TE, Validated Ministry/PACT
Lizanne Reynolds, RE, Covenant
Dan Hoffman TE, Westview

Downtown San Jose Urban Ministry AC: Regarding the reinvestment of the property and resources from the former First Presbyterian San Jose into downtown urban ministry.

Sharon Rowser, RE, Foothill (Chair)
Carolyn Rosen, RE, Los Gatos
Steve Nelson, RE, Stone
Don Choi, TE, at-large
Jenni Bales, TE, at-large

Committee on Preparation for Ministry Report

Committee Members:

Marjorie Bowles, Steve Nelson, Rev. Bruce Reyes-Chow, Rev. Robby Olson (chair),
Rev. Andy Wong

This has been an exciting quarter for CPM! We have had the opportunity to walk with a candidate she received a call, completing the CPM process and we have welcomed a new inquirer into the process. Rev. Nene Ross has received a call to Westminster Presbyterian Church in San Jose and is now ordained. Abendas Gnanadas Gelisuman, a member at Sunnyvale is officially an inquirer and has been paired with CPM liaison Rev. Andy Wong.

CPM currently has 3 inquirers, 1 candidate, and 2 candidates ready and pending a call.

CPM's next meeting will be in February 2024.

Submitted by:

Rev. Robby Olson, Chair

Committee on Ministry Report

Informational items:

- COM met for a fit interview for associate pastor candidate at First Presbyterian Monterey
- Approved a bridge contract between The Rev. Bruce Reyes-Chow and Stone Church.
- COM will report the 2023 calculation for the Minimum Terms of Call at the November Presbytery meeting

2023 Necrology of Minister members:

The Rev. Samuel Choi (03/30/1932- 3/26/2023) Cerritos, CA

The Rev. Dong Sung Ahn 06/27/1940- 5/3/2023) Santa Clara, CA

The Rev. Young Ko Kwon (b. 08/11/1945-9/26/2023) San Jose, CA

Submitted by
Rev. Mark Peake, Chair

Financial Affairs Committee Report

Financial Affairs Committee (FAC) has reviewed and approved leases for Foothill, Northminster, Westhope churches. The leases cover a wide range of topics, from use of facilities to cell towers on church property. We also discussed and modified the lease between the Presbytery and Watsonville Public House to reflect their unique ministry and financial arrangements with the Presbytery.

Every month, we continue to monitor and discuss the Presbytery budgets vs actuals for the 2023 fiscal year, as well as review the status and changes in the investment portfolio.

We have had multiple consultations with members of the Watsonville Administrative Commission to understand their needs with regard to contracting and managing funds. The FAC has recommended they form a legal entity to enable them to enter into contracts, create banking accounts, acquire insurance, etc. to support the ministries that are being planned for the Watsonville community.

Submitted by
Elder Dave Macway, Chair

Report on Request from Session of St. Phillips Presbyterian Church

The Session of St. Phillips Presbyterian Church requests that the Presbytery sell the property on N. Main St. in Salinas. This property title is held in the name of the Presbytery.

The Presbytery sold the church campus property on Leslie Drive in 2014, where St. Phillips Presbyterian Church worshiped and purchased a multi-use commercial property on N. Main St. in 2015 with the proceeds. This new property provided office and gathering space for the church and tenant revenue from a restaurant and an office tenant. The property has been managed by a property manager and net income has supported the church.

Recently it became apparent that the zoning for the property and the church's use permit does not allow an "assembly" use after code enforcement fines were levied against the church and Presbytery for use of the property for gatherings for worship and fellowship. This zoning issue cannot be resolved for the property and St. Phillips is now sharing space at Northminster Presbyterian Church in Salinas. The Session has consulted with Executive Presbyter Joey Lee on this request and Financial Affairs will review and provide further guidance on this motion.

Submitted by
Rev. Erica Rader,
Stated Clerk

Peace and Justice Work Group

Save the Dates for:

“Seeking the Roots of Current Issues through Black/African History”

Have you ever wondered about roots of voting restrictions, incarceration, book bans in education, Christian nationalism, and other forms of systemic racism? Join us on a journey of study and reflection during the month of February, 2024. We will wonder and build relationships together as we explore these issues historically and today.

Online gatherings on Monday evenings 6:30-8:00pm. 2/5/2024 and 2/12/2024

Final gathering in-person + dinner on 2/26/24 from 6:30-8:30pm.

Registration details to come in January 2024.

Submitted by:

Elder Meredith Hurley, Chai

APPENDIX K Executive Presbyter Report , Minutes from November 18, 2023 Stated Meeting

Report to the Presbytery, Rev. Joey Lee

Hello Presbytery of San Jose, and goodbye.

This is less of a report and more of my final thoughts.

First, I want to thank those of you who took time out of your busy schedules to attend my retirement celebration. Especially I want to thank the staff, Erica, Collette and Diane for all they did, as well as the good folks at Sunnyvale Presbyterian Church for hosting. Special shout out to Elsa our moderator, and Hardy Kim, pastor at Sunnyvale, for making it happen.

It was a wonderful event and I remain filled with gratitude.
I still feel like I attended my own memorial service, but thank you again.

Thinking about my last address to the presbytery, many things came to mind, but I settled on two.

The first is to share with you what I have shared with other presbytery leaders when I was part leading orientation for new execs. It has to do with understanding the role of presbytery leadership.

As you all know in Presbyterian polity we do not have bishops. This is one the sticking points in ecumenical conversations around church union and covenants of agreement.
I well remember that for a time, I met regularly with Roman Catholic, Episcopal, Lutheran and Methodist leaders in our area. Introductions went something like: "Bishop...Bishop...Bishop... Joey."

When asked, I would often explain, we do have a bishop, a corporate bishop, and it is the Presbytery. As for my role, I am "the bishop's chauffeur." ¹ The presbytery determines where it wants to go, and I help them get there. This may mean I say "you can't go there," but more often it's "you can go there but it will be a bumpy ride."

