

Presbytery of San Jose: Notice of Called Meeting
Saturday February 7, 2026 9:00am
Trinity Presbyterian Church
3151 Union Avenue, San Jose, CA 95124
Meeting in person

9:00 Welcome, Opening Worship Installation of 2026 Moderator Moderator, Tim Parmentier, CRE

9:50 Break

10:00 Transition to agenda

Stated Clerk Rev. Erica Rader

Called Meeting not Stated Meeting; Change in the Docket; Quorum call (8 ministers/8 elders/6 churches); Corresponding Members; First time attendees; Visitors

Approval of Agenda and Consent Agenda (All new business must be referred)

Consent Agenda:

1. Approve minutes of the Called Meeting of the Presbytery of San Jose on October 23, 2025 (pp.
2. Recommendation from Financial Affairs: Approve 10 year lease St Andrew Presbyterian with current tenant Iglesia de Dios Santa Cruz (Note: Long term leases and use of facility for worship requires Presbytery approval)

Reports and Announcements Received in Docket

Draft Minutes from Called Meeting of Presbytery on October 23, 2025 (pp. 4-61)

Report from Coordinating Council (pp. 62-67)

COM Report (p. 68)

COM: Examination for Ordination to Validated Ministry Cory Piña (pp.69-71)

CPM: Examination to Certify Candidate ready to Ordain: Steve Fainer (pp. 72-75)

First Thai Fellowship Chartering request (pp.76-78)

Accountant and Treasurer Report (pp.79-81)

2025 Financial Statements (pp. 82-87)

Financial Affairs Report (p. 88)

Executive Presbyter Report to Presbytery (pp.89-91)

Downtown Urban Ministry Administrative Commission Report (pp.92-98)

Peace and Justice Work Group; Legal Aid relief (p.99)

10:05 am Synod Executive Presbyter- Greetings Rev. Nancy Vincent

10:10 Committee on Ministry Elder Sharon Rowser

Motion: Examine Candidate Cory Piña for Ordination to Validated Ministry as Minister of Word and Sacrament

10:25 Committee on Preparation for Ministry Rev. Jim Bennett

Motion: Examine Steve Fainer to be “certified ready” as Candidate for Ordination

10:40 Election for Stated Clerk Rev. Anne McAnelly
(Materials to be distributed in meeting)

Search Committee members: Anne McAnelly, Denise Martin, Libby Boatwright, Tim Parmentier, Jane Odell, Bruce Reyes-Chow

11:00 Committee on Ministry Elder Sharon Rowser
1. Motion to charter First Thai Fellowship as a congregation of the Presbytery of San Jose.
2. Elect Ruling Elders (class of 2028): Kris Jueseekul, Kit Chatsinchai, Wichayut Suttabongoch (Victor)

Note: COM has approved receiving Rev. Prasartpong (Paul) Pansuay as a minister member of the Presbytery pending the vote to charter First Thai

11:10 Break

11:20 Downtown San Jose Administrative Commission Elder Sharon Rowser

Motion: Dissolve the Administrative Commission with thanks

Members: Sharon Rowser, Carolyn Rosen, Don Choi, Steve Nelson, Jennifer Bales

11:30 Financial Report 2025

Accountant and Treasurer Report Ms. Diane Case
Rev. Edd Bredden

11:45 Thank you to Stated Clerk Erica Rader and Accountant Diane Case

11:55 Polity and Government Sub Committee Rev. Bryan Franzen

12:05 Peace and Justice Working Group (p.28) Rev. Julie Porras-Center

12:10 Church Health and Growth Working Group Rev. David Watermulder

Rev. David Watermulder

12:15 Mission and Outreach Working Group

Rev. Deborah Troester

12:20 Announcements

12:25 Stated Clerk

12:30 Prayer and Adjournment

After the meeting, please stay for lunch and fellowship

Save the Date: NEAR Gathering with PCUSA Co-Moderator Rev. CeCe Armstrong
March 26, 6:00pm at Westminster Presbyterian Church

**Minutes of Called Meeting
Presbytery of San Jose
October 23, 2025 4:00 pm
Zoom Meeting**

Moderator Rev. Dr. Elizabeth Boatwright opened the meeting at 4:01 pm with welcome, land acknowledgement and prayer.

The meeting was called by Coordinating Council subcommittee as the Presbytery has set aside their Standing meeting schedule for 2025.

Transition to agenda, Stated Clerk Rev. Erica Rader

- Change to agenda: names added by Nominating Committee to updated dockets.
- Stated Clerk pronounced a quorum. (8 churches, 6 Minister members, 6 Ruling Elders)

Attendance

**Ruling Elder Members Present as commissioners
(Synod Commissioners, Past Moderators, Coordinating Council)**

Ludwig, Marcia	Panighetti, Carlo
Odell, Jane	Parmentier, Tim
Martin, Denise	Reynolds, Lizanne

Teaching Elders Present (Active)

Althaus, Ryan	Lee, Ting-Yin	Rausch, Andy
Barraca, Jason	Logan, Molly	Ross, Neneth
Bennett, James	Matusiewicz, Stella	Reyes-Chow, Bruce
Cabaness, Jack	Mosgolian Koeker,	Sohn, Yo (Joe)
Center, Julianne	David	Swanson, Erik
Dorr-Tilley, Kim	McAnelly, Anne	Troester, Deborah
Franzen, Bryan	Olson, Robert	Van Laar, Trevor
Ford, Diane	Peake, Mark	Watermulder, David
Fullmer, Paul	Peterson-lyer, Karen	Wong, Andrew
Harris, Tom	Potts, James	Wong, Lindsay
Hoffman, Dan	Pres, Neal	Woodsmall, Dennis
LeClaire, Sharon	Rader, Erica	

Teaching Elders, Honorableably Retired, Present

Boatwright, Elizabeth	Kim, David	Macway, Evie
Breeden, Edd	Kress, Karla	Swanson, Nan
Gibson, Diana	Lee, Joey	Vilardo, Lawrence

Teaching Elders, Not Present

Arishvara, Vincent	Hansen, Chris	McGinnis, Katheryn
Barclay, Annanda	Hanson, Duncan	Minerva, George
Choi, Don	Kim, Han Ho	Park, Joseph Kwang
Crocker, Douglas	Kim, Taelor	Pearson, Marjorie
Drescher, Kent	Kuo, Ruth	Person, Brian
Esaki, Ted	Lai, Hsien-Chang	Raines, Jim
Evans, Samantha	Lane, Bill	Sohn, Joseph
Ford, Diane	Lee, Fred	Williams, Chris
Hahn, Taejinn	Lee, Jaeguen	Yoon, I Sil

Teaching Elders, Retired/Honorably Retired, Not Present

Allen, Stephanie Lutz	Kim, Insik	Palmer, Marge
Bender, Jim	Kim, Kyung Jae	Rowlinson, Bruce
Bland, Byron	Kim, Young Han	Schmidt, Lyle
Bristol, John	Knowles, Steve	Smith, Kent
Burke, John	Kress, Karla	Spencer, Dick
Dosker, Richard	Kwon, Young Bai	Swanson, Nan
Doyal, George	Lewis, Charles	Takarabe, Hei
Gardner, Thomas	Longley, Jack	Thorson, Martha
Hansen, David	Lyke, Brian	Tsai, Andrew
Harrington, Nancy	McCreath, David	Tyler, Lee
Harvey, Bill	Menser, Bruce	Yeaney, Darrell
Hollingsworth, Mark	Momrow, Ed	
Hseih, Stephen	Nelson, Jim	

Teaching Elder, corresponding member

Harrell, Fred (San Francisco Presbytery)

Ruling Elder Commissioners Present

	San Jose, Foothill
Aptos, St. Andrew	Cobery, Chuck
Allshouse, David	Camillo, Angie
Gilroy	San Jose, Santa Teresa Hills
(none)	Elliot, Paul
Gonzales, Community	Hines, Horace
(none)	San Jose, Stone
Los Gatos	Zisch, Rosaleen
Kaiser, Andrew	San Jose, Taiwanese
Henderson, Leigh	American
Raspe, Steve	Pei, Sem
Smith, Angie	San Jose, Trinity
Thiele, Doug	Cox, Jon
Thompson, Jeff	San Jose, Westminster
Monterey, El Estero	Barrons, Ross
Marquez, Richard	San Martin
Monterey, First	(none)
Cain, Olivia	Santa Clara, First
Schafer, Ashley	Fitch, Robert
Mountain View, First	Santa Cruz, Bonny Doon
Edmundson, Bruce	Adamson, Denby
Palo Alto, Covenant	Santa Cruz, Trinity
Carrillo, Brandon	(none)
Holsinger, Carol	Saratoga, Westhope
Wunder, Ellen	Wylie, Beth
Palo Alto, First	Sunnyvale
Chin-Lee, Cynthia	Elrod, Roger
Salinas, Lincoln Avenue	Reilly, Jeff
(none)	Sunnyvale, Daesung
Salinas, Northminster	Lee, James
Gash, Jackie	Watsonville, Westview
West, Susan	Rogers, Barbara
Salinas, St. Phillips	
(none)	
San Jose, Cornerstone	
(none)	

Visitors

Presbytery Staff: Diane Case

David Burgess, Collette Lynner, Patti Tonello, Christopher Sahgal, Lynn Hansen, River Brown

Action: Approved Agenda

Action: Approved items in Consent Agenda:

- Motion to approve minutes of the Called Meeting of the Presbytery of San Jose on February 23, 2025
- Motion to approve minutes of the Called Meeting of the Presbytery of San Jose on March 27, 2025
- Motion to approve Communion to be served at 2026 NEAR Gatherings, Clergy retreats on dates to be determined
- Motion to recognize this meeting as an annual meeting of the Corporation (“The Presbytery of San Jose”)

Reports Received in Docket

Letter from Stated Clerk APPENDIX A

Report from Coordinating Council APPENDIX B

Report from Task Force on Non-Profits and Property APPENDIX C

Annual Report from Stated Clerk APPENDIX D

COM report APPENDIX E

Proposed edits to COM policies APPENDIX F

Overture to 227th GA from Westhope APPENDIX G

Concurrence on Presbytery of San Francisco Overture to 227th GA APPENDIX H

Proposed Budget from Financial Affairs and Coordinating Council APPENDIX I

Nominee statements for GA227 Commissioners APPENDIX J

Report from Nominating Committee APPENDIX K

Synod Assembly Summary APPENDIX L

Coordinating Council

Rev. Andy Rausch presented the motions from Coordinating Council

Action: Approved Motion from Coordinating Council to elect members to Nominating Committee

Jack Longley (TE, HR) Class of 2028

Emily Meecham (RE, Stone) to serve as Chair (Class 2027)

Continuing Members of Nominating committee: Evie Macway (TE, HR), Lynn Viale (RE, Gilroy), Hardy Kim (TE, Sunnyvale), Nan Swanson (TE, HR)

Action: Approved motion to establish as a strategic vision/direction for the Committee on Representation and Empowerment (CORE) for 2025-2027 to act as a principal body of the Presbytery focused on connecting with, resourcing, and empowering our congregations of color, immigrant fellowships, worshipping communities of color, leaders of color, and members of the LGBTQIA+ communities. Such activities/programs of CORE include supporting the flourishing of these communities and their leaders through subject-matter expertise and consultation, financial resources, connecting with intra-, inter-presbytery, mid-council, denominational, churchwide, and civic resources, networks, and nurturing of relationships.

Nominating Committee

Rev. Evie Macway presented the Nominations for Committees and other positions from Nominating Committee, the Nominations for the Search Committee for Stated Clerk and the Nominations for 227th General Assembly (GA) Commissioners.

Action: Elected the attached slate of nominees APPENDIX A

Action: Elected the following members of a Search Committee for the Stated Clerk:

Anne McAnelly (TE, St. Andrew) (chair)
Denise Martin (RE, Gilroy)
Libby Boatwright (TE, HR)
Tim Parmentier (CRE, Trinity SJ)
Jane Odell (TE, St. Andrew)
Bruce Reyes-Chow (TE, At Large)

Action: Elected Rev. Deborah Troester for Teaching Elder Commissioner to 227 GA

Action: Elected Elder Beth Wylie for Ruling Elder Commissioner to 227 GA

Note: As of the meeting date there have not been any Young Adult Advisory Delegates nominees to GA. If one is nominated before the December deadline, the Coordinating Council can elect them.

All those who have agreed to serve the Presbytery in these roles and all those who previously served were thanked for their service. We thank God for the gift of leaders that blesses our Presbytery.

Polity and Government Sub Committee

Rev. Bryan Franzen informed the Presbytery that Polity and Government consulted with Westhope on their overture to GA on Christian Nationalism. Elder Beth Wylie, Westhope presented the Overture to Presbytery. A second Overture, a draft from Presbytery of San Francisco was presented for concurrence.

Action: Presbytery approved GA Overture from the Session of Westhope Presbyterian Church **APPENDIX G**

Action: Presbytery approved the Concurrence of GA Overture from Presbytery of San Francisco, recommended by Session of Westhope **APPENDIX H**

Rev. Franzen presented three motions recommended by Coordinating Council to recognize that the Presbytery will not be following its Standing Rules as it continues into 2026 with a new pattern of non business meeting NEAR gatherings and two business meetings per year.

Action: Presbytery approved suspending the Standing Rules as it pertains to nominating directives for minimum attendance requirements until a full review of the Standing rules is completed and ratified.

Action: Presbytery approved suspending the Standing Rules as it pertains to the times and planning of the Stated meetings for the Presbytery until a full review of the Standing rules is completed and ratified.

Action: Presbytery granted the responsibility of setting the time and date and planning of the Called Meetings to a committee designated by the Presbytery Coordinating Council until a full review and edit of the Standing Rules is completed and ratified.

Financial Affairs Committee

Rev. Lindsay Woods Wong presented the 2026 Budget, recommended by Financial Affairs Committee and Coordinating Council

Presbytery was informed about the new remote office approach for staff which included the elimination of the Office Manager position, held by Collette Lynner. Her contributions to the Presbytery are appreciated.

Action: Approved the 2026 Budget for Presbytery **APPENDIX I**

The Presbytery was informed that affiliated non-profit, Watsonville Public House has decided to end its operations effective December 2025. WPH is a tenant of a Presbytery owned facility.

Action: Authorized Financial Affairs Committee and any of its delegates, working with Watsonville Public House Board and Rev. Robby Olson, as needed to secure a commercial broker and ultimately sell the physical assets and the property at 625 Main Street, Watsonville.

Committee on Ministry

Elder Lizanne Reynolds presented the edits to COM policies. These changes update current practice, provide clarifying language and resolve discrepancies between policies and Standing Rules. As the suggested edits are not material changes to the employment practices for pastoral relationships, a first read of the policy was not deemed necessary.

Clergy minimum salaries by county are determined annually by an Presbytery approved calculation in our policies from consumer indexes, not by a vote of the Presbytery. As of the meeting date, the numbers had not been published. **APPENDIX E**

Action: Presbytery approved COM Policy Updates PS-1, PS-3, PS-4, PS-6 and repeal PS-2 **APPENDIX F**

Stated Clerk Erica Rader

On behalf of the Presbytery the Stated Clerk thanked Rev. Libby Boatwright for her leadership as Moderator, noting the various task forces and committees where she contributed energy, kindness and wisdom.

Executive Presbyter Neal Presa

The Executive Presbyter added his thanks to our Moderator, recognizing her leadership in both the Advent and Lent devotionals. He thanked the staff, current and past staff, and encouraged the commissioners to come to the next business meeting of Presbytery, in person at Trinity San Jose on February 7th as that will be the last meeting of our current Stated Clerk.

The meeting adjourned at 5:50pm with closing prayer by our Moderator Libby Boatwright



September 25, 2025

To my valued friends and colleagues in ministry,

I have prayerfully discerned that it is time for my call as the Stated Clerk of the Presbytery of San Jose to end. I celebrate my ministry with the Presbytery but personal family transitions and changes have helped me recognize that it is no longer personally sustainable for me to serve in two half-time ministry settings.

I anticipate being employed by the Presbytery until February 28, 2026. I have been working closely with our EP Neal Presa and our leaders to plan my transition. I will be an encourager and supporter to Neal and the next Stated Clerk as needed while following good boundaries about future involvement in Presbytery business. I plan to remain in our Presbytery's bounds as a minister member and a pastor serving the Presbyterian Church of Los Gatos and will continue as a colleague in ministry in this way.

I am heartened and hopeful about Neal's passion for the Presbytery and I trust that God will raise up the next leader needed for the Stated Clerk position.

I have loved serving the Presbytery, its churches and its people with you and I pray for God's grace to continue to empower this ministry. Thank you for all the ways that you have contributed to making this a wonderful ministry and for your support. I am grateful.

Grace and peace,

The Rev. Erica Rader
Stated Clerk of the Presbytery of San Jose

Coordinating Council of the Presbytery of San Jose
Coordinating Council met on May 7, 2025, August 4, 2025 and September 25, 2025**Review of NEAR II Gathering September 6, 2025 at First Mountain View**

Council members reviewed the meeting, which was deemed to be engaging, informative and inspiring. In particular, our speaker Mark Labberton's was praised for his wisdom about being faithful in our current times and the lively panel discussion was deeply appreciated. Deb Troester's facilitating of the panel was skillful and everyone was engaged by the panel dialogue between Julie Center and Bill Wilson center's Josh Selo. We were graceful to commission our first CRE, our vice moderator Tim Parmentier.

Moderator Libby Boatwright's leadership and coordination in the implementation of the NEAR gathering was key to this successful event.

Stated Clerk, Erica Rader

Erica Rader has notified the Coordinating Council of her decision to resign as Stated Clerk effective February 28, 2025. She is very grateful for her 8 years of ministry as Stated Clerk and she is appreciative of the kind words of affirmation and support as she makes this decision. She has great confidence in the wonderful leaders of the Presbytery and trust that God will call the right person to replace her. She is also confident in the energy and love that our EP Neal Presa has demonstrated in his care for the Presbytery.

Task Force for the Presbytery's Properties and Affiliated Non-profits

Moderator Libby Boatwright has been authorized by Coordinating Council to appoint members of a task force to address the ministry, strategic direction and connectional opportunities of our affiliated non- profits. She has been inviting participants. This Task Force will report to the Coordinating Council and any necessary actions will be brought to the Presbytery.

The Task Force's role will be to examine the affiliated non-profit entity's relationship with the Presbytery, the affiliated non-profit entity's policies and practice, history of collaboration with other ministries and congregations of the Presbytery, its program effectiveness and future strategies. The Task Force will review relevant documents, publications of the affiliated non-profit entity to gain a better understanding of the entity. It will visit with the affiliated non-profit entity and talk personally with staff and the governing board. The Task Force is to conduct its work within the context of the Presbytery's concern for the strong vital connections with and within the Presbytery and the whole church. The governing board of the affiliated non-profit entity is responsible for the internal management of the entity and its operational details. The Task Force's role is to strengthen the bonds of the affiliated non-profit entity to the Presbytery, the essential mission of the Gospel, and the basic accountability of the governing board and staff of the affiliated non-profit entity to the Presbytery.

The Task Force should celebrate with the Presbytery the successful ministries of the affiliated non-profit entity it is reviewing. The Task Force will report to the Coordinating Council.

The Working Group on Committee on Representation and Empowerment (CORE)

Coordinating Council received the attached report (Appendix A) from the Working group. Based on this report, the Coordinating Council took the following actions:

Action: Recommend to Presbytery:

Establish as a strategic vision/direction for the Committee on Representation and Empowerment (CORE) for 2025-2027 to act as a principal body of the Presbytery focused on connecting with, resourcing, and empowering our congregations of color, immigrant fellowships, worshipping communities of color, leaders of color, and members of the LGBTQIA+ communities. Such activities/programs of CORE include supporting the flourishing of these communities and their leaders through subject-matter expertise and consultation, financial resources, connecting with intra-, inter- presbytery, mid-council, denominational, churchwide, and civic resources, networks, and nurturing of relationships

Action: The Council dismissed the Working Group with thanks. Ruling Elders Sharon Rowser (San Jose-Foothill Community) and Lynn Gunter (Monterey-El Estero) and Teaching Elders Hardy Kim (Sunnyvale) and Vincent Arishvara (San Jose-Trinity)

In its oversight of budget formation, the Coordinating Council will seek to provide adequate resources for the activities/programs of CORE as it carries out its constitutional responsibilities, focused primarily on the strategic vision/direction for 2025-2027.

When the Standing Rules of the Presbytery are amended later in 2026, the strategic vision for CORE should be included.

Committee on Preparation for Ministry- Jim Bennett

The CPM continues with the same six inquirers/candidates. They will be meeting next week and expect that soon one of the candidates will be ready to be certified ready for a call.

Committee on Ministry- Lizanne Reynolds

COM is bringing edits to four COM policies to the Presbytery meeting. These are not substantiative or complex, unlike last year's edits to the minimum terms of call policy thus they will not require two readings.

Polity and Government Subcommittee- Bryan Franzen

Polity and Government met on September 17 and reviewed the GA overture from Westhope and have determined that it is in good and decent order and stand ready to move it for consideration at the Presbytery Meeting

Polity and Government examined the Coordinating Council's directive to review the by-laws as it pertains to nominations. There is a high likelihood we will be permanently changing our Standing meeting schedule. The recommendation from Polity and Government is that it would be better to do a full review and reworking of the Standing Rules next year with the input of whoever might be called as the new Stated clerk.

In addition, Polity and Government identified the motions required to suspend particular provisions and requirements in the Standing Rules until the final amendments to the Standing Rules are approved.

Action: Coord. Council approved the plan for the Polity and Government committee, with input from the Presbytery Executive and/or the Stated Clerk, to review the standing rules making adjustments and updates to reflect the current practices, policies and needs of the Presbytery. The results of this shall be voted on at the last called presbytery meeting of 2026.

Action: Coord. Council approved calling an informational zoom meeting set by the at least 1 month prior to the last called meeting of 2026 to review and discuss all changes to the standing rules that will be proposed.

Action: Coord. Council recommends the following motions to Presbytery

- 1) Presbytery to approve suspending the Standing Rules as it pertains to nominating directives for minimum attendance requirements until a full review of the standing rules is completed and ratified.
- 2) Presbytery to approve suspending the Standing Rules as it pertains to the times and planning of the Stated meetings for the Presbytery until a full review of the standing rules is completed and ratified.

3) Presbytery to grant the responsibility of setting the time and date and planning of the Called Meetings to a committee designated by the Presbytery Coordinating Council until a full review and edit of the Standing Rules is completed and ratified.

Note: These three Motions need 2/3rds approval. *standing Rules 9.20 says “These rules may be suspended by a two-thirds vote of those present except when the Form of Government makes other requirements.”*

2026 Staffing Plan

Action: The Coordinating Council approve and affirms the 2026 Presbytery Staffing model presented by the Personnel Committee (see attached)

Presbytery Budget

Action: The Coordinating Council recommends that Presbytery approve the 2026 Budget presented by Financial Affairs.

Working Group for the Committee on Representation and Empowerment (CORE)
Report to Presbytery of San José Coordinating Council September 24, 2025

Recommended Action:

The Working Group on the Committee on Representation and Empowerment recommends that the Coordinating Council:

1. Establish as a strategic vision/direction for the Committee on Representation and Empowerment (CORE) for 2025-2027 to act as a principal body of the Presbytery focused on connecting with, resourcing, and empowering our congregations of color, immigrant fellowships, worshipping communities of color, leaders of color. Such activities/programs of CORE include supporting the flourishing of these communities and their leaders through subject-matter expertise and consultation, financial resources, connecting with intra-, inter- presbytery, mid-council, denominational, churchwide, and civic resources, networks, and nurturing of relationships
2. Provide adequate resources for the activities/programs of CORE as it carries out its constitutional responsibilities, focused primarily on the strategic vision/direction for 2025-2027 described above.
3. Dismiss the Working Group with thanks.

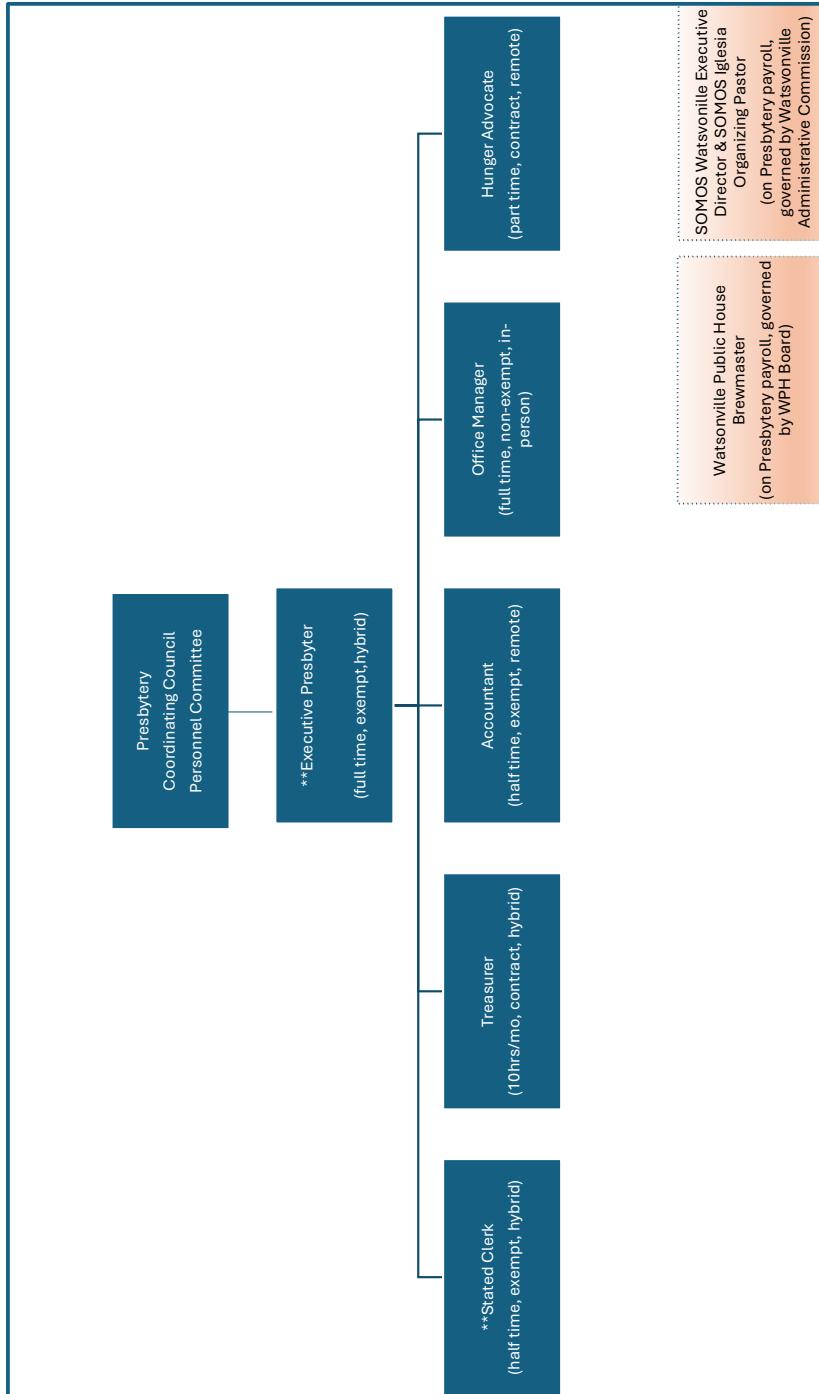
Background:

On January 30, 2025, the Coordinating Council deputized the Executive Presbyter and Stated Clerk to appoint and convene a small work group to analyze the purpose/charter of the Committee on Representation and Empowerment (CORE) so as to recalibrate and reinvigorate CORE's role, presence, and ministry in the life of the Presbytery. The following served as the Working Group: Ruling Elders Sharon Rowser (San Jose-Foothill Community) and Lynn Gunter (Monterey-El Estero) and Teaching Elders Hardy Kim (Sunnyvale) and Vincent Arishvara (San Jose-Trinity); Executive Presbyter Neal Presa and Stated Clerk Erica Rader served as staff resource.

The Working Group met three times via Zoom -- April 4, April 28, and June 3 – and corresponded via email. The Working Group reviewed and analyzed the Book of Order mandate of committees on representation in G-3.0103 and the Presbytery's Standing Rules in section 4.70. The Working Group learned about the practices and policies of other mid councils for their respective committees on representation (and the diverse nomenclatures mid councils utilize). Such mid councils included the Presbytery of Long Island, the Presbytery of Northern New England, the Presbytery of San Francisco, the Presbytery of Wabash Valley, the Presbytery of Highlands, the Presbytery of Cascades, the Presbytery of Scioto Valley, and the Presbytery of Charleston-Atlantic.

The Working Group established a survey to receive input from presbyters in our Presbytery on their awareness of past activities of CORE, particularly programs in the aftermath of George Floyd's murder in the summer 2020. As well, the survey sought to understand presbyters' thoughts of where they thought the appropriate setting of formational work ought to occur (congregational or local ministry level, presbytery gatherings), what activities are needed from CORE (advocacy, convening groups, convening conversations, providing resources, connecting resources), and presbyters' level of interest in the work of CORE. The Working Group had extensive discussion on hopes for the Church and the Presbytery, and how best to live into God's call to be diverse, to dignify the beauty of diversity, and how to support and empower one another in doing so.