While all metaphors have their limits, this has been helpful for me in understanding my role as presbytery executive.

And it has become apparent to me that it is not just the Exec that is the chauffeur, but the entire staff is part of a driving team that helps the presbytery get to where they, where YOU want to go.

Collette, Diane, Edd and Erica also help the Presbytery to get to where you want to go. And with God's blessings, the next Executive will fit right in, and help get you there. You should know, I will be their biggest cheerleader.

The second thing I wanted to share is something that came up in conversation with someone whose initials are "Nan Swanson." She asked me, "What has been a highlight of your time as Executive?" It did not take long for me to respond, "the highlight was during one of the lowest times in our history."

In 2014 and 2015 (which mean we are coming up on 10 years), we dismissed 10 congregations. There was one more dismissal in 2017.

¹ This idea first came from the Rev. Dr. Paul Hooker, former Executive in the Presbytery of St. Augustine and later professor at Austin Theological Seminary.

APPENDIX K Executive Presbyter Report , Minutes from November 18, 2023 Stated Meeting

That was one of the hardest times for me personally and for us corporately. No one was happy with what transpired. To have people I once considered friends and colleagues lie to my face, utter untruths and half-truths about the church we love, and voice their reasons for seeking to leave, was hard.

Many of you were a part of that entire process. Eleven congregations meant 44 people on engagement teams with some doubling up. But this is where the lowlight becomes a highlight. To have so many in our presbytery willing and able to do the difficult task of meeting, taking heat or disparagement, yet still engage and negotiate, so that neither the departing congregation, nor the presbytery were unnecessarily damaged. All of you did the hard work of saying goodbye to congregations that had been a part of this body for decades. You were resolute when you needed to be. You were gracious in not seeking payback or restitution. You kept us out of the courts, and out of the press, because that would have diminished all of us.

Presbytery of San Jose, you stepped up and stepped out, because in the end you remembered that we walk by faith, and not by sight. And that lowlight has become for me, the highlight of my time as Executive. Typical of God to turn things on its head.

Presbytery of San Jose, it's been my privilege and honor, to drive you around these last 27 years.

Madame moderator, this concludes my last report, and "Go Bears!"

Coordinating Council Report

Information items:

General Assembly 226 Commissioners

In December, the Coordinating Council elected these three GA 226 Commissioners who provided their application and nomination information to the Coordinating Council:

Teaching Elder Commissioner: Rev. Dr. Bryan Franzen, Westminster
Young Adult Advisory Delegate : Elder Sebastian Salazar, Westminster
Ruling Elder Commissioner: Elder Roseleen Zisch, Stone Church

Our Standing rules permit the Coordinating Council to act on emergent business, and our Presbytery's submission of our Commissioners and YAAD by the December deadline required that the Coordinating Council act on these nominations. No other nominations were received.

The Coordinating Council met on January 18 by Zoom. The Chair of the Coordinating Council for 2024 is Elder Carlo Panighetti.

The planned dates/locations for 2024 Presbytery meetings is as follows:

Feb 3 2024 - Northminster Pres, Salinas (Hybrid)
May 4 2024 - Cornerstone Church/Presbytery Office (Hybrid)
Sept 28 2024 - Cornerstone Church/Presbytery Office (Hybrid)
Nov 23 2024 - Northminster Pres, Salinas (Hybrid)

Each will be offered in a Hybrid In-Person and Zoom. Presenters will be asked to attend in person.

The Rev. Dr. Bryan Franzen

Personal background in the Presbyterian Church;

My grandfather, the Rev. John B. Wild, baptized me at the Covenant Presbyterian Church in West Des Moines, Iowa. When my family moved to Illinois we began to attend Knox Presbyterian Church in Naperville, Illinois where I was active in the youth group and the churches mission committee. Before college, Knox sent me to be a missionary in Sisseton, South Dakota where I had the joy of working with the Dakota People. In college I became involved working with youth at the Westminster Presbyterian Church in Decatur, IL and later became youth director at the Monticello Presbyterian Church.

From college, Millikin University, a Presbyterian-related college in Decatur Ill, where I received a BA in Religion, I went to San Francisco Theological Seminary in San Anselmo, CA to receive my Master of Divinity with an emphasis in World Christianity in 2000. In 2011, I graduated from Columbia Theological Seminary in Decatur, GA with a Doctor of Ministry in Gospel and Culture.

I have been working for Presbyterian churches since I graduated from high school and went on that mission to Sisseton, South Dakota. In addition to missionary work prior to ordination, I worked as a Youth Director, Student Minister, and Chaplain. My two previous calls were:

- Pastor/Head of Staff of the First Presbyterian Church, Hightstown, NJ
- Pastor/Head of Staff of the First Presbyterian Church, Council Bluffs, Iowa

Personal hopes and desires for the Church;

My current concern for our church is that we might find civility and a focus on how we build each other up in faith. I believe that the church should be a place where we welcome all types of families and individuals, young and old. I also know that the strongest faith comes when people are encouraged to explore and question, be challenged, and ultimately grow in their own understanding and relationship with God.

Brief descriptions of several significant issues facing the Church;

The Westminster shorter catechism states, “Man’s chief end is to glorify God and to enjoy him forever.” While seemingly straightforward, many battles have been waged over what it means to glorify God. Explanations and debates over centuries have polarized the church. Today we are caught in the middle of a revolution in the church, forced to scrutinize between tradition, faith, and belief. We must reexamine what it means to Glorify God.

Being raised in a mission-oriented home, I find that one of the most important ways to glorify God is to seek justice, to love mercy, and to walk humbly with our Lord. Thus, I feel that it is important for us to be open to all. When we are open to others, we open ourselves to God. When we are more inclusive and tolerant, we are able to have a truly honest discussion of theological issues.

I find it crucial that as a church we rediscover the importance of dialogue and seeking, knowing that no one person has the complete insight into God, and that those who espouse hate go counter to the glory of God.

I believe that we have fallen into a trap as a church of buying into what society says is success rather than honoring individuals as gifts of God. Power in the Church, just like our community is far too often held within the privileged or wealthiest communities and success is mark with numbers rather than impact. Which often leads the church to make decisions that does not always include the voices of the impacted.

I also think that we sit in our privilege way too often, helping with things we like and often coming up with missions and outreach that fit a narrative rather than helping out individuals. I believe that we need to embrace trauma informed justice work. Empowering the affected communities to lead the change while walking along side to support and respond.

A statement that, if elected, she/he intends to be a General Assembly resource for the Presbytery in the year following service as commissioner.

If elected, I intend to be a General Assembly resource for the Presbytery until the next General Assembly.

Sebastian Octavio Salazar

226th General Assembly Response Requirements

Response A: Personal background in the Presbyterian Church.

Here is a quick personal background of the Presbyterian Church. After asking my mom, “Why we don’t attend Church?”, I began attending First Presbyterian Church of San Diego. Less than a year later, my father got a job in Silicon Valley, and we had to move. When moving, my parents enrolled me in the private Catholic institution, and we started going to mass at Westminster Presbyterian Church. Slowly, I began to identify differences between Catholicism and connect more with Presbyterianism.

To make a long story short, I examined my beliefs and relation with God. My conclusion was that I value and identify most with Presbyterians because of its commitment to theology. Many others believe that by critiquing established beliefs it expresses doubt in one’s faith. The reality is the opposite. In examining one’s beliefs, one either proves how robust their beliefs are, or identify old, irrelevant, or even dangerous beliefs and discard them. It is this that I resonate so deeply with. During my time at Catholic institutions, I noted how prevalent dogma was throughout. This is not the case in Presbyterian Churches, and it is this commitment to critical thinking that I am a Presbyterian. (The 226 GA is a concrete example of commitment to reason through examination of our doctrine!)

Response B: Personal Hopes and desires for the Church.

A personal hope for the Church is to see a major emphasis on helping others in concrete programs, charity, and support. The goal of organized religion ought to be to connect people to God. I believe that people can only develop their connection with God if certain necessities for living are met. If our mission is to connect people with God, we must first address their necessities of living, so that they may then develop their relation with God (Similar to Maslow’s Hierarchy of Needs).

Response C: Brief descriptions of several significant issues facing the Church.

Homelessness: As mentioned before, one of these necessities for living includes shelter and food. I have already seen how my own Church has dedicated time to the homeless in the form of the Bill Wilson Center, but I hope to see a denominational change in which Presbyterians Church are required to dedicate some form of time, money, space, or resources to those without a home.

Mental Health: In this contemporary era, isolation is a leading variable in mental health. There are numerous cases of dangerous individuals hurting others because of a shattered mental state from the lack of an outlet, especially among youth (but not limited to). Some ways to help could include requirements for Churches to have access to a therapist, visits to the lonely (like elderly), focusing on community engagement and congregation growth, expansion of youth groups in Presbyterian Churches, or even a curriculum for youth and adults on how handle stress.

Climate Change: Climate change is a universal problem. It is uniquely a problem that affects everyone — the rich, the poor, the old, the young, and so on. If humans live on Earth, it affects all. The significance of the issue is well documented, but some potential concrete solutions for the Presbytery could be reducing carbon footprint, sustainability, and water conservation.

Response D: A statement that, if elected he intends to be a General Assembly resource for the Presbytery in the year following service as commissioner.

ROSALEEN M.G. ZISCH

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Email: rmgzisch@gmail.com**

TEACHING EXPERIENCE Herbert Hoover Middle School & Edwin Markham Junior High, SJUSD and 2002-Current at San Jose State University Dept. Education= Supervisor-Social Science Teacher Candidate

PRESBYTERIAN CHURCH Stone Church of Willow Glen

Elder (two terms) and Deacon, CE Director, Youth Director, Church School Teacher, Chair of Vacation Church School, Mission Coordinator, Moderator of Presbyterian Women for San Jose Presbytery, Curriculum Writer for PCUSA “We Believe” , APCE member & workshop leader, Honorary Life Membership PW

PERSONAL HOPES AND DESIRES FOR THE CHURCH

Our church has made both good and bad decisions over the years. As a life long Presbyterian, I have watched it change over the years. I remember my church at age 15 not sponsoring any dancing for a formal party. Today at our church youth group we would not sponsor a formal event. Casual is key. The atmosphere and activities that the church sponsored have changed as have the number of kids involved. I’d love to see our church grow. Reaching the young where they are and finding our Lord to guide their path.

Our church has leaders that are gifted but are not reaching much of their congregation due to communication issues. Reaching people and then getting the message out on a regular bases is a challenge. Our old ways of organizing people is unique for religious groups but so many don’t understand it. We have rules that I see as valuable and many don’t get them. We draw membership from other faiths who never get to know why our Book of Order does work. Making the language friendly & theology simple can be a challenge. To grow, this is necessary.

Understanding the history of the church is another area that I hope will be addressed. Apologies to the Native Americans /indigenous people have been formally made a few years ago. But there is little happening to teach our members about local tribal groups who occupied the land their church sits on today. What happened? Why it happened? What should we do about it today? Questions we need to address.

Issues and Hopes - “Peace and Justice” work is vital to the Church’s future. With war in the Holy Lands it makes our position difficult. Understanding why this conflict continues to flare up leaving the innocent dead is difficult to see on TV. Our world has many regions that make me cry. Peace is impossible without justice. The stories of this land and the people there, must be shared and prayers offered for all of them.

Yes, I, Sebastian Octavio Salazar, intend to be available as a resource for the Presbytery throughout the following year even if I should travel.