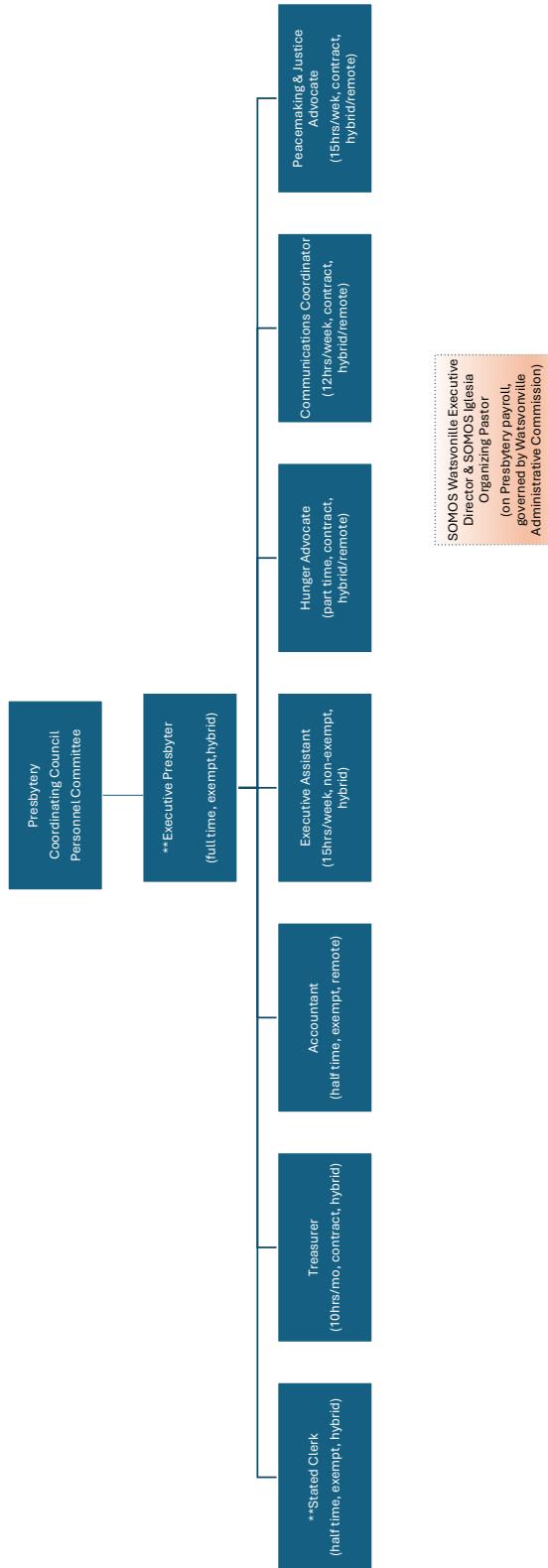
Current Staffing Design (2025)



**The Executive Presbyter is head of staff responsible for coordination of the staff services of all personnel, except for the ecclesiastical functions designated to the Stated Clerk by the Book of Order

New Staffing Design (2026)

Approved by Coordinating Council



New staffing design beginning in 2026 recognizes the reality of the diminished footprint of Presbytery staff at the 890 Meridian Way campus, turns over operational control of the campus to Cornerstone Church of Silicon Valley (our fastest-growing and youngest, by demographic, congregation), and creates three new positions that are focused on three particular ministry areas: administrative support to the Executive Presbyter, communications, and peacemaking/justice. The new staff design leverages resources for nimble ministry, accompanying and supporting our congregations/worshipping communities/affiliated non-profit entities. As well, the new staff design provides an overall financial savings to the budget and reduces the draw from the Presbytery's investment holdings.

**The Executive Presbyter is head of staff responsible for coordination of the staff services of all personnel, except for the ecclesiastical functions designated to the Stated Clerk by the Book of Order

Minutes of Task Force to Review the Affiliated Non-Profit Entities Related to and the Properties Owned by the Presbytery of San Jose
Friday, October 10, 2025

Mandate of Task Force

The task's force role will be to examine the affiliated non-profit's entity's relationship with the Presbytery, the affiliated non-profit entity's policies and practice, history of collaboration with other ministries and congregations of the Presbytery, its program effectiveness and future strategies. The Task Force will renew relevant documents, publications of the affiliated non-profit entity to gain a better understanding of the entity. It will visit with the affiliated non-profit entity and talk personally with staff and the governing board and consult with relevant Presbytery committees and entities. The Task Force is to conduct its work within the context of the Presbytery's concern for the strong vital connections with and within the Presbytery and the whole church. The governing board of the affiliated non-profit entity is responsible for the internal management of the entity and its operational details. The Task Force's role is to strengthen the bonds of the affiliated non-profit entity to the Presbytery, the essential mission of the Gospel and the basic accountability of the governing board and staff of the affiliated non-profit entity to the Presbytery. The Task Force should celebrate with the Presbytery the successful ministries of the affiliated non-profit entity it is reviewing. The Task Force will report to the Coordinating Council and make recommendations as appropriate.

Members Present: Teaching Elders and CRE: Tim Parmenter, Jason Barracca, Libby Boatwright, Moderator; Neal Presa, Executive Presbyter.

Ruling Elders: Angie Smith, Nanette Notor, Sharon Rowser

Meeting opened with prayer by Libby Boatwright at 4:02 PM

Members introduced themselves and presented their role/church affiliation within Presbytery. Libby Boatwright reviewed the reason for the task force was to create a more connectional relationship with the various programs and entities.

A review of the draft of May 7, 2025 Establishing the Task Force followed with discussion and questions about the various parts of the document. The task force is to be active throughout the remainder of 2025 and all of 2026.

The following were proposed:

- A template would be drawn up to reflect four areas of evaluation/analysis
Missional, Education, Accountability in governance and finance and connectional relationship
- A team of two members of the task force will be assigned to each entity/Non-profit/ministry
- Evaluations will be done by interview and data/file research with specific deadlines
- Reports will be made back to the committee for approval and then on to Presbytery Council for potential presentation/communication to Presbytery.
- An ongoing reporting/evaluation system will be developed for follow-up.

Sharon Rowser and Libby Boatwright will adopt the template for evaluations and present to Committee once approved by Executive Presbyter.

Meeting closed in prayer

Reported by Moderator Libby Boatwright

Annual Report of Administrative and Ecclesiastical Requirements**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 Nov 2022
- PS-1 PT-6 Minimum Terms of Call, Nov 2024
- 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 2024 completed by SD Mayer Accountants in September 2025 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 May 2024 meeting. The next Synod review is scheduled for October 2025

Permanent Judicial Commission

There are no judicial actions to report.

Current and Former PJC Members, as of October 2025

Esterline, Jane	At large	TE	2029 (resigned-move)
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)

Barraca, Jason	Lincoln Ave	TE	2030
Swanson, Nan	HR	TE	2030
McAnelly, Anne	St. Andrew	TE	2028
Hamm, Claudia	Stone	RE	2028
Iyer, Mohan	First, Palo Alto	RE	2026

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 (resigned Nov 2024 due to move)
Cory Pena, RE, First Monterey (resigned September 2024)
Trevor Van Laar, TE, Gilroy
Samantha Evans, TE, validated min (resigned Nov 2024 due to move)
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, validated ministry

Minister Members of the Presbytery of San Jose September 24, 2025

Name		OGA	Church Name/Status
Vincent	Arishvara	101	Trinity Presbyterian, San Jose
Annanda	Barclay	108	Sunnyvale Presbyterian (supply)
William Jack	Cabaness	101	Covenant Presbyterian, Palo Alto
Kimberlee	Dorr-Tilley	101	First Mountain View
Diane	Ford	101	Trinity Presbyterian, Santa Cruz
Bryan	Franzen	101	Westminister, San Jose
Tae Jin	Hahn	101	Daesung, Sunnyvale
Thomas C	Harris	101	First Presbyterian Palo Alto
Daniel J	Hoffman	101	Westview, Watsonville
Hardy H	Kim	101	Sunnyvale Presbyterian
William R	Lane	101	Gonzales Presbyterian
Ting-Yin	Lee	101	Taiwanese American Presbyterian, San Jose
Anne H	McAnelly	101	St. Andrew, Aptos
Mark S	Peake	101	First Presbyterian Monterey
Andrew Harp	Rausch	101	Northminster, Salinas
Joseph	Sohn	101	Cornerstone, San Jose
Erik	Swanson	101	Westhope, Saratoga
Deborah Lee	Troester	101	Santa Teresa Hills, San Jose
Trevor	Van Laar	101/108	Gilroy / San Martin (supply)
David G	Watermulder	101	Los Gatos
Andrew Yung-An	Wong	101	Foothill Community, San Jose
Lindsay Anne	Woods	101	Foothill Community, San Jose
Dennis G	Woodsmall	101	First Santa Clara
James Monroe	Potts	103	First Presbyterian Monterey

Erica Marie	Rader	193/303	Los Gatos/ Stated Clerk
Jason	Barraca	108/751	Lincoln Ave Salinas/ Army Chaplain
Neneth Omaque	Ross	108	Westminister, San Jose (supply)
Stephanie Lutz	Allen	299	Honorably Retired
James	Bender	299	Honorably Retired
Byron L	Bland	299	Honorably Retired
Elizabeth T	Boatwright	299	Honorably Retired
Timothy R	Boyer	299	Honorably Retired
H Dale	Bracey	299	Honorably Retired
Edward E	Breeden	299	Honorably Retired
John S	Bristol	299	Honorably Retired
Richard J	Dosker	299	Honorably Retired
George	Doyal	299	Honorably Retired
Ted	Esaki	299	Honorably Retired
Thomas	Gardner	299	Honorably Retired
David C	Hansen	299	Honorably Retired
Nancy	Harrington	299	Honorably Retired
William R	Harvey	299	Honorably Retired
Mark	Hollingsworth	299	Honorably Retired
Stephen C	Hsieh	299	Honorably Retired
Kyung Jae	Kim	299	Honorably Retired
Insik	Kim	299	Honorably Retired
Young Han	Kim	299	Honorably Retired
David Kwang	Kim	299	Honorably Retired
Stephen D	Knowles	299	Honorably Retired
Young Bai	Kwon	299	Honorably Retired
Joseph Shu Lin	Lee	299	Honorably Retired
R Charles	Lewis	299	Honorably Retired
Jack Clayton	Longley	299	Honorably Retired
Brian	Lyke	299	Honorably Retired

Evelyn Bolin	Macway	299	Honorably Retired
David William	McCreath	299	Honorably Retired
Bruce	Menser	299	Honorably Retired
George V	Minerva	299	Honorably Retired
Edward G	Momrow	299	Honorably Retired
Stephen	Norman	299	Honorably Retired
Karla J	Norton	299	Honorably Retired
Marjorie D	Palmer	299	Honorably Retired
Brian Dn	Person	299	Honorably Retired
James C	Raines	299	Honorably Retired
Bruce	Rowlison	299	Honorably Retired
Lyle D	Schmidt	299	Honorably Retired
Melchizedek M	Solis	299	Honorably Retired
Richard L	Spencer	299	Honorably Retired
Nan Crawford	Swanson	299	Honorably Retired
Heihachiro	Takarabe	299	Honorably Retired
Martha H	Thorson	299	Honorably Retired
Andrew Lengchen	Tsai	299	Honorably Retired
Marvalee Anne	Tyler	299	Honorably Retired
Lawrence C	Vilardo	299	Honorably Retired
Darrell W	Yeaney	299	Honorably Retired
Robert	Olson	301	Organizing Pastor, Watsonville
Neal Dionida	Presa	302	Executive Presbyter
Joong-Won Peter	Kim	503	Associate Pastor other denomination
Duncan	Hanson	565	Ecumenical non-denominational
James Brinks	Bennett	644	Educational Institution Faculty
Diana Clara	Gibson	644	Educational Institution Faculty
Karen	Peterson-lyer	644	Educational Institution Faculty
I Sil	Yoon	644	Educational Institution Faculty

Douglass Mcleod	Crocker	648	University Student
Ruth En-Jen	Kuo	701	Chaplain serving institution
Chris	Williams	701	Chaplain serving institution
Christopher	Hansen	761	Navy Chaplain
Ryan	Althaus	791	Validated Ministry/NWC
Samantha Lynn	Evans	797	At Large
Paul	Fullmer	791	Validated Ministry
John M	Burke	797	At Large
Jennifer	Bales	797	At Large
Dong Ho	Choi	797	At Large
Kathleen	Eschen-Pipes	797	At Large
Lemuel F	Ignacio	797	At Large
Taelor Tae	Kim	797	At Large
Han Ho	Kim	797	At Large
David Mosgofian	Koeker	797	At Large
Sharon	LeClaire	797	At Large
Frederick	Lee	797	At Large
Jae Guen	Lee	797	At Large
Molly	Logan	797	At Large
Stella	Matusiewicz	797	At Large
Katheryn Anne	McGinnis	797	At Large
James Oliver	Nelson	797	At Large
Marjorie L	Pearson	797	At Large
Lee	Purkey	797	At Large
Bruce S	Reyes-Chow	797	At Large
Andrew	Yoo	797	At Large
Jospeh Hwang	Park	797	At Large

Occupational Codes
101- Pastor/Co-Pastor
103- Associate Pastor

108- Supply or Temp (yearly contract)
193- Designated Pastor/Associate

2025 Necrology for Ministers

Rev. Judith Joy, September 3, 2025

2024 Presbytery Statistical Report

Presbytery	San Jose	
Address	890 Meridian Way, San Jose, CA 95126	
Phone	408-279-0220	Fax 408-279-5261
Email	info@sanjosepby.org	
Web Site	www.sanjosepby.org	
Membership		
Prior Active Members	3482	Adjusted membership 3453
Gains		Losses
Certificate	42	Certificate 18
Youth Professions	12	Deaths 82
Professions & Reaffirmations	66	Deleted for any Other Reason 79
Total Gains	120	Total Losses 179
Total Ending Active Members	3394	
Baptisms		Average Weekly Worship Attendance 1842
Presented by Others	27	Friends of the Congregation 1320
At Confirmation	2	Ruling Elders on Session 193
All Other	16	Do you have Deacons? Yes / No 21 / 4
Age Distribution of Active Members		People with Disabilities
17 & Under	155	Hearing impairment 151
18 - 25	156	Sight impairment 63
26 - 40	376	Mobility impairment 170
41 - 55	489	Other impairment 199
56 - 70	870	
Over 70	1175	
Total Age Distribution	3221	Gender Distribution
		Women 1995
		Men 1265
		Non-Binary 14
Youth in Congregation		
Age 4 and under	70	Middle School (6th – 8th grade) 84
Elementary School (K-5th grade)	135	High School (9th – 12th grade) 125
		Total Youth 414
Racial Ethnic		
Asian/Pacific Islander/South Asian	566	Native American/Alaska Native/Indigenous 7
Black/African American/African	116	White 2432
Middle Eastern/North African	16	Multiracial 75
Hispanic/Latino-a	125	
		Total Racial Ethnic 3337
Budgeted Income	13,832,270	
Budgeted Expense	14,644,834	
Receipts		
Regular Contributions	8,562,589	Bequests 1,191,319
Capital Building Fund	1,721,784	Other Income 4,780,030
Investment Income	1,774,345	Subsidy or Aid 68,669
Expenditures		
Local Program	11,834,929	Investment Expenditures 2,320,221
Local Mission	543,487	Per Capital Apprt 143,612
Capital Expenditures	1,686,754	Other Mission 584,747

Presbytery of San Jose Committee on Ministry
Report to Presbytery October 23, 2025
(covering March 2025 – October 2025 activities)

Items for Docket:

Adopt amendments to Presbytery Policies PS-1, PS-3, PS-4, and PS-6; and repeal Presbytery Policy PS-2 (the substance of which has been incorporated in amended Policy PS-1).