If selected to be a commissioner for San Jose Presbytery, I will be happy to share what I learn at the 226th General Assembly

Committee on Ministry Report

Presbytery of San Jose Committee on Ministry
Report to Presbytery February 3, 2024

Items for Docket:

1. Approve voice and vote for Julianne Center, Organizing Pastor of Somos Watsonville, as part of an orderly exchange of ministers for a UCC pastor.
2. Proposed amendments to Policy PS-1(PT-6) – Minimum Terms of Call (First Reading)

Information Items:

1. COM approved the following agreements during November 2023 through January 2024:
 - a. Agreement between Stone Church and Rev. Bruce Reyes-Chow for Transitional Pastor services effective Nov. 1, 2023.
 - b. Agreement between First Presbyterian Church of Palo Alto and Rev. Nan Swanson for Bridge Pastor services effective Dec. 1, 2023.
 - c. Agree of separation between Stone Church and Rev. Irene Pak Lee effective Feb. 28, 2024
2. COM approved Rev. Kent Drescher’s request to release him from ordination on November 13, 2023.
3. COM conducted a “fit” interview for Rev. Joseph Kwang Park and approved his transfer of membership to the Presbytery contingent on the vote of the El Estero Presbyterian Church’s congregation to call Rev. Park, which occurred on Dec. 3, 2023.
4. COM conducted a “fit” interview for Rev. James Potts and approved his transfer of membership to the Presbytery contingent on the vote of the First Presbyterian Church of Monterey’s congregation to call Rev. Potts as their Associate Pastor, which occurred on November 19, 2023.
5. COM conducted a “fit” interview for Rev. Tom Harris, approved his Terms of Call, and approved his transfer to the Presbytery contingent on the vote of the First Presbyterian Church of Palo Alto’s congregation to call Rev. Harris as their pastor, which occurred on January 7, 2024 (March 4, 2024 start date).
6. COM approved Rev. Bryan Franzen’s sabbatical for April-September 2024.
7. COM scheduled an exit interview with Rev. Irene Pak Lee.
8. The Watsonville Administrative Commission (WAC) has formed a corporation – Somos Watsonville, Inc. – for the new ministry at the former First Presbyterian Church of Watsonville property and is seeking 501(c)(3) nonprofit status from the IRS. The WAC members comprise the corporation’s board of directors.

Respectfully submitted,
Lizanne Reynolds
COM Chair

COM Background on proposal to amend PS-1-PT6 “Minimum Terms of Call”

- The Change to the “Policy Statement” updates its scope.
- The change to “Session Responsibilities” adds to our current practices.
- Under the “Components for the Minimum Terms of Call”, we clarified the amount of “Vacation” to be accrued each year to be 30 days including weekends but not federal holidays.
- The Department of Industrial Relations (DIR) sets the laws and regulations around labor law. https://www.dir.ca.gov/dlse/FAQ_Vacation.htm
 - DIR places restrictions on the employer in fulfilling their obligations:
 - DIR rules state that earned vacation is considered wages as it is earned, therefore we need to have a policy about the rate that vacation is earned.
 - DIR rules state that vacation cannot be clawed back if the employer allows it to be taken before it is earned therefore, we need a policy stating that vacation needs to be tracked. Pastors should have the flexibility to take vacation when they need to with session approval if they have not accrued sufficient vacation. Note that vacation is considered wages by the DIR.
 - DIR states that employers can encourage employees to take their vacation during the year but cannot mandate it. However, employers can set a cap on the maximum amount of vacation that can be accumulated. Therefore, we need to set a cap on the amount of vacation. Industry standard is 1.5 times the annual accrual amount. We should encourage our pastors to take their vacation each year as part of their selfcare.
 - DIR states that upon termination, unused vacation must be paid at the employee’s pay rate. Therefore, we need a policy giving how to calculate the payment at the time of pastoral dissolution.

Presbytery of San Jose

Policy PS-1(PT-6)

Effective Date: ~~11xx/19xx/2024~~2022

MINIMUM TERMS OF CALL

Policy Statement

The Presbytery of San José requires that terms of call for all pastors include the following categories: salary and housing, auto allowance, study leave, Board of Pensions 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, vacation and salary requirements.

Rationale

The Presbytery of San José provides this information in order to guide congregations in fulfilling their commitment to pay fairly the ministers who serve them.

Responsibilities

Committee on Ministry (COM) Responsibilities

At the request of any session, personnel committee or pastor, COM shall provide a representative to be present for salary negotiation.

COM shall insure that all arrangements with an incoming pastor are in writing, and are clearly understood by the pastor and the session.

COM shall consider a particular church's request for exemption from this policy.

COM shall report to Presbytery the annual cost of living (COLA) figures as reported by the Social Security Administration, with the annual salary component adjustments reflecting these figures (See Appendix A for Methodology)

Minister Responsibilities

Ministers shall familiarize themselves with this policy.

Ministers shall report annually to Presbytery the approved terms of call.

Presbytery of San Jose

Policy PS-1(PT-6)

Effective Date: ~~11xx/19xx/2022~~2024

Session Responsibilities

The session shall recommend annually to the congregation a salary that recognizes with fairness the unique gifts the pastor brings to the church, and in any event shall recommend to the congregation Terms of Call that meet or exceed the minimum terms of call set forth in Appendix A. The congregation shall vote whether to approve the Terms of Call.

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.

The session shall explain the components of the terms of call to the congregation.

The session may request COM to grant an exemption from this policy, stating reasons for the request.

Stated Clerk and Executive Presbyter Responsibilities

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

Additional Responsibilities/Information

Congregations and ministers may agree to allocate the Salary and Housing components of the minimum Terms of Call in a manner that meets both of their needs as they see fit, consistent with requirements of local, county, state, and federal taxing authorities

See other Presbytery policies (www.sanjosepby.org/policies)

See Board of Pensions (www.pensions.org)

Presbytery of San Jose

Policy PS-1(PT-6)

Effective Date: ~~11xx/19xx/2022~~2024

Appendix A

Components for the Minimum Terms of Call

The minimum Terms of Call consist of the following components:

- **Minimum Salary and Housing:** For a given year, the amount in Appendix B from the preceding year, indexed by the Social Security Administration Cost of Living Adjustment (COLA). See <https://www.ssa.gov/cola/>. The actual housing provided shall take into account the particular minister's reasonable needs but shall, at a minimum, provide a two bedroom residence within a reasonable driving distance of the church or an equivalent cash allowance.