Information Items:

1. Necrology: The only minister member death for the year was Honorably Retired Reverend Judith Joy (October 19, 1944 – September 3, 2025), in Chatham, Massachusetts.
2. Following the Presbytery's adoption of the new Commissioned Ruling Elder (CRE) policy in February 2025, the COM Subcommittee on CREs was formed and began implementing the CRE program. Six ruling elders quickly enrolled in the program. In June 2025, COM examined Tim Parmentier from Trinity San Jose and determined that he has fulfilled all CRE requirements and is eligible for commissioning as a CRE by his church.
3. During an eight-month process, COM reviewed Presbytery Policies PS-1 through PS-6, and voted to recommend several changes all but policy PS-5. Clean and redlined versions are attached to this report. COM is requesting that Presbytery approve these revisions without a second reading. While a second reading has become routine, it is not required.
4. Several Teaching Elders have not completed the required Boundary Training, which is very important and cannot be waived. Pursuant to Presbytery Policy EC-2, COM has approved the use of an online "SafeGathering" training (<https://safegatherings.com/app/get-started-clergy-course>) for pastors who could not attend the Presbytery's 2024 training sessions. COM will work with Presbytery staff to circulate this information to pastors.
5. COM approved the following minister membership transfers:
 - a. Hon. Ret. Rev. Craig Roberts to Cascades Presbytery.
 - b. Rev. Karin Hejmanowski to Cascades Presbytery.
6. COM also approved the following:
 - a. Sabbaticals for Revs. Erica Rader and Andy and Lindsay Wong.
 - b. A continuing contract between Rev. Fred Harrell and Stone Church for Transitional Pastor services.
 - c. The receipt and transfer of membership of Rev. Dr. "Paul" Prasartpong Pansuay from the Church of Christ in Thailand to PC(USA) contingent upon the chartering of First Thai Presbyterian Church in San Jose.
 - d. A Mission Study Report for Stone Church.
 - e. Permission for Rev. Andrew Yoo to labor out of bounds and validation of his ministry in Liberia through the Global Mission Society.
 - f. A status change for Rev. Jason Barraca from Stated Supply to Designated Pastor for a three-year term at Lincoln Avenue Presbyterian Church and terms of call.
7. The Minimum Terms of Call will be automatically updated effective January 1, 2026 to reflect the new social security COLA. The COLA is expected to be announced October 24th, and is estimated to be 2.7%. Clerks of Session and Session moderators will be notified of the new minimums soon thereafter.

Respectfully submitted,

Lizanne Reynolds, Chair of COM

PASTORAL TERMS OF CALL**Policy PS-1****PASTORAL TERMS OF CALL****Policy Statement**

The Presbytery of San José requires that terms of call for all pastors (including transitional 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.

Each pastor's terms of call shall be reviewed annually by the session and approved by the congregation. After congregation approval, the terms of call shall be forwarded to the Committee on Ministry for review of compliance with this policy. All terms of call shall comply with the minimum requirements referenced in this policy for the entire calendar year at issue regardless of the church's fiscal year, budget cycle, or congregational meeting schedule.

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 and to enhance communication between the church and its pastor(s) concerning the issue of compensation and benefits

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 terms of call negotiation.

COM shall review and approve terms of call for newly-installed pastors.

COM shall ensure that all terms are in writing and are clearly understood by the pastor and the session.

COM shall annually review terms of call for continuing pastors and follow up with churches that do not meet the minimum terms of call.

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) The minimum terms of call in this policy shall be automatically adjusted to reflect the COLA effective January 1st of the following calendar year without any formal action by COM or the Presbytery.

COM shall distribute annually to all pastors the appropriate form for reporting terms of call.

Minister Responsibilities

Ministers shall familiarize themselves with this policy.

Ministers shall report the approved terms of call annually to the Executive Presbyter or the Stated Clerk by January 31 of each year.

Should a minister desire an outside consultant to assist in compensation discussions, they shall request assistance from COM.

Session Responsibilities

The session shall recommend annually to the congregation a salary that recognizes with fairness the unique gifts the pastor(s) brings to the church, and shall recommend 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 that include, but are not limited to:

- 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 assistance for pastoral compensation guidance and for 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)

See Policy PS-2 for policies applicable to Part-Time Pastors

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, will be automatically 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 and 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 comprised of Salary and Housing. The Board of Pensions may call for inclusion of other compensation in 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 the pastor shall comply with the current Board of Pensions requirements. (www.pensions.org)
- **Spouse and Family Medical Coverage:** The pastor's spouse and immediate family shall have health insurance coverage through either the spouse's separate employment, the Board of Pensions, Covered California, Medicare, or another public or private insurance program.
- **Auto Allowance**
- **Study Leave:** Minimum requirements are 14 calendar days per calendar year and \$1,000 (reimbursed expenses); refer to PS-6, *Use of Study Leave*, for additional requirements.
- **Vacation** –30 calendar days. The 30 days includes weekends but not federal government holidays. A pastor accrues 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 may 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 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 calculated by multiplying the effective salary by the number of unused accrued vacation days and dividing by 365.

APPENDIX B

Minimum effective salary for full-time pastors, by county in which the church is located, shall be as follows for calendar year 2025:

Santa Clara County:	\$117,857
Santa Cruz County:	\$98,770
Monterey County:	\$72,324
Monterey County:	\$117,857
	\$98,770
	\$72,324

JOB DESCRIPTION/PERFORMANCE REVIEW FOR PASTORS

Policy PS-3

I. Policy Statement

The session personnel committee shall provide each pastor or associate pastor with a current (or updated) job description and reasonable performance standards/objectives to be mutually confirmed and reviewed with him/her annually.

II. Rationale

Pastors need the expectations of their sessions to be clearly defined and mutually agreed upon as to the nature and priority of their work of ministry. Session needs the expectations and priorities of their pastors to be clearly defined and evaluated annually.

III. Responsibilities

A. Committee on Ministry (COM) Responsibilities

COM shall: assure that each church has an active personnel committee provided with all necessary guidance; review and approve all job descriptions for pastors and associate pastors as submitted by their sessions or Pastor Nominating Committees.

B. Minister Responsibilities

Ministers should encourage sessions to form a personnel committee if one is not in existence; and should inform COM of any difficulties encountered in working with their personnel committees.

C. Session Responsibilities

Session shall establish and give oversight to an active personnel committee; advise COM of any alternate plan for this responsibility; and make available pastor job description(s) at this triennial visit.

D. Additional Responsibilities/Information

Personnel committees shall provide at a minimum an annual review of the job description for all pastors; meet annually with each pastor to review job description, expectations and performance; and establish an annual priority of tasks and agree on an equitable plan for measuring accomplishment.

A booklet, “Guidelines for a Session Personnel Committee” is a resource for specific information and sample “position descriptions” and “performance reviews”, available from Presbytery and denominational offices.

PART-TIME PASTORS

Policy PS-4

I. Policy Statement

Employment conditions and benefits for part-time pastors or associate pastors shall be consistent with those granted to their full-time counterparts. The only adjustments shall be based on the total working hours required for the part-time position.

The Presbytery of San Jose allows vacation and study leave to be prorated according to the percentage of the part-time call. See Policy PS-1 — Pastor Terms of Call.

II. Rationale

A congregation may choose to employ a part-time pastor or associate pastor and a pastor may desire to work part-time. In order to avoid frustration and disappointment for all parties, congregational and pastoral expectations need to be clearly defined, and congregations and pastors need to fully understand and agree upon the limitations of a part-time pastoral position. A combination of what the church needs, can afford, and the importance it places on the job, and the pastor's needs are relevant factors in determining the pastor's hours.

III. Responsibilities

A. Committee on Ministry (COM) Responsibilities

1. Helps PNC, APNC or session define job and negotiate hours.
2. Provides information on compensation (See Policy PS-1 — Pastor Terms of Call).
3. Approves terms of call.

B. Part-Time Pastor Responsibilities

1. Understands congregation's expectation for position.
2. Works with church's personnel committee and session to develop a realistic written job description with measurable goals and limitations.
3. Communicates to congregation as often as needed the time constraints imposed by part-time status.

C. Session Responsibilities

1. Works with PNC or APNC to determine terms of call, in compliance with this policy and Policy PS-1, and calls a congregational meeting for a vote on the candidate put forward by the PNC or APNC.

2. Clearly delineates lines of responsibility between pastor(s) and members of staff.
3. Works with part-time pastor to create realistic job description with measurable goals.
4. Empowers church personnel committee to monitor adherence to job description/ hours.
5. Provides for an annual job performance review and evaluation of mutually determined goals.

USE OF STUDY LEAVE Policy PS-6

I. Policy Statement

The purpose of study leave is to provide for the ministers' professional and spiritual growth which benefits both the minister and the church. Failure to utilize study leave diminishes a minister's effectiveness and deprives the church of maturing leadership.

III. Responsibilities

A. Committee on Ministry (COM) Responsibilities

COM shall determine the minimum amount of study leave that a church shall provide its ministers pursuant to Policy PS-1.

B. Minister Responsibilities

Ministers shall submit annually study leave plans to their session for approval. Ministers shall report use of study leave time when requested by the COM.

Ministers planning on accruing time and funds for advanced degree study or an extended study plan shall coordinate with their session well in advance to ensure that provisions are made for uninterrupted pastoral care and leadership.

C. Session Responsibilities

The session shall encourage its minister(s) to utilize study leave on an annual basis. Study leave funds and time should be used annually but may be accrued up to three years by agreement between the pastor and session when used to pursue an extended project. When a pastor leaves a call with accrued study leave funds, all such funds are forfeited.

Title: On Taking Action to Repudiate Christian Nationalism and Affirm Our Faith Commitments

The Presbytery of San Jose respectfully overtures the 227th General Assembly (2026) to:

1. Direct the Stated Clerk to send the following proposed amendment to the Book of Order to the presbyteries for their affirmative or negative votes:

Shall F-1.0404 be amended to add the following statement after . . . “*a new openness to God’s continuing reformation of the Church ecumenical, that it might be more effective in its mission.*”: “*The church shall not align with any ideology that seeks to privilege Christianity in public life or conflate religious identity with national or ethnic supremacy. Christian Nationalism, in all its forms, which seeks to privilege a singular religious-cultural framework in civic life, is: incompatible with the example and teachings of Jesus Christ, a theological error, a threat to faithful witness, and contrary to the church.*”;

2. Direct the Stated Clerk and the Moderator to issue a joint statement calling attention to the dangers and distortions of Christian Nationalism as an urgent theological and social concern of our time, providing moral clarity and guidance for the Church and the larger society.
3. Engage with other faith traditions to form a coalition to: speak out against Christian Nationalism, engage in collective actions, and deconstruct practices, theologies, and patterns of Christian Nationalism in the Church and society at large.

Rationale

Christian Nationalism is a dangerous and increasingly pervasive ideology that seeks to merge national identity with Christian identity, distorting both faith and politics. The requested actions in this overture aim to affirm the church's unwavering commitment to a gospel that stands in opposition to exclusionary political power and theologies that distort the example and teachings of Christ.

Christian Nationalism contradicts the foundational commitments and public witness of our church: love, equality, inclusion, peace, religious freedom and the *imago dei* of all beings. It substitutes the call of Christ to love our neighbor with a coercive and divisive ideology of fear and violence. As followers of Jesus Christ and members of the Reformed tradition, we cannot remain silent in the face of this threat.

The Growing Threat of Christian Nationalism

Christian Nationalism has been steadily gaining ground in the United States, with political figures invoking religious language to justify harmful policies that marginalize immigrants, people of color, LGBTQIA+ individuals, religious minorities, women, children, and other vulnerable populations.

Public opinion research, including a Pew Research report from February 2025, found that 54% of Mainline Protestants support the idea of declaring the U.S. a "Christian nation." While the term "Christian nation" has been popularized in media and political discourse, this belief often signals a desire for the state to reflect and privilege a particular religious identity, rather than simply a moral framework. This conflation of national identity with Christian identity runs counter to the principles of religious freedom and pluralism to which the PCUSA is already committed, and that form the foundation of democratic societies.

In addition, 57% of Mainline Protestants favor allowing prayer in public schools, specifically in Jesus' name, 63% support prayer to "God" in public settings, and 60% favor allowing cities and towns to display religious symbols on public property. These trends reflect a desire to embed Christianity into the civic sphere, reinforcing the dangerous assumption that the state has the authority to promote a singular religious framework, at the expense of other faith traditions and non-believers.

This rising trend must be met with a strong and public response from the church. Christian Nationalism not only distorts the gospel, but does so in its aim to reshape society in a way that contradict the gospel values of justice, inclusion, and equality.

Theological and Confessional Rejection of Christian Nationalism

The Presbyterian Church (U.S.A.) has long affirmed its commitment to justice, religious freedom, and the separation of church and state. This commitment is rooted in our confessional documents, which reject any theology that seeks to elevate national or political power above the sovereignty of God.

- The Barmen Declaration (1934) affirms that the church must not align itself with any political ideology, rejecting the attempt to merge Christian faith with state power.
- The Confession of 1967 calls for the church to stand against systemic injustice and racism.
- The Belhar Confession (1986) explicitly rejects any form of theology that promotes national or racial superiority.
- A Brief Statement of Faith (1991) affirms that "we trust in the one triune God, whom alone we worship and serve."

These confessions remind us that the church's loyalty is to God alone, and any attempt to merge Christian faith with political power is a form of idolatry that distorts the gospel. Christian Nationalism directly contradicts these theological commitments and the example set by Jesus Christ, who called his followers to love their neighbors without regard to nationality, race, gender, status, or creed.

The Church's Call to Act

The PC(USA) has repeatedly affirmed the importance of religious freedom and the separation of church and state. In addition, the Church has a long history of public witness and commitment to racial justice, LGBTQIA+ inclusion, immigrant protection, and interfaith solidarity. Christian nationalism violates each of these principles; it is a distortion of the gospel that undermines the church's prophetic voice in the world. In the face of these threats, silence is not an option.

Christian Nationalism presents a clear and present danger to both the integrity of Christian faith and the health of democracy. It distorts the gospel and seeks to impose a singular religious identity on a pluralistic society. The PCUSA is called to witness to the truth of the gospel, which is one of radical inclusion, justice, and love for all people. The actions requested in this overture—to amend the Book of Order, issue a public statement, and seek to be a contributing member of a broad-based coalition—are necessary steps in dismantling the theological distortions and political ideologies that have sought to merge Christianity with state power.