- **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." See <https://www.pensions.org/file/what-we-offer/benefits-guidance/forms-documents/Documents/pln-103.pdf/>.
- **Board of Pensions:** The yearly designated dues (medical, pension, and 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. ~~The 30 days shall include weekends but not federal government holidays. A pastor shall accrue vacation at a rate of 2.5 days per month as of the first day of each month unless a church session approves a different vacation accrual schedule. With session approval, a pastor can take vacation days before having sufficient accrued days. Session shall have a mechanism to track accrued and taken vacation days and report them to the pastor.~~
The maximum amount of accrued vacation is shall be 45 days unless a church session approves a different maximum amount (but not less than 30 days). At dissolution of a pastoral relationship, reimbursement for unused but accrued vacation is shall be calculated by multiplying the effective salary by the number of unused accrued vacation days and dividing by 365.

Presbytery of San Jose

Policy PS-1(PT-6)

Effective Date: ~~11xx/19xx/2022~~2024

APPENDIX B

Minimum effective salary, by county in which the church is located, shall be as follows for calendar year 202X4:

Santa Clara County: ~~\$111,417~~\$114,982

Santa Cruz County: ~~\$93,373~~\$96,361

Monterey County: ~~\$68,372~~\$70,560

Rev. Tom Harris- Brief Biography

My family moved to the barrier islands on the east coast of Central Florida when I was less than a year old. Until I left for college, we lived in a house about a mile from the beach. I would ride my bike there. Across the street was undeveloped Florida scrub land including a murky lake. I spent hours exploring this area. To the west, I could ride my bike to my grandparents house located on the Banana River Lagoon in the Indian River Estuary. We were a boating family and I was often on the water in some kind of boat. I go to the trouble to describe this area because my first sense of awe, wonder, and reverence was experienced in this portion of God's Creation. I still find God in the natural world.

My mother faithfully attended a local Presbyterian church. My Father was somewhere between an atheist and an agnostic and had pretty antagonist feelings about church. My mom brought me to church with her until sometime in elementary school I asked to stay home with my dad and was allowed without argument. We still attended her church as a whole family on Christmas Eve and Easter every year and I have good memories of those services.

In high school I was invited by a friend to a youth group at another Presbyterian Church in town. I took to it immediately. I enjoyed the programmed fellowship which helped me overcome my shyness and awkwardness. I enjoyed the singing and Bible study. Reading the Bible was new to me and I found it enthralling. I read it twice through before I finished high school. I did not know it then but this PC(USA) church was very conservative, evangelical, and somewhat charismatic. I didn't know those terms at the time, but I did not know any alternatives and found the idea of invisible powerful forces just below the service of reality very appealing. I also appreciated the clear and easy teachings about right and wrong offered in that context at that time in my life.

When I went to college at Clemson University, I quickly got involved with the Presbyterian Student Association. There I was introduced to historical and literary critical Biblical interpretation and the idea that the church should be out in the world helping the poor and disadvantaged. I also learned about social justice. These ideas offered me an alternative to what I had been taught in High School youth group and they made a lot more sense to me. I was beginning my long journey as a progressive Christian.

The vocation of ministry was at first a fairly rational decision. I loved church, the Bible, people, and especially being present in very sacred moments, and I was a pretty good writer and public speaker. I got married to my wife the summer I graduated from college while she still had two years left to go. I did a variety of social work kinds of jobs and a short stint as an Interim Christian Education Coordinator at a Presbyterian Church. When my wife finished college we left for San Francisco Theological Seminary.

The first church I served after seminary was in Deckerville, Michigan. The church had about 100 members and the town had about 1000 people. I enjoyed small town life, but it was very isolating for my wife and our newborn son. So, after a couple years, I accepted a call in North Charleston, SC. This was her hometown and close to her loved ones. That church had a very conservative element and my advocacy for LGBTQ equality was met with stiff resistance. There was an effort to dissolve the pastoral relationship but the Presbytery brought in a mediator and

COM – New Member Biographies

the very conservative folks found that they were in the minority in the congregation, and I agreed to adjust my preaching to be less prophetic. However, I also knew I needed to find a call where I could lead a congregation excited about social justice work. I found that church in Baltimore, Maryland at Govans Presbyterian. I have served there for 17 years, and though I find that everything is going very well in so many ways, I feel called at this time in my life to make a change; to find a new challenge. My youngest child has now gone to college and we have the freedom to explore a new chapter in our lives. I am looking for a theologically and socially progressive church where I can focus on preaching, teaching, community outreach, and pastoral care.

Autobiography of Joseph(Joe) Park

Background and Family Introduction

I was born as the youngest of four children in a pastor's family. My mother, who was the wife of a poor pastor serving a small island church in South Korea, struggled to give birth to me due to anemia. It may sound like a story from a Christian novel, but I, as a baby, was deemed hopeless by the midwife immediately after birth. My mother prayed fervently to God to save her baby, and by God's grace, I was miraculously spared from death. Growing up, I constantly heard, "You were almost a lost child, but God saved you. Therefore, you must dedicate your life to God who granted you life." This message was ingrained in me deeply. Whenever adults asked what I wanted to be when I grew up, I would promptly reply, "I will be a pastor and live for God." Despite this, I hadn't personally encountered Jesus Christ and continued a culturally-influenced religious life until middle school.

Let me take a moment to talk about my mother, who is now in heaven. She was the third among eight siblings in a superstitious non-believer family. As a teenager, she fell into nihilism and planned suicide, but her destiny changed after attending a revival meeting at a local church, orchestrated by God's amazing providence. My mother became the first convert in the staunch Choi family, leading her entire family to salvation and guiding her two younger brothers (my uncles) to become pastors. Today, when I see myself, my brother, and two cousins serving as pastors in the United States and Korea, it's astonishing how God transformed a family on the brink of destruction through a young girl contemplating suicide.