Now, more than ever, the church must stand firm in its commitment to the gospel and to the values of democracy and justice. We must reject Christian Nationalism in all its forms and act decisively to protect both our faith and our democracy.

Supporting Resources

Books

- Amanda Tyler, *How to End Christian Nationalism*. BJC, 2022.
- Brian Kaylor and Beau Underwood, *Baptizing America: How Mainline Protestants Helped Build Christian Nationalism*. Chalice Press, 2024.
- Robert P. Jones, *White Too Long: The Legacy of White Supremacy in American Christianity* (2020); *The Hidden Roots of White Supremacy and the Path to a Shared American Future* (2023).
- Samuel L. Perry and Andrew L. Whitehead, *Taking America Back for God: Christian Nationalism in the United States* (2020).

Reports & Articles

- Public Religion Research Institute (PRRI) – Reports on Christian Nationalism, Religion & Politics, Race, and Democracy. <https://www.prri.org>
 - *American Beliefs about Christian Nationalism and its Threat to Democracy*, 2021.
 - *Religion's Role in Public Life*, 2025
- GACEIR, *Confronting White Christian Nationalism*. Presbyterian Church (U.S.A.), 2025.
- National Council of Churches, *Christian Nationalism Policy Statement*, 2022.
- PC(USA) General Assembly Statements on Immigration, Religious Freedom, LGBTQIA+ Inclusion, Human Rights, Anti-Racism and White Christian Nationalism, in particular:
 - *Facing Racism*, 222nd General Assembly, 2016.
 - *A Resolution on Religious Freedom Without Discrimination*, 223rd General Assembly 2018
 - *White Christian Nationalism Recommended Study*, 226th General Assembly, 2024
- Sojourners, “ICE Quotes the Bible in a New Propaganda Video,” Sojourners, July 11, 2025, <https://sojo.net/articles/opinion/ice-quotes-bible-new-propaganda-video>

Organizations & Websites

- Public Religion Research Institute (PRRI) – prri.org
- Faithful America – faithfulamerica.org
- Baptist Joint Committee for Religious Liberty (BJC) – bjconline.org
- Christians Against Christian Nationalism – christiansagainstchristiannationalism.o

Westhope Presbyterian Church moves that the Presbytery of San Jose concur with this overture:

Presbytery of San Francisco - Resolution on the Israel/Palestinian Hostility: Our Kairos Moment

RESOLVED that, as the Presbytery of San Francisco, we:

- 1. Listen** to Dr. King's prophetic witness that "there comes a time when silence is betrayal," realizing that we cannot remain silent to the wanton killing that has taken place in Gaza and the Middle East.
- 2. Condemn** unequivocally the attack by Hamas on Israel on Oct 7, 2023.
- 3. Condemn** unequivocally the genocide perpetrated by Israel with US support against the Palestinian people.
- 4. Recognize** the long term project by Israel to remove Palestinians from the Holy Land parallels our US "settler-colonialist" history, where American settlers similarly gained from dehumanizing our indigenous population.
- 5. Call** on the President and US congress to block military sales to Israel in accordance with US laws and the **POSITION OF THE GENERAL ASSEMBLY OF THE PCUSA**.
- 6. Encourage** congregation members and ministers of Word and Sacrament to ask congress to urgently halt weapons sales to Israel.
- 7. Express** our commitment to justice and lasting peace for the Israeli and Palestinian peoples.
- 8. Stand** against all forms of Antisemitism/Anti-Jewish racism and Islamophobia/Anti-Arab racism, condemning both as pernicious forms of evil, dividing and separating us from our interfaith siblings, and stand with those threatened with any harm that inhibits their full participation in the life and liberty of our communities. We affirm that standing up for our values is not Antisemitism.
- 9. Encourage** our member congregations to preach and teach on these critical issues.
- 10. Publicize**, as Presbytery, this resolution's passage on our webpage, and as practical, in other print or digital formats, and encourage congregations to adopt this resolution, or write and affirm one themselves.

RATIONAL:

1. This is a Kairos moment, a moment of danger and opportunity, a time when we can move forward, boldly proclaiming the Gospel of Christ, the Prince of Peace, or be silent while thousands have suffered and died.

We believe each life is precious. Each life taken, each parent, child, grandchild killed since October 7, 2023, was someone else's entire world. We mourn the Palestinians killed by the Israeli military, officially, more than 50,000 as of this writing, mourn the 1,200 Israelis killed in the attack of October 7.

Considering the staggering loss of life, the ongoing targeting of civilian populations, the harm and trauma inflicted upon women and children, the resurgence of polio and the use of starvation and thirst as weapons of war, we raise our voice against such brutality, the indiscriminate killing of all innocents.

Our government provides offensive weapons used against civilians. Our tax dollars are used to kill and maim women and children, enabling genocide, making us complicit in this atrocity. If "there comes a time when silence is betrayal," then who or what is being betrayed? We betray all who struggle to survive. We also betray our values. Jesus teaches us, "Whatever you do to the least of these, you do to me." (Matt 25:40) Can we justify silence in the face of suffering, death and destruction?

2. The crimes against humanity committed by Israel following October 7; making that the start of the "war", is misleading. October 7th was not the beginning of this conflict, and the attack emerged from a much longer context. The fact that decades of the "peace process" yielded nothing, in no small part due to US policy, helps explain why the attacks took place. Violence might have been prevented had the US and Israel engaged in good-faith, peaceful negotiations. The majority of Palestinians in Gaza are displaced people, mainly from the war of 1948. The atrocity of October 7th, 2023, which resulted in approximately 1200 deaths and over 250 people taken hostage, likely constituting war crimes and should be prosecuted as such. Under international law, Israel has a right to defend itself, but not the right to respond disproportionately or to target civilians.

3. The retaliation by Israel on Gaza has been extraordinarily and disproportionately brutal. Some estimates indicate at least 220,000 Palestinians, including at least 17,000 children have been massacred, 21,000 missing, some 4,000 trapped under the rubble, many vaporized by the latest American-made carpet bomb technology. 1.8 million Palestinians are facing imminent death by starvation. Israel has destroyed 14 times more structures than all conflicts over the past 16 years combined. Every university in Gaza has been obliterated. The devastation to homes, churches, mosques, agriculture, hospitals and infrastructure is incalculable and growing. 1.9 million Gazans have been displaced multiple times. 1,400 Palestinian doctors and nurses, 341 aid workers, and 191 journalists have been killed in the past year; some assassinated, burned alive, bulldozed alive, buried alive, or raped to death in Israeli torture camps.⁽¹⁾ Ambulances are targeted. Israel blocks food and humanitarian supplies. Children are dying of starvation. Corpses which Israel prevents from being retrieved, litter the streets and are consumed by dogs. 95% of

Gazan schools have been destroyed. More than 4,000 people have had their upper or lower limbs amputated. Children undergo surgeries and amputations without anesthesia. More than 2,000 people with spinal and brain injuries are bedridden and in urgent need of rehabilitation. At least 50,000 Palestinian children have been orphaned.

Witnesses tell of tear-streaked, panicky children covered in dust, who run in the streets as warplanes and drones roar overhead. Some plead for water, but Israeli soldiers refuse to give them anything, and instead pour water on the ground in front of them. At the checkpoint, Israeli troops separate the men and detain them as their families scream in anguish. Children cling to Israeli tanks desperately attempting to stay with their fathers. As families are forced to walk 10 kilometers south to Gaza City, some of the wounded fall on the road with no hope of getting treatment. "I was walking with my sister in the street," said Rahaf, 16. She and her sister were the sole survivors in their family of an earlier airstrike that killed 70 people. "Suddenly my sister fell due to the bombing. I saw blood pouring from her, but I couldn't do anything. I left her in the street, and no one pulled her out. I was screaming, but no one heard me."

The consensus among international scholars is that Israel has committed genocide or that genocide is imminent.⁽²⁾ Amnesty International has called this genocide and an ongoing genocide. Human Rights Watch says that Israel's policy of denying clean water legally amounts to acts of genocide and extermination. This means Israeli authorities have committed the ongoing crime against humanity of extermination under the Genocide Convention of 1948. The government of South Africa instituted proceedings against Israel at the International Court of Justice (ICJ) alleging a violation of the Genocide Convention. The ICJ ruled that the allegations have merit, and the threat of genocide is "plausible" and ordered Israel to observe its obligations under the Genocide Convention and to allow basic humanitarian aid into Gaza. Moshe Yaalon, Benjamin Netanyahu's former Israeli defense minister, says "the current far-right government is determined to occupy, annex, ethnically cleanse: war crimes are being committed here." Israel dropped over 85,000 tons of bombs on Gaza in a year, the equivalent to nearly 6 Hiroshima atomic bombs.

In the year following October 7, the Biden administration sent nearly \$23 billion to Israel with no red lines; it vetoed four UN Security Council resolutions demanding a ceasefire; Secretary of State Antony Blinken ignored the U.S. government's own determination that Israel was blocking humanitarian aid to Gaza when he delivered a statement under oath to Congress last May; the United States has violated its own laws—including the Arms Export Control Act, Section 620i of the Foreign Assistance Act, and National Security Memorandum-20—conditioning U.S. military aid to state belligerents on their compliance with U.S. and international laws of war; the United States has undermined the authority of both the International Court of Justice (ICJ) and the International Criminal Court (ICC); and 107 members of Congress sent a letter to the United Nations two weeks before the election threatening to withdraw U.S. funding and support for the organization if it allowed its members

to unseat Israel, as the General Assembly had done with the South African apartheid regime in 1974.

4. We, as mostly white Americans, benefitted and continue to benefit from the settler-colonial project of our forebears. Clearly, we sought to eliminate indigenous populations in order to take the land and use its resources for our benefit. As we continue to struggle with our own complicity in the settler-colonialist projects of the past, and the devastating harm to others, we cannot be blind to the one happening in Palestine. We assess our complicity and refuse to be complicit in ongoing genocide against Palestinians.

5. Veterans for Peace lawyers explain that there are no less than six US laws forbidding the transfer of weapons to any country when it is more likely than not that the arms will be used by that country to commit genocide, crimes against humanity, and grave breaches of the Geneva Conventions.

6. Our thoughts and prayers are not enough to offer the people of Palestine. Our faith must become a verb. One way is by communicating with our representatives using the PCUSA Office of Public Witness website: Take Action: Call on the US Congress to Block Sales of Military Aid to Israel.

7. Israel's citizens and Palestinians deserve security and justice from war and violence. Israel has imposed an apartheid system of injustice on almost every facet of Palestinian life. Most everyone who has traveled to Israel and Palestine, including our Jewish siblings, acknowledge that the occupation is apartheid, systematic ethnic cleansing, and unsustainable colonization. Our own PCUSA denomination recognizes Israel as an apartheid state. Israelis will never have the security they long for until Palestinians receive justice, and the apartheid system is dismantled.

8. We affirm that criticism of Israeli government policy, for instance, the indiscriminate bombing and withholding humanitarian aid from starving people is not antisemitic. Many fear that criticizing Israel may be interpreted as antisemitism and feel safer remaining silent rather than speaking up and risking offense. Conflating antisemitism with criticism of the Israeli nation-state makes it more difficult to identify, and therefore to combat, actual incidents of anti-Jewish bigotry and racism. We reject the “it's complicated” cliché that keeps us from speaking boldly and wading into controversy. There is nothing complicated about genocide. So, we struggle with a challenge of faith, to speak up for our values and allow some to feel uncomfortable, or stay silent and be complicit in this ongoing humanitarian catastrophe.

If we fail to speak in times of crises like this, then when will we speak? Dr. King prophetically calls us to this moment, “We are confronted with the fierce urgency of now. In this unfolding conundrum of life and history there is such a thing as being too late. Procrastination is still the thief of time....”

The Holocaust teaches us that genocide can happen as the world watches. We must not let this happen. In Congressman John Lewis' words, “If not now, then when? If not us, then who?”

Pastor Munther Isaac, Christmas Evangelical Lutheran Church in Bethlehem, in his 2023 Sermon “Christ in the Rubble: A Liturgy of Lament,” proclaims: “We are angry...We are

broken...Let it be clear: Silence is complicity, and empty calls for peace without a ceasefire and end to occupation, and the shallow words of empathy without direct action - are all under the banner of complicity. So here is my message: Gaza today has become the moral compass of the world. Gaza was hell on earth before October 7th. If you are not appalled by what is happening; if you are not shaken to your core - there is something wrong with your humanity."

9. It is important that we lead with our values: compassion, peace, justice, care for the afflicted, love of our neighbor. If we fail to lead, we fail our young people who long for role models to live out their faith. If we fail to inspire them, they will look elsewhere. If we choose to ignore genocidal harm, we undermine our core values. When we take risks for our faith and proclaim our values in the public square, we boldly proclaim Jesus, the gospel of love, justice, compassion and peace.

10. It is important for congregations to be bold in speaking out so that others will also be encouraged to speak. It will not benefit anyone if the Presbytery adopts this resolution without publicizing it. This is our Kairos moment; may we have the courage to speak out against genocide.

Notes:

(1)

<https://www.amnesty.org/en/latest/news/2023/11/israel-opt-horrifying-cases-of-torture-and-degrading-treatment-of-palestinian-detainees-amid-spike-in-arbitrary-arrests/>

<https://www.ohchr.org/en/press-releases/2024/08/israels-escalating-use-torture-against-palestinians-custody-preventable>

<https://mondoweiss.net/2024/06/the-genocide-in-israeli-prisons/>

<https://www.politico.eu/article/eu-us-sexual-abuse-palestine-israel-troops-defense-war-human-rights/>

<https://www.france24.com/en/middle-east/20240806-israel-rights-group-detail-systematic-abuse-of-palestinian-prisoners-in-jails-sdei-teiman>

<https://www.reuters.com/world/middle-east/israeli-rights-group-says-palestinian-prisoners-subject-systematic-abuse-2024-08-05/>

<https://www.amnesty.org.uk/press-releases/israel-palestinians-gaza-held-secret-detention-describe-torture-new-testimonies>

<https://israelpalestinenews.org/shocking-testimony-torture-in-israeli-prisons/>

<https://www.ohchr.org/en/press-releases/2025/03/more-human-can-bear-israels-systematic-use-sexual-reproductive-and-other>

(2)

<https://www.bu.edu/articles/2024/is-israel-committing-genocide-in-gaza/>

<https://www.brookings.edu/articles/gloom-about-the-day-after-the-gaza-war-pervasive-among-mideast-cholars/>

<https://www.theguardian.com/world/2025/apr/07/israel-military-gaza-perimeter-land-testimony-report>

“I have removed all restraints, (you’re allowed) to attack everything.” “I have ordered a complete siege on the Gaza Strip. There will be no electricity, no food, no fuel, everything is closed.” Yoav Gallant, Israeli Defense Minister, Oct 9 2023

“Right now we’re focused on what causes maximum damage.” Daniel Hagari IDF spokesperson, Oct 10, 2023

“It’s an entire nation out there that is responsible.” Isaac Herzog, Israeli President, Oct 13, 2023

“There is no place for any humanitarian gestures – we must erase the memory of Amalek.” Boaz Bismuth, Member of the Israeli Knesset (Likud Party), Oct 16, 2023

“The only thing that needs to enter Gaza is hundreds of tons of explosives by the Air Force, and not an ounce of humanitarian aid.” Itamar Ben Gvir, Israeli Minister of National Security, Oct 17, 2023

“We are determined to destroy Al-Shifa Hospital.” Ehud Barak, Former Israeli Prime Minister, Oct 20, 2023

“Al-Shifa hospital is now an empty shell with human graves.” Director-General, World Health Organization

“Without hunger and thirst among the Gazan population, we will not succeed...” Revital Gotliv, Member of the Israeli Knesset (Likud Party), Oct 23, 2023

“We are the people of the light, they are the people of darkness.” Benjamin Netanyahu, Israeli Prime Minister, Oct 25, 2023

“A ten-year-old boy (in Gaza) is a terrorist in 6 to 7 years.” Nissim Vaturi, Deputy Speaker of Knesset (Likud Party), Nov 13, 2023

“All the preoccupation with whether or not there is internet in Gaza....We are too humane. Burn Gaza now, no less!” Nissim Vaturi, Deputy Speaker of Knesset (Likud Party), Nov 17, 2023

“We need all 2 million to leave. That’s the solution for Gaza.” Ayelet Shaked, Former Israeli Minister of Interior, Nov 22, 2023

“The fighting will continue and expand to any place necessary in the Gaza Strip. There will be no sanctuary cities.” Benny Gantz, War Cabinet Member, Former Israeli Deputy Prime Minister and Minister of Defense, Nov 29, 2023

“There are no uninvolved people in Gaza...everyone is involved.” Rami Igra, Former Head, Mossad Hostages and MIA Unit, Feb 14, 2024

“We must destroy Rafah, Nuseirat, and Deir al-Balah...There’s no half-measure...absolute destruction.” Bezalel Smotrich, Israeli Minister of Finance, Apr 29, 2024

“These people there (in Gaza) deserve death. A hard death, an agonizing death...There are no innocent people there.” Yehuda Shlezinger, Israeli Journalist, Apr 19, 2024

“There is no return to the north of Gaza, and there will not be.” Itzik Cohen, Brigadier General, Israeli Army, Nov 5, 2024

“When a 3-year-old girl is killed in a home in Gaza, it’s because someone in the army decided it wasn’t a big deal for her to be killed.” Israeli Intelligence Officer

“There is total freedom of action...It’s permissible to shoot everyone, a young girl, a woman.” Israeli Soldier

“Never in post-war history had a population been made to go hungry so quickly and so completely as was the case for the 2.3 million Palestinians in Gaza.” Michael Fakhri, UN Special Rapporteur on the Right to Food

“After encirclement and evacuation of the population, the instructions to IDF need to be clear: The elimination of all energy sources, that is fuel, solar panels and any relevant means (pipes, cables, generators etc.), all food sources including warehouses, water and all relevant means (water pumps etc.), of anyone who moves in the area and does not exit with a white flag during the days of the effective siege.” Israeli Foreign Affairs and Defense Committee coalition to Defense Minister Israel Katz, Dec 31, 2024

“My fervent dream is simply to stay alive.” Ahmad, 14 year old Palestinian

“Blessed are they who observe justice, who do righteousness at all times.” We therefore call on you to: Publicly repent of previous inaction, silence, and acceptance of theologies that support apartheid, discrimination, and genocide itself, and renounce previous statements to this effect; Name Israeli apartheid and genocide in your relevant statements; Demand that your government immediately and publicly condition further cooperation with Israel on its fulfillment of its obligations under international law; Call on your governments to suspend all arms sales with Israel, impose sanctions and divest from all companies profiting from the illegal occupation and war in Gaza; Boycott Israel—economically, academically and culturally. Call to European Churches: Why are you silent in the face of genocide? From Global Kairos Palestine Justice Coalition and chair, Patriarch Emeritus Michel Sabbah, Dec 19,2024

	Presbytery of San Jose Budget 2025	2026 Budget	2025 Budget	YTD Actuals August 31, 2025	
40100	Per capita current	\$152,730.00	\$153,912.00	\$103,171.86	
48010	Synod Partnership Grant	\$30,933.00	\$31,152.00	\$0.00	
48012	Prior year Mission support			\$145,898.00	
48015	A Penke Fund	\$8,100.00	\$7,400.00	\$7,400.00	
48020	Walker, Lundy, Miesse, Daview	\$12,000.00	\$12,000.00	\$15,093.25	
48035	Hunger Action Enabler Grant	\$5,000.00	\$5,000.00	\$0.00	
48040	Peacemaking Offering - Presby Portion	\$0.00	\$4,000.00	\$0.00	
48045	Immanuel House EC	\$5,000.00	\$5,000.00	\$2,000.00	
48055	Cornerstone Rent	\$0.00	\$43,800.00	\$29,200.00	
48057	interest			\$239.33	
49010	Budgeted investment draw	\$507,503.26	\$583,225.93		
49022	Mission Giving	\$150,000.00	\$150,000.00		
	Cornerstone Remittance for Property Tax/Ins	\$31,000.00			Reimburse for Property Taxes/Ins
	Total Revenue	\$ 902,266.26	\$ 995,489.93	\$ 303,002.44	
50005	Youth triennium	\$3,000.00	\$4,000.00	\$0.00	
50010	Youth scholarships	\$500.00	\$1,000.00	\$400.00	
50015	Clergy of Color retreat	\$500.00	\$500.00	\$0.00	
50022	Safe church Program	\$6,000.00	\$10,000.00	\$849.18	
50025	Adult scholarships	\$3,000.00	\$3,000.00	\$1,000.00	
50030	Misc. cong development	\$0.00	\$1,000.00	\$59.96	
50035	Indonesian Christian (GKI)	\$3,000.00	\$3,000.00	\$0.00	
50040	Thai fellowship	\$3,000.00	\$3,000.00	\$0.00	
50045	Comunidad Latino	\$3,000.00	\$6,000.00	\$6,000.00	
50065	Mission trip	\$0.00	\$3,000.00	\$0.00	
50070	Mission outreach	\$1,000.00	\$1,200.00	\$588.84	
50075	Seminary internships	\$0.00	\$1,000.00	\$0.00	
50080	CORE Leadership Development	\$1,500.00	\$1,500.00	\$0.00	
50085	Justice mission scholarships/grants	\$4,500.00	\$4,500.00	\$0.00	
50095	Immanuel house	\$5,000.00	\$5,000.00	\$2,791.00	
50100	Preparation for ministry	\$1,000.00	\$1,000.00	\$0.00	
50105	Committee on ministry	\$2,000.00	\$2,000.00	\$0.00	
50110	Emergency assistance	\$1,500.00	\$1,500.00	\$0.00	
50115	Stewardship training	\$7,500.00	\$6,500.00	\$1,432.71	
	Total Ministry	\$46,000.00	\$58,700.00	\$13,121.69	
51015	Community mission grant	\$10,000.00	\$15,000.00	\$6,500.00	
51020	Congregational growth grant	\$10,000.00	\$15,000.00	\$5,500.00	
	Total Grants	\$20,000.00	\$30,000.00	\$12,000.00	
52025	Beach st insurance	\$0.00	\$20,000.00	\$0.00	
55027	Urban Ministry San Jose shortage			\$51,129.75	
52030	Property insurance	\$47,000.00	\$40,000.00	\$19,998.00	CCSV remits payment to Presbytery
52035	Property taxes	\$30,000.00	\$27,000.00	\$ (11,639.90)	CCSV remits payment to Presbytery
52060	Maintenance	\$12,000.00	\$12,000.00	\$3,645.08	
52065	Utilities	\$0.00	\$36,000.00	\$26,582.80	
	Presbytery office space to CCSV contribution	\$24,000.00			
	Total property	\$113,000.00	\$135,000.00	\$89,715.73	
53015	Per capita general assembly	\$38,216.44	\$37,953.30	\$37,918.32	
53020	Per capita synod	\$17,716.68	\$18,259.56	\$18,259.56	
	Total per capita	\$55,933.12	\$56,212.86	\$56,177.88	

APPENDIX I
Financial Affairs- Proposed 2026 Budget

	Presbytery of San Jose Budget 2025	2026 Budget	2025 Budget	YTD Actuals August 31, 2025	
54015	Telephone	\$4,500.00	\$4,500.00	\$2,879.80	
54020	Legal and bank fees	\$23,000.00	\$21,000.00	\$5,559.25	
54025	Presbytery gatherings	\$4,000.00	\$350.00	\$1,613.71	
54030	Auditing expense	\$18,000.00	\$18,000.00	\$16,800.00	
54040	Postage	\$1,000.00	\$1,000.00	\$316.42	
54050	Supplies	\$10,000.00	\$13,000.00	\$1,782.86	
54055	Equipment and software	\$27,000.00	\$17,000.00	\$12,394.81	
54060	Web/IT Support and Security	\$12,000.00	\$500.00	\$0.00	
	Staff Performance Review Assessment Tool	\$800.00			
	Total general administration	\$100,300.00	\$75,350.00	\$41,346.85	
55005	Stated Clerk Salary	\$75,000.00	\$75,000.00	\$50,000.00	
55015	Treasurer Salary	\$22,142.59	\$22,142.59	\$14,761.76	
55020	Stated Clerk Travel allowance	\$8,500.00	\$8,500.00	\$8,991.28	
55025	Accounting salary	\$73,663.00	\$73,663.00	\$49,108.08	
55030	Payroll tax	\$15,000.00	\$15,000.00	\$10,000.00	
55035	Accountant Retirement Savings	\$0.00	\$0.00	\$0.00	
55040	Accountant Medical Allowance	\$9,000.00	\$9,000.00	\$8,586.00	
55042	Accountant Synod Pension	\$9,060.55	\$9,060.55	\$6,040.00	
55045	Stated Clerk BOP Pension and Medical	\$32,250.00	\$32,250.00	\$20,259.32	
55050	Pastor support	\$3,000.00	\$3,000.00	\$260.97	
55052	WPH Brewmaster	\$0.00	\$0.00	\$28,105.00	
55055	Hunger advocate	\$10,000.00	\$10,000.00	\$4,800.00	
55057	Peacemaking advocate	\$20,000.00	\$0.00	\$0.00	
55070	Moderator	\$1,000.00	\$250.00	\$0.00	
55072	EP Expenses Allowance	\$11,000.00	\$8,500.00	\$6,452.90	
55074	EP Mileage Reimbursement	\$2,500.00	\$5,000.00	\$2,090.20	
55080	Staff professional/education	\$2,000.00	\$2,000.00	\$0.00	
55081	Office Manager Medical	\$0.00	\$44,000.30	\$29,678.58	
55082	Office Manager Synod Pension	\$0.00	\$8,717.63	\$5,811.68	
55085	Personnel pool	\$31,917.00	\$0.00	\$0.00	
55086	EP Salary	\$180,000.00	\$180,000.00	\$120,000.00	
55087	Office Manger salary	\$0.00	\$73,143.00	\$48,762.00	
55088	EP BOP Pension and Medical	\$61,000.00	\$61,000.00	\$41,588.96	
	Executive Assistant	\$27,300.00			
	Communications Coordinator	\$15,600.00			
	Total personnel	\$567,033.14	\$640,227.07	\$455,296.73	
	Total expenses	\$902,266.26	\$995,489.93	\$667,658.88	
	Per capita calculations				
	Total membership 3394 for 2026				
	Presbytery 2026 per capita proposed	\$28.52			
	GA 2026 per capita	\$11.26			
	Synod 2026 per capita	\$5.22			
	sub total	\$45.00			
	Vol Emergency assistance	\$0.50			
	Grand total	\$45.50			
	Note: \$18,000 from Cypress Fund will be remitted to CCSV as Presbytery contribution				

My journey with the Presbyterian Church began in 2019 through a search for a spiritually grounded community that could support my daily Centering Prayer practice, a core part of my spiritual formation in the Center for Action and Contemplation's Living School. I found that community at Westhope Presbyterian Church, where I was welcomed into a worship life rich with contemplative practices, rooted in the deeper tradition of Christian spiritual practices I had not experienced in the church of my upbringing, the United Methodist Church.

My journey with Presbyterianism has always been marked with mystery. The first day I showed up for morning prayer at Westhope, the pastor began chanting a sung prayer I already knew. I joined my voice with his, marveling at how this preacher in Saratoga knew the song I had learned on the remote isle of Iona in Scotland from wandering preacher John Philip Newell: *"You shall be as a garden, as a deep spring whose waters never fail..."* From this day forward, I felt the sacred mystery of belonging—a welcome into the broader, evolving story of Christian community.

Since then, I've served Westhope as a Ruling Elder for five years, as chair of the Social Justice and Marketing Committees, as a member of the Nominating Committee, as webmaster, and as co-chair of the Presbytery's Peace & Justice Work Group. Through this service, I've come to deeply value the PC(USA)'s commitment to egalitarian governance, faithful public witness, and its living history of social justice.

As I seek to serve as a commissioner to the 227th General Assembly, I carry a vision of the Church as a dynamic and inclusive body—one that is always reforming in response to the cries of the oppressed, the challenges of its time, and the call of Christ's radically inclusive love.

The PC(USA) faces several pressing challenges today: declining membership, internal division, the rise of Christian nationalism, persistent racism, and the need to decolonize mission work. But these challenges are also opportunities for transformation. We are called to celebrate diversity—not just demographically, but theologically, culturally, and structurally. Our church must continue its anti-racism work, confront the legacies of white supremacy and patriarchy, and develop deeper cultural competency to form respectful, reciprocal relationships across lines of difference.

At Westhope, I have witnessed the power of a community that meets people in the suffering of the present moment—a church that engages openly with the realities of race, class, gender, and justice. This authenticity is what draws people back to faith. We have grown, even through the pandemic, by being a contemplative and justice-oriented church that invites all voices into the conversation and sees spiritual growth and social action as intertwined.

I believe the future of our denomination lies in this kind of transformation. As we release the need to preserve the church "as it always was," we create space for resurrection—new life, new growth, and renewed purpose.

If elected, I will serve with deep commitment, and I hope to be a resource to the San Jose Presbytery following the Assembly, helping to carry forward the work of discernment, justice, and spiritual renewal.

Rev. Deborah Troester, Pastor, Santa Teresa Hills Presbyterian

Personal background in the Presbyterian Church: I grew up at First Presbyterian Church, Carbondale, Illinois, where I was baptized. In high school I joined the Baptist youth group, but eventually found my way back to the Presbyterian Church as an adult. In 2003 I was ordained as Minister of Word and Sacrament in the PCUSA, accepting a call in San Juan, Puerto Rico, at a “Union” church (Presbyterian and a Methodist). In 2006 my husband and I accepted a call as mission co-workers with the Evangelical Lutheran Church in America. We spent 14 years in various African countries, including Cameroon. I taught at a theological school, and gave conferences, sermons, workshops, and Bible Studies, supporting the work of local church leaders. Returning to the U.S. during COVID, I was called to Santa Teresa Hills, where I have served for almost five years.