I remember our family always struggling financially. However, looking back, we were a harmonious family in Christ, gathering every evening for family worship. I attended elementary, middle, and high school in Seoul, and immigrated to New York towards the end of my high school years. My parents had to give up migrating due to my father's ministry, so in essence, my move was both immigration and study abroad.

Testimony of Faith

In my second year of middle school, I attended the 'New Year Fasting Prayer Meeting' with my uncle, who dedicated himself to the ministry. I joined out of curiosity and competitiveness, but that prayer meeting became a turning point in my life.

One evening during the fasting prayer, I realized my immense sinfulness before God and truly believed in Jesus Christ, who died and resurrected for my sins. At that moment, I confessed all my sins and accepted Jesus Christ as my personal Savior and Lord. What had been a mere repetition of wanting to be a pastor became a personal confession of faith.

COM – New Member Biographies

When I became a high school student, I moved to New York, facing cultural shock and language barriers, which shook my dedication to God. In college, I thought that someone with weak faith like me serving as a pastor might harm God's kingdom. However, in my junior year, a sermon by a visiting pastor at a college retreat about God using the weak ignited a passionate realization in my heart. I became convinced that God was calling me to pastoral ministry, and I rededicated myself to the Lord at that retreat.

Rev. James M. Potts

I was born and raised in Danville, IL; I am the youngest of four siblings having three older sisters. Growing up, my family attended First Baptist Church; my sisters and I all attended the First Baptist Christian School. It was here at this school in jr. high, I began to feel God calling me to ministry.

I excelled in music throughout high school. My plan was that I could teach music in a local school system while also serving in a local church. I took a year off after high school, before attending Maranatha Baptist Bible College in WI. for one semester. During my brief time there, I was told that I did not have enough classical piano training to continue in the program. I was told that I could change my major or I could take time off, build up the skills I needed, and return in a year or so.

I decided to take time off. However, it wasn't just to build up the piano skills. By that point in my life, I knew that I was gay. I'd known for quite a while, but I wasn't ready to come out yet. I began working with a piano teacher back in my hometown while also taking classes at the local community college. It was there that I began to question many of my own beliefs I had been taught at the Baptist Church.

After coming out, I began reaching out to all the churches in town asking what they taught and believed about LGBTQ+ people. The only pastor to respond was the pastor of the PCUSA church. I started to skip services at the Baptist church only to begin attending the Presbyterian Church. It turns out that my piano teacher was the organist there. This helped because she introduced me to so many people who have become like family to me.

The pastor asked me to get more involved in different aspects of ministry; but having heard that I was going to hell all my life, I was skeptical. As I got more and more comfortable volunteering in different areas, the pastor took me to lunch one day and told me that he felt I had many gifts for ministry and that I should consider seminary. I remember being shocked, yet also feeling affirmed. I remember asking him if gay people could serve as pastors or if they must stay in the closet. I remember him being very honest with me that the denomination (at the time) was still struggling with this, but that there were many people doing the hard work to make sure all God's children were fully included at the table and in positions of leadership.

In 2012 I participated in the Young Adult Volunteer (YAV) program through the denomination. I served in Chicago working in an after-school program on the west side. I also taught music to preschoolers twice a week. While there, I was introduced to McCormick Theological Seminary. I applied and was accepted even though I didn't have a bachelor's degree at the time. While in seminary, I grew more spiritually, and my faith deepened.

After graduating from seminary, I went to Cincinnati, OH to complete a Clinical Pastoral Education (CPE) internship at the Veteran's Affairs hospital. While there, I offered pastoral care to veterans and their families. This was an incredible learning opportunity while also growing even more in my faith.

After finishing CPE, I relocated to Hollywood, FL and served for a year as the Director of Family Ministry at First Presbyterian Church. From there, I went to Nashville, TN., to serve as the Director of Children's Ministry at Second Presbyterian Church. While in Nashville, I became certified ready to receive a call; I also finished my undergrad degree in psychology with a concentration in child and adolescent development.

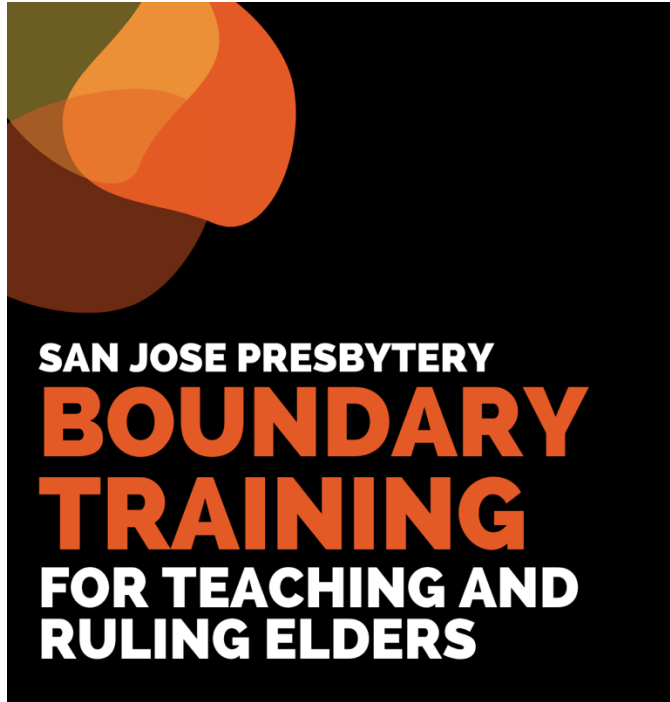
When the pandemic happened, I took some time to discern what would be my next step in ministry. My discernment led me to seek a solo pastor call at a small church in rural Illinois.

When the FPC Monterey opportunity came along, I began to pray about whether it was something I should consider or not. The more I prayed about it and the more I talked with the APNC, it became clear that this was where God was leading me. I'm excited about the opportunity to partner with the good folks there and to get back to my passions of Christian education and faith formation.

I am currently working on a doctorate in educational ministry (DEdMin) at Columbia Theological Seminary. Outside of ministry, I am an award-winning quilter always looking ahead at the next quilt to make. I also really enjoy baking and trying new recipes.

Information for Clerks of Session

- Statistical Reporting to the Office of the General Assembly is due on February 10. Clerks have received information about this reporting.
- Session Records Review for 2024 will be held on October 19 and 26, locations to be confirmed. One will be held in San Jose and the other will be held in Santa Cruz County.
- We will be establishing a Clerk of Session Newsletter, to support our Clerks. If there is a change to your Session's clerk please contact Collette Lynner to update our list collette@sanjosepby.org



DATES & DETAILS

Boundary Training is required for both Ruling and Teaching Elders. Led by Bruce Reyes-Chow, San Jose Presbytery will hold two sessions for each group at the dates/times listed below. **Elders need only attend one session total.**

FOR RULING ELDERS

Both Sessions via Zoom
Wednesday, February 28, 2024, 6pm-7
Saturday, March 2, 2024, 9am-10

FOR TEACHING ELDERS

Both Sessions at the Presbytery Office
Tuesday, February 27, 2024, 2pm-4
Wednesday, March 6, 2024, 10am-12

RSVP to Collette Lynner
collette@sanjosepby.org

ETHICAL CONDUCT POLICY GUIDELINES AND TRAINING 2024

We seek to witness to God's love by the way we intentionally care and plan for safety of all people in our midst. This information is provided to help Minister members and Sessions understand the new requirements and discern the difference and overlap between different training offerings.

Definitions

Boundary training is about preventing illegal misconduct such as sexual misconduct and forms of harassment as well as the improper use of authority, power and relationships. Our approach to this training will focus on the aspects of prevention through self awareness, self care and intentional choices, anticipating that most people seek to cultivate personal wholeness and healthy relationships.

Child Protection training has some overlaps with boundary training, but is a separate requirement focused primarily on the boundaries and policies to prevent abuse of minors. These training materials develop awareness and reinforce the responsibility for adults to report boundary violations or concerns.

PC(USA) and Presbytery of San Jose Requirements

2023 amendments to the Constitution (Book of Order) now requires that:

"All Councils shall adopt and implement a sexual misconduct policy and a child and youth protection policy. Each Council's policy shall include requirements for boundary training which includes the topic of sexual misconduct and child sexual abuse prevention training for its members at least every thirty-six months"(G-3.0106)

The Presbytery's ethical conduct policies can be found at <https://sanjosepby.org/policies> The Presbytery determines the clergy boundary training to meet the requirement for minister members.

The Presbytery is providing this mandatory training with two dates in early 2024. Afterwards we will evaluate other times and alternative training options. All minister members must participate in boundary training regardless of employment or retirement status. Compliance with this requirement is ultimately part of a minister member's ecclesiastical status of "membership in good standing"

New requirement for Ruling Elders

As a way of resourcing the Sessions of our churches, we are offering a one hour zoom Boundary training for Ruling Elders. We interpret that the new constitutional requirement that "each council's policy should include boundary training" means that each Session (a council of the church) must provide this training in some fashion. Sessions can provide their own training, but are seeking to help Sessions with an accessible way to provide this training.

State of California Requirements

We seek to meet or exceed State requirements regarding reporting and ethical conduct training in our churches.

Mandated Reporter training recognizes the legal state requirement to report suspected child abuse. Churches should ensure that employees, officers, leaders and those working with minors take the California state training for Mandated reporters. <https://mandatedreporterca.com/>

Sexual Harassment Prevention training is required for both employees and their supervisors in California. To meet this requirement specifically for employed church staff, churches can use the free California state training <https://calcivilrights.ca.gov/shpt/> Alternatively, many of your insurance companies provide free training to meet California requirements.

Resources and Questions

We will need to all work together as we seek to make our churches and ministries safe for all people. The Stated Clerk and the Coordinating Council's Polity and Government Sub Committee will provide clarity about requirements and provide resources to our Sessions and Minister members. We rely on the important work of Clerks of Sessions who track and report on behalf of Sessions. The Committee on Ministry oversees clergy compliance with Presbytery policies. Contact Stated Clerk, Rev. Erica Rader erica@sanjosepby.org or the chair of Polity and Government Rev. Bryan Franzen Bryan@westpres-sj.org with any questions.

Financial Affairs report

The financial affairs committee met in January to review our year-end financial reports and per capita giving.

Our year end balances for Investments were: \$7,812,627.46

Our year end balances for fixed assets (including real property and equipment) were: \$5,967,538.57

Our cash assets were: \$112,869.67

The committee reviewed a request from the Executive Search committee and personnel committee to consider our current budget and advise regarding expenses for the position of Executive Presbyter so that the Executive Search committee might have the ability to negotiate a call with a potential candidate.

In reviewing the request, it came to light that several income and expense lines in the budget lacked clarity. These included the compensation for staff paid through the synod, grant income received from the synod, and investment withdrawals used to subsidize the presbytery's annual budget. Further, we received new information that the costs for staff compensation paid through the synod are anticipated to be higher than what is currently reflected in the 2024 budget.

The committee is requesting further information regarding year end statements from the Synod and investment accounts and is following up with breakout meetings to clarify these areas and potentially make recommendations for improvement.

We did affirm the presbytery's ability to support the proposed terms of call based on our year end investment balances.




Celebrating BLACK HISTORY



Visit <http://tinyurl.com/BlackHistoryMonth2024> to join a multi-week Black History Month study led by Rev. Erik Swanson of Westhope Presbyterian Church in Saratoga and Rev. James Richard of Foundation of Faith in S.C.

Seeking the Roots of Current Issues through Black/African History



Explore the historical roots of current issues: voting restrictions, incarceration, book bans in education, Christian nationalism, and other forms of systemic racism



Monday Feb 5, Feb 12: 6:30-8:30 pm
Study on Zoom

Monday Feb 26, 6-8:30 pm
Final Meeting and Celebration Dinner

Westhope Presbyterian Church
12850 Saratoga Ave, Saratoga, CA 95070
Doors open/Appetizers served at 5:45pm.