Personal hopes and desires for the Church: I would like to see the PCUSA continue to take a strong stand for justice and for solidarity with the marginalized. I believe the PCUSA can set an example for the rest of the nation and the world as we work for peace and reconciliation through loving and serving God and neighbor. We can share the good news with everyone, regardless of ethnicity, gender identity, political affiliation, or any other trait: God loves each of us just as we are, and invites us to be a part of bringing about God’s will on earth as in heaven.

Brief descriptions of several significant issues facing the Church: Our numbers are shrinking. Yet we have a beautiful message of hope to share with the world: the redeeming, reconciling love of God through Jesus Christ. How can we reach out to the world with fewer people and smaller budgets? With God’s help, we can find creative solutions.

The pernicious doctrine of Christian Nationalism needs to be revealed for what it is: a form of idolatry which privileges one religion, and one kind of Christianity, above others. It promotes white patriarchy, and denigrates the contributions of immigrants.

Immigrants, both documented and undocumented, need our support. Mary, Joseph and Jesus were refugees in Egypt; Christ told us to welcome the stranger, feed the hungry, visit the sick and imprisoned. We need to find ways to fulfill his words, “Truly I tell you, whatever you did for one of the least of these brothers and sisters of mine, you did for me.”

In a time when our nation has pulled away from international commitments, sadly the PCUSA has also pulled back from international relationships we had nurtured for decades. We need to work together with our international partners to tackle issues that cross international boundaries, such as the effects of climate change and extractive industries.

If elected, I intend to be a General Assembly resource for the Presbytery in the year following service as commissioner.

**Presbytery Nominations for Committees
Nominations and Report on Continuing Members
*Nominations Slate and Chair nominations**

Presbytery Council At Large Members

Nominations for the Class of 2028

***Libby Boatwright, TE (MODERATOR 2028)**

Class of 2027

Jane Odell, St. Andrews, RE (2st term)
Julie Center, At-Large, TE (1st term)

Class of 2026

Neneth Ross – Westminster, TE (1st term)

Committee On Ministry (COM)

Nominations for the Class of 2028

***Andy Rausch, Northminster, TE (1st term)**
***Ruth Kue, At Large, TE (1st term)**
***Jason Barraca, Lincoln Ave, TE (1st term)**

Class of 2027

Horace Hines- Santa Teresa Hills, RE (2st term)
Dave Heacock – Los Gatos, RE (2st term)
Sharon Rowser – Foothill, RE (2st term)
Deb Troester – Santa Teresa Hills, TE (2st term)
Tom Harris, FPC, Palo Alto, TE (1st term)

Class of 2026

Jack Cabaness, Covenant, TE (1st term)

Committee on Preparation for Ministry (CPM)

Nominations for the Class of 2028

***Mark Peak, Monterey First, TE, (1st term)**

Class of 2027

***Jim Bennett, At-large, TE, (1st term) Chair person 2026**
James Potts, FPC Monterey, TE (1st term)
Martha Wills, Los Gatos, RE (1st term)

Class of 2026

Libby Boatwright, HR, TE (1st term)

Financial Affairs Committee

Nominations for Class of 2028

***David Burgess, Westminster RE (1st term)**

***Lizanne Reynolds, Palo Alto Covenant, RE (1st term)**

Class of 2027

***James Lee, Daesung, RE (2st term) (chair for 2026)**

Trevor Van Laar, Gilroy, TE (2st term)

Kang, Doug, Cornerstone, RE (1st term)

Barclay, Annanda, At Large, TE (1st term)

Class of 2026

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

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

Personnel Committee

Nominations for the Class of 2028

***Kim Dorr-Tilley, Mt. View, TE (1st term)**

***Eric Swanson, Westhope, TE (2nd term)**

Class of 2027

Anne McAnelly, St. Andrew, Aptos, TE (1st term)

Class of 2026

Denise Martin, Gilroy, RE (2nd term)

CORE (Committee on Representation and Empowerment)

Nominations for the Class of 2028

None

Class of 2027

*Elsa Amboy, Sunnyvale, RE (2st term)

Class of 2026

Bob Toche, Santa Teresa Hills, RE

Ordination Exam Readers

Nomination for 2026 Readers

***Bill Pryor, Sunnyvale, RE**

2025 Readers

Alice Thorn, Stone, RE Alternate

SDOP (self-development of people)

Class of 2027

Carolyn Rosen, PC Los Gatos, RE (1st term)

Class of 2026

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

Presbytery Moderator

Nomination for Moderator 2027 (Vice moderator 2026)

Deborah Troester, Santa Teresa Hills, TE

Previously elected: 2026 Moderator Tim Parmentier, Trinity San Jose, CRE

Permanent Judicial Commission

Nominations for 2031

***Lizanne Reynolds, Palo Alto Covenant, RE (1st term)**

***Barry Vickrey, Sunnyvale, RE (1st term)**

Class of 2028

David Burgess, Westminster, SJ, RE

Diana Gibson, At Large, TE

Class of 2026

Jim Bennett, At Large, TE

Eileen Mihm, St. Andrew, RE



**Synod of the Pacific
Assembly Highlights
October 1-3, 2025**
www.synodpacific.org
 707.765.1772

1. **The Synod helps churches and ministries thrive through our robust loan program.** Every loan we offer is made possible by funds invested in the Synod by ministries like yours. When you invest with the Synod of the Pacific, you're not just earning interest – you're helping congregations across our region grow, build, and serve their communities. We also have funds available for loans for your congregation or ministry at very competitive rates. More info at: www.synodpacific.org/investments-loans.
2. Part of the proceeds of our Investment & Loan program are returned to each presbytery for their mission! **In 2026, each presbytery will receive over \$32,000.**
3. **We have funds available for grants!** Check out our grant opportunities at www.synodpacific.org/synod-grants. The Synod has already made over \$240,000 in grants in 2025. Let's dream of a bright future together!
4. **Elizabeth Larson** from Redwoods Presbytery was installed as moderator. **Jonathan Mitchell** from Eastern Oregon Presbytery was installed as vice moderator. We thank them for their ministry along with outgoing moderator, **Sarah Reyes-Gibbs**, from San Francisco Presbytery.
5. We had several **special guests** at our assembly. General Assembly Co-Moderator CeCe Armstrong joined us for the week, gave a talk, and preached at our Friday morning worship service. David Gambrell, Associate for Worship at the General Assembly, led our musical worship and led a workshop on music and worship in smaller membership congregations. Sandra Moon and Joseph Moore from the Presbyterian Foundation and Christine Long from the Board of Pensions also presented and were available to chat.
6. The Synod voted to approve the merger of Boise and Kendall presbyteries **to form the Snake River Presbytery**. The necessary documents were forwarded to the General Assembly last week and the Administrative Commission on Mid-Councils will consider the merger on December 5. Please hold all in prayer for a blessed future!
7. The Synod adopted **new bylaws** to be in compliance with California law.
8. There will be a **Special Assembly** via Zoom on Thursday, December 11 at 10:00am Pacific. This meeting should be well under one hour.

**Coordinating Council of the Presbytery of San Jose
Report to Presbytery February 2026**

Our Standing Rules provide that the Coordinating Council can address emergent matters between Presbytery meetings so a special meeting was called on December 3, 2025 and an email vote was held on December 23, 2025 by Chair Andy Rausch and Stated Clerk to address necessary 2025 business.

December 2025 Actions taken:

**Elected slate of Nominating committee recommended nominations
(Council Appendix A)**

Note: Nom com had a shortened time line to complete nominations. Several of these nominations are for previously elected people to serve as committee chairs which must be completed before January so that our committees and Council can function in 2026.

Approved housing allowance of \$51,000/yr for EP Neal Presa

Note: As we have moved from the Synod as employer and payroll agent for our staff, we need to take this action.

Approved the first NEAR gathering with guest 226th GA co-moderator Rev. CeCe Armstrong in March.

Approved 2026 budget corrections of \$ 42,900 in investment draw recommended by Financial Affairs. (Council Appendix B)

Note: In the calculation of the 2026 budget approved by Presbytery in October 2025, a calculation error in the spreadsheet used for committee work resulted in an underreporting of investment draw budget of \$42,900. The email vote approved the adjustment so the 2026 financial budget and accounting books could be established. The corrected budget will be reported to Presbytery on February 7, 2026.

**Elected Kemal Munkem from Santa Teresa Hills as YAAD nominee
(note:YAAD elections must be notified to GA in December) (Council Appendix**

C)

Coordinating Council met by Zoom on January 15, 2026 in meeting chaired by 2026 Coordinating Council Chair Neneth Ross

Moderator Tim Parmentier reported on the installation of Rev. Jason Barraca at Lincoln Avenue Presbyterian church on January 9

Stated Clerk Erica Rader thanked the Coordinating Council for their service and shared how the collaborative work of the Council has been a highlight of her term as Stated Clerk. She celebrates her 8 year ministry as Stated Clerk and remains committed to the Presbytery in a different capacity. She will be available to the next Stated Clerk and a friend to all her colleagues, but will have good boundaries around Presbytery business.

EP Neal Presa provided a preview of his report to Presbytery.

Financial Statements

Accountant Diane Case provided an overview of the 2025 Financial statements which will be reported to Presbytery.

Personnel Committee

Chair Denise Martin reported on the many activities of the Personnel committee. They have been involved in the hiring of three part time positions, search for the Stated Clerk, as well as establishing proper processes for part time employment, employment tax and worker's comp insurance. They are prioritizing these projects and will table the project to create a Presbytery Personnel manual. The Presbytery will continue using the Synod's Personnel Manual until the Personnel committee can finish the project.

As part of the transition from the Synod's payroll service, the Presbytery has to take out a workers comp insurance policy which was not budgeted. This policy and the full amount of payroll tax was not budgeted.

For our clergy employees who can elect to direct a portion of salary to housing allowance the following actions were taken:

Action: Coord. Council approved \$20,566.43 of Rev. Edd Breeden's salary to be designated housing allowance.

Action: Coord. Council approved \$10,000 of Rev. Ryan Althaus' salary to be designated housing allowance.

NEAR gathering and Presbytery planning

Action: Approved the sub-committee to plan the dates for 2026 Presbytery meetings and NEAR gatherings: Tim Parmentier, Bryan Franzen, Rosaleen Zisch, EP and Stated Clerk.
Note: This action was on the delegation approved by Presbytery at the October 23, 2026

APPENDIX A
December 3, 2025
Presbytery Nominations for Committees
Nominations Part 2

Presbytery Council At Large Members

Neneth Ross– Westminster, TE (1st term) Chair, 2026

Committee On Ministry (COM)

*Sharon Rowser – Foothill, RE (2nd term) Chair 2026

Personnel Committee
Nominations for the Class of 2028

*Colleen Peterson, Westhope, RE (1st term)

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

Class of 2026

*Denise Martin, Gilroy, RE (2nd term), *(Chair for 2026)

CORE (Committee on Representation and Empowerment)
Nominations for the Class of 2028

*Vincent Arishvara, Trinity SJ, TE

*Julie Center, At-Large, TE (1st term)

SDOP (self-development of people)
Nomination for Class of 2028

*Tom Perloff, Mountain View, RE

Permanent Judicial Commission
Nomination for Class of 2031

*Franzen, Bryan, Westminster, TE

Nominating Committee
Nomination for Class of 2028

*Panighetti, Carlo, Los Gatos, RE

	Presbytery of San Jose Budget 2026	Budget 2026 Corrected	Budget 2025	
40100	Per capita current	\$152,730.00	\$153,912.00	
48010	Synod Partnership Grant	\$30,933.00	\$31,152.00	
48012	Prior year Mission support			
48015	A Penke Fund	\$8,100.00	\$7,400.00	
48020	Walker, Lundy, Miesse, Daview	\$12,000.00	\$12,000.00	
48035	Hunger Action Enabler Grant	\$5,000.00	\$5,000.00	
48040	Peacemaking Offering - Presby Portion	\$0.00	\$4,000.00	
48045	Immanuel House EC	\$5,000.00	\$5,000.00	
48055	Cornerstone Rent	\$0.00	\$43,800.00	
48057	interest			
49010	Budgeted investment draw *	\$550,403.26	\$583,225.93	
49022	Mission Giving	\$150,000.00	\$150,000.00	<i>*\$550,403 is corrected amount, previously calculated and reported to Presbytery on 10/23/25 as \$507,503.28, \$42,900 difference</i>
	Cornerstone Remittance for Property Tax/Ins	\$31,000.00		
	Total Revenue	\$ 945,166.26	\$ 995,489.93	
50005	Youth triennium	\$3,000.00	\$4,000.00	
50010	Youth scholarships	\$500.00	\$1,000.00	
50015	Clergy of Color retreat	\$500.00	\$500.00	
50022	Safe church Program	\$6,000.00	\$10,000.00	
50025	Adult scholarships	\$3,000.00	\$3,000.00	
50030	Misc. cong development	\$0.00	\$1,000.00	
50035	Indonesian Christian (GKI)	\$3,000.00	\$3,000.00	
50040	Thai fellowship	\$3,000.00	\$3,000.00	
50045	Comunidad Latino	\$3,000.00	\$6,000.00	
50065	Mission trip	\$0.00	\$3,000.00	
50070	Mission outreach	\$1,000.00	\$1,200.00	
50075	Seminary internships	\$0.00	\$1,000.00	
50080	CORE Leadership Development	\$1,500.00	\$1,500.00	
50085	Justice mission scholarships/grants	\$4,500.00	\$4,500.00	
50095	Immanuel house	\$5,000.00	\$5,000.00	
50100	Preparation for ministry	\$1,000.00	\$1,000.00	
50105	Committee on ministry	\$2,000.00	\$2,000.00	
50110	Emergency assistance	\$1,500.00	\$1,500.00	
50115	Stewardship training	\$7,500.00	\$6,500.00	
	Total Ministry	\$46,000.00	\$58,700.00	
51015	Community mission grant	\$10,000.00	\$15,000.00	
51020	Congregational growth grant	\$10,000.00	\$15,000.00	
	Total Grants	\$20,000.00	\$30,000.00	
52025	Beach st insurance	\$0.00	\$20,000.00	
55027	Urban Ministry San Jose shortage			
52030	Property insurance	\$47,000.00	\$40,000.00	CCSV remits payment to Presbytery
52035	Property taxes	\$30,000.00	\$27,000.00	CCSV remits payment to Presbytery
52060	Maintenance	\$12,000.00	\$12,000.00	
52065	Utilities	\$0.00	\$36,000.00	
	Presbytery office space to CCSV contribution	\$24,000.00		
	Total property	\$113,000.00	\$135,000.00	
53015	Per capita general assembly	\$38,216.44	\$37,953.30	
53020	Per capita synod	\$17,716.68	\$18,259.56	
	Total per capita	\$55,933.12	\$56,212.86	
54015	Telephone	\$4,500.00	\$4,500.00	