<http://tinyurl.com/BlackHistoryMonth2024>

Peace and Justice Ministry of Westhope Presbyterian Church and the Presbytery of San Jose Peace and Justice Work Group are honored to organize this event for all in the Presbytery. Please share this invitation!

Presbytery of San Jose Peru Mission Trip

May 18-26, 2024

The trip would allow participants to see first-hand the work and challenges being addressed by our PCUSA partners in Peru and provide the opportunity to engage in conversation with partners and the communities they serve. The two places we will be visiting:

- La Oroya, Peru (central Andes), where we have been addressing human and environmental health in relation to mining contamination, as well as reforestation work in response to climate change
- Callao, Peru (near Lima), where PCUSA partners are beginning new work in addressing human and environmental health in relation to industrial pollution and oil spills.

Cost:

The cost is \$1000/person for our portion of the trip. This includes all in-country travel (air and ground), hotels, meals, water, honorariums, and administrative costs. It does NOT include air travel to/from Peru. It also does NOT include an extended trip to Machu Picchu.

Optional trip to Machu Pichu:

You could do this part on your own through a tourist agency. Or our Mission Partner, Jed, in Peru can facilitate it, which basically would be passed off to a local tourist agency (meaning payment would still go directly to them. Our mission partner will not accompany you on this trip to Machu Pichu) The approximate cost based on the experience in prior years is about \$900-\$1000 per person (including flight to Cusco, 4 days/3 nights hotel in Cusco, train and entrance to Machu Picchu and some meals).

A tentative schedule:

Saturday, 5/18: Arrive in Peru (activities to be determined based on arrival time)

Sunday, 5/19: Worship and Lunch in Lima at local church (ecological theme); afternoon travel by air to Huancayo, Peru

Monday, 5/20: Travel by van to La Oroya; full day with partners in La Oroya (mining contamination); return to Huancayo at night

Tuesday, 5/21: Full day with partners in Huancayo (climate change theme)

Wednesday, 5/22: Fly back to Lima / Afternoon Conversation with partners in Lima

Thursday 5/23: Full day in Callao (adjacent to Lima), visiting local communities and environmental degradation sites

Friday, 5/24: Another Full day in Callao visiting local communities and environmental degradation sites

Saturday, 5/25: Closing Conversation with partners / Afternoon tourism in Lima / Late-night return to the US?

Sunday, 5/26: Early morning return to the US? Or Trip to Cusco/Machu Picchu

Dues:

\$500 (half of the total cost to our PCUSA partner in Peru, apart from the airfare) is due on February 26, 2024. The balance is due on May 1, 2024

SVPC PW Global Mission Circle
Peru Study Guide

Introduction to Peru

World Factbook

<https://www.cia.gov/the-world-factbook/countries/peru/>

[Map of Peru](#)

Machu Pichu

[Mysteries of Machu Pichu Revealed](#) (45 minutes)

Jed and Jenny Koball's Ministry

[Koball Mission Agency Home Page](#)

Movie: *Aguirre, the Wrath of God* (1972) written and directed by famous German director Werner Herzog (96% on Rotten Tomatoes) German with subtitles

Don Lope de Aguirre (Klaus Kinski), a ruthless Spanish conquistador, vies for power while part of an expedition in Peru to find El Dorado, the mythical seven cities of gold. Accompanied by his daughter, Flores (Cecilia Rivera), Aguirre faces off against his superior, Don Pedro de Ursua (Ruy Guerra), and grows increasingly volatile after seizing control of the group. As Aguirre presses deeper into the Amazonian jungle, he descends further into madness.

This movie was shot on location using indigenous men from the Andes. It has some graphic violence.

Peruvian Food: Inka's Restaurant, 700 S. Winchester Blvd., San Jose CA 95128

Papa A La Huancaína

Causa Rellena

Fried Yucca

Various Seafood Dishes

My circle had a zoom meeting with Jed and studied Peruvian poetry. I also shared a powerpoint on Dolls and Nativities from Peru that focused on clothing, textiles, and dances.

Mary Green Vickey

**2023 Presbytery of San Jose Mission Study Tour to Peru
Application
Deadline March 15, 2023**

Name	Email Address	
Street Address	Phone Number	
City	ST	Zip Code
Church		
Special Skills such as Videography or Spanish language		

Describe previous connections by your church to Peruvian ministry, organization, or mission co-worker there.

How will this Trip inform and enhance your ministry?

How will you share your mission study trip experience with others?

Signature	Date
-----------	------

Received by Presbytery of San Jose Mission and Outreach Work Group

EXPLORE

Theology of Play

**HOW BOARD GAMES CAN CHANGE
THE WAY YOU SEE FAITH,
AND YOUR MINISTRY**

SATURDAY, FEBRUARY 3RD

12:30PM  *Explore Game Library*

Browse and explore a wide variety of board games for all ages. Pastor Bill will be on hand to answer questions and talk about the games.

1:00PM  *Theology of Play*

We will briefly explore the importance of play and look at how board games build community, strengthen mental health, and can be used in Christian formation. Also, we'll briefly talk about building your collection and hosting game events.

1:45PM  *Let's Play*

Pastor Bill and Pastor Andy invite you to now stay and play some of the games. They will happily teach you any of games.

LEADERSHIP

Bill Lane is the pastor at Gonzales Community PC. He is also a board gamer. He has more than 1000 games in his collection. Bill attends conventions and competes in board games. He leads workshops about board games for churches, senior centers, and children and youth programs. Several designers and publishers have him playtest their games.

Andy Rausch is the Pastor at Northminster PC in Salinas. He is also a board gamer. His collection is 300+. Andy has been a workshop leader for play/games. He has hosted several board game events in his ministry.

**IF INTERESTED
PLEASE SIGN-UP
(NOT REQUIRED)**

<http://tinyurl.com/c982bcxs>