Coordinating Council Report- Appendix B

	Presbytery of San Jose Budget 2026	Budget 2026 Corrected	Budget 2025	
54020	Legal and bank fees	\$23,000.00	\$21,000.00	
54025	Presbytery gatherings	\$4,000.00	\$350.00	
54030	Auditing expense	\$18,000.00	\$18,000.00	
54040	Postage	\$1,000.00	\$1,000.00	
54050	Supplies	\$10,000.00	\$13,000.00	
54055	Equipment and software	\$27,000.00	\$17,000.00	
54060	Web/IT Support and Security	\$12,000.00	\$500.00	
	Staff Performance Review Assessment Tool	\$800.00		
	Total general administration	\$100,300.00	\$75,350.00	
55005	Stated Clerk Salary	\$77,400.00	\$75,000.00	
55015	Treasurer Salary	\$22,851.59	\$22,142.59	
55020	Stated Clerk Travel allowance	\$8,500.00	\$8,500.00	
55025	Accounting salary	\$73,663.00	\$73,663.00	
55030	Payroll tax	\$15,000.00	\$15,000.00	
55035	Accountant Retirement Savings	\$0.00	\$0.00	
55040	Accountant Medical Allowance	\$9,000.00	\$9,000.00	
55042	Accountant Synod Pension	\$9,060.55	\$9,060.55	
55045	Stated Clerk BOP Pension and Medical	\$36,400.00	\$32,250.00	
55050	Pastor support	\$3,000.00	\$3,000.00	
55052	WPH Brewmaster	\$0.00	\$0.00	
55055	Hunger advocate	\$10,000.00	\$10,000.00	
55057	Peacemaking advocate	\$20,000.00	\$0.00	
55070	Moderator	\$1,000.00	\$250.00	
55072	EP Expenses Allowance	\$11,000.00	\$8,500.00	
55074	EP Mileage Reimbursement	\$2,500.00	\$5,000.00	
55080	Staff professional/education	\$2,000.00	\$2,000.00	
55081	Office Manager Medical	\$0.00	\$44,000.30	
55082	Office Manager Synod Pension	\$0.00	\$8,717.63	
55085	Personnel pool	\$11,322.00	\$0.00	
55086	EP Salary	\$185,760.00	\$180,000.00	
55087	Office Manager salary	\$0.00	\$73,143.00	
55088	EP BOP Pension and Medical	\$68,576.00	\$61,000.00	
	Executive Assistant	\$27,300.00		
	Communications Coordinator	\$15,600.00		
	Total personnel	\$609,933.14	\$640,227.07	
	Total expenses	\$945,166.26	\$995,489.93	

YAAD Nomination

Personal Background in the Presbyterian Church

My name is Kemal Munkem, and I have been an active member of the Presbyterian Church since childhood. My faith journey began in Cameroon and continued in the Bay Area, where I found a spiritual home in my local Presbyterian congregation at Santa Teresa hill presbytery. Over the years, I have grown from a participant in youth programs to a youth teacher, guiding younger members in their understanding of Scripture and helping them build a deeper relationship with Jesus Christ. My involvement has included leading Bible studies, and representing my church at national gatherings such as the Triennium event in July 2025.

Personal Hopes and Desires for the Church

My hope for the Presbyterian Church is that it continues to be a beacon of love, inclusivity, and spiritual growth. I desire to see our church expand its outreach to youth and marginalized communities, offering them a safe space to explore their faith and find support. I envision a church that embraces diversity, encourages open dialogue, and empowers young leaders to take active roles in ministry and service. I also hope to see more collaboration between congregations, especially in multicultural communities like ours in the Bay Area, to strengthen our collective impact.

Significant Issue Facing the Church

Youth Engagement: Many young people feel disconnected from traditional church structures. We must find innovative ways to engage them through relevant programming, mentorship, and leadership opportunities.

Commitment to Serve as a General Assembly Resource

If elected as a commissioner to the General Assembly, I fully intend to serve as a resource for my Presbytery in the year following my service. I will share insights, updates, and reflections from the Assembly, and I will be available to speak at Presbytery meetings to help inform and inspire others. I believe that communication and collaboration between the General Assembly and local congregations are essential for the health and growth of our church.

Age Confirmation

I confirm that I will be at least 18 years old by June 21, 2026, and I am eligible to serve in this role.

Presbytery of San Jose Committee on Ministry
Report to Presbytery February 7, 2026
(covering period November 2025 – January 2026)

Items for Docket:

1. Examine Cory Pina for ordination
2. Approve the charter request of First Thai Presbyterian Church of San Jose
3. Approve the slates of ruling elders and deacons for First Thai

Information Items:

1. Minimum 2026 salaries for pastors, effective January 1, 2026, were updated to reflect the 2.8% COLA for Social Security. The new terms were reported to Clerks of Session and pastors in the fall and can be found in the presbytery polies on the website.
 - a. Santa Clara \$121,157
 - b. Santa Cruz \$101,536
 - c. Monterey \$74,349
2. Jason Barraca was elected to serve as the 2026 CRE subcommittee chair.
3. COM approved the following actions:
 - a. Rev. Jason Barraca to be Designated Pastor of Lincoln Ave Presbyterian Church and installed at Lincoln Avenue PC on January 10, 2026. Installation Commission included EP Neal Presa, Stated Clerk Erica Rader, Moderator Tim Parmentier, Rev. Libby Boatwright, Rev. Bill Lane (Gonzales), Rev. Andy Rausch (Northminster), Elder Wayne Chen (Lincoln Ave), Elder Rosalyn Bailey (Lincoln Ave)
 - b. Rev. Bryan Lyke transfer to Santa Fe Presbytery pending notification of Santa Fe Presbytery's action to receive.
 - c. Rev. Annanda Barclay 12-month contract extension to the position of Temporary Associate Pastor at Sunnyvale PC.
 - d. Validation of Julianne Porras-Center's ministry with Somos Watsonville, Inc.
 - e. Rev. Craig Roberts' status change to retired
 - f. Validation of Cory Pina's position as Spiritual Life/Director of Technology at All Saints Day School in Carmel.
 - g. Larry Vilardo to serve as moderator for El Estro's annual congregational meeting on December 2025.
4. Other information:
 - a. Stone Church has formed a Pastor Nominating Committee

Submitted by Sharon Rowser
COM Chair

Statement of Faith

Cory Piña, 2025

- 1 My faith is a work in progress.
- 2 Where once I found a home in answers and certainties, today I am comfortable with hopes, questions, doubts, and curiosities.
- 4
- 5 God is love, and the Creator of all things.
- 6
- 7 Christ, Lord and Savior of everything, has always been.
- 8 Jesus Christ is the only somehow-begotten son of God. He was born on Earth, killed, and was resurrected from the dead by God.
- 10 The earthly life of Christ was marked by teaching, healing, feeding, embracing outcasts, challenging injustice, and offering mercy.
- 12 In his life, death, and resurrection, creation finds reconciliation with the Creator.
- 13
- 14 The Holy Spirit is the name we give to God's perpetual presence and power. It is the wind that hovered over the beginning of creation, the inspiration of all things right and true, and the glue holding all things together. By the Spirit we continue to know and experience God.
- 18
- 19 The Hebrew scriptures and the New Testament are the records and stories of the faith and trials of the people of God throughout millennia. In our scriptures we find a full human experience: joy and sorrow, pain and pleasure, faith and doubt, wisdom and foolishness. Today the scriptures are the authority and guide for *our* faith, and an invitation to participate in a tradition of wisdom and union with God.
- 24 The Church is the household of God. Like any family, each member has their own personality, tendencies, preferences, character, style, flaws, and failures. A family of diverse personalities fosters a diverse expression of faith. Like any family, some members get along with each other better than others – yet we are all kin.

28

29 The sacraments are shared experiences that remind us of Christ's presence with
30 us. They offer us spiritual life and strength, assuring us of our connection to God
31 and one another.

32 In Baptism we acknowledge our own dying and resurrection with Christ. It is a
33 symbol of turning our hearts and minds toward God, a visible sign of our inclusion in
34 the covenant community, and an opportunity to remember our obligation to the
35 family of Christ's followers.

36 In Communion, we share a meal that commemorates the sacrifice of Jesus,
37 reminds us of our connection to one another, and spiritually nourishes us by the
38 real presence of Christ.

39

40 Our scriptures speak of salvation both as an event, and as a journey toward
41 communion with God. It is a process of living our way into the security of God's love
42 and wisdom. We may be saved as individuals, but salvation through Christ is also a
43 communal offering – a hope that the world may find unity in Christ and with each
44 other.

45 Nothing can separate us from the love of God.

Cory Piña

Marina, CA

Bio

My path to ordered ministry has been held together not by unwavering faith, but by persistent encouragement from those around me. While I was confident about entering into full-time ministry when beginning seminary, the end of my studies brought about a faith crisis. While I never ran far away from faith, nor from the church, I found it difficult to move forward, often disqualifying myself.

I've learned my doubts and my questions aren't bugs in my faith, but features. The theme that holds my faith together is the knowledge that God is not put off by our doubts and questions. I hope to offer people the freedom to be who they truly are, and to ask the questions they have, living into the welcome offered by Christ.

I hold a degree in Biblical Studies from Azusa Pacific University and received my Masters from Fuller Theological Seminary. My earliest ministry formation began as a youth leader in high school, trained by a youth pastor who took us to Calvin Crest Conferences, where I first encountered the Presbyterian Church (and my wife).

After many summers on staff and a few years of year-round work at Calvin Crest we moved into the Central Valley, where I served as the Youth Director for Trinity United Presbyterian Church in Modesto. There I began the ordination process.

I spent most of the last 15 years employed by Fuller's IT department, handling in-house web development (remotely). A desire to return to in person work led me to a job at All Saints Day School in Carmel in the position of "Director of Technology". While interviewing I learned they were also looking for a chaplain, and they offered me the opportunity to take on a version of both of these roles. This position blends my professional technical skills with the vocational call I have had lingering for some time. I get to interact with folks of all ages, and it's my real joy to be an available and supportive presence, and to have the opportunity to lead chapel services on a regular basis. I'm pleased to say that the last few months I have felt more like myself than I have in quite a while.

My wife, Lyndsay, is a kindergarten teacher at Monte Vista Elementary in Monterey. We have two children: Naomi (17), and Samuel (15), both at Monterey High School. We are blessed to live near my extended family here on the Monterey Peninsula.

Steve Fainer Bio

The basics:

Grew up in Goleta, CA,

Came to faith through student retreat program of Goleta Presbyterian Church in 1994

B.A. Religious Studies, Westmont College, 2001

Married to Jane since 2003

Father to Ethan (13, 7th grade) and Lucy (11, 5th grade)

Thru-hike of Pacific Crest Trail with Jane, 2008

M.A. Communication & Leadership studies, Gonzaga University, 2011

M.Div. Fuller Theological Seminary, 2023

As a young Youth Director, Eugene Peterson's "Long Obedience in the Same Direction" and the New Monastic movement's emphasis on stability resonated with me. And the years stretched into decades. The compounding joy of seeing the fruits of one's ministry year after year confirms that wisdom of stability.

My ministry experience outside of youth groups, mission trips, adventures foreign and domestic, retreats, confirmation, songwriting, game creation and mentoring young people includes preaching, teaching adults, visiting the infirm, sick and dying, praying over the deceased, leading a band, sitting in session meetings, standing up for co-workers, supporting my pastors, connecting people, leading funerals and listening to people of all ages. It has been a fun ride!

Nearly 30 years after first sensing a call to ministry and almost 25 years in a full-time ministry role at PCLG, one might ask, why ordination now? Well, I did start that M.Div. in 2013 at Fuller, and I did seek a job in ministry straight out of college, so...it's been a while. This path towards ordination is something I've done slowly because I've always felt like (and been treated like) a pastor for so long already and I've had little desire to disrupt my family's life.

My wife's family all lives within a twenty minute drive from our house and my parents are just 4 hours away. I still believe in stability for family and ministry and yet I'm curious to know what, if anything, God might call me to next.

Steve Fainer- Statement of Faith

1 I trust in the life, death and resurrection of Jesus Christ, the Son and living Word of God, as
2 revealed through the Scriptures. The scriptural theme of God-with-us is embodied and incarnated
3 by Christ who tabernacled among us. The life and teachings of Jesus turn humankind back
4 toward our Creator again and again; our repentance is not a one time act of turning, but a daily
5 habit in the process of becoming more like our Lord. Jesus' death on the cross is an act of God's
6 love and initiative, showing the depths of how far God will go to achieve reconciliation with us.
7 Jesus' bodily resurrection shows God's power over death and reminds us that we too will one day
8 be raised to a new life with God.

9 I believe in the Holy Spirit, the advocate and comforter, the Divine Person through which
10 all of our experiences of the triune God are made possible. While Jesus made the Father known
11 in the first century (John 14), the Spirit makes them both known in the present. The Spirit moves
12 where it will and resides in believers as well, setting us free to love others and guiding us deeper
13 into Christ-likeness. The Spirit calls people to faith and enables them to believe.

14 I have faith in the living God of the covenants with Abraham and Sarah and their
15 descendants, the people of Israel and those adopted into the family, as well. The living God,
16 whom Jesus called Abba or Father, demonstrates love for God's creation through common grace
17 and specific love for humankind in the sending of God's Son and Spirit to reconcile us to God
18 and one another. The Son, the Spirit and the living God all together form the triune God, one
19 God in three Persons, about whom language so often falls short.

20 The Hebrew and Christian scriptures of our Bible testify to the sovereign love of God, the
21 atoning life and death of the Son and the ongoing work of the Spirit. Written through the efforts
22 of humans and within their specific cultures, Scripture is the God-breathed testimony about
23 God's work and intentions for the world and is useful for teaching, rebuking and training in
24 righteousness. The Holy Spirit illuminates and guides our understanding and application of the

25 Scriptures in profound ways through every generation, using the Scripture itself as an
26 interpretive corrective and lens.

27 The Scriptures teach that though God created humankind good, we have nonetheless
28 become imperfect creatures through a process of falling away. Humans are created beings and
29 also creatures of our environment. We ignore and turn against God. We are by our fallen nature
30 self-interested and self-oriented, capable of great cooperation, compassion and love as well as
31 violence, falsehood and faithlessness. Humans cannot (with the exception of Jesus of Nazareth)
32 on their own turn their lives, wills, desires and so on (heart, mind, soul & strength) toward
33 faithfulness to God. Humans require God's help to rescue them from their natural state of
34 division and distrust of "the other" even and especially when that Other is God. The Scriptures
35 teach God elects people for salvation *and* that God desires all to be saved.

36 Christians belong within the Church universal, a worldwide congregation of believers
37 who confess Jesus Christ as Lord, are called together by the Spirit to worship and set apart to
38 serve in God's name. Whatever disagreements, schisms, and suchlike that portions of the Church
39 face, it is still united as one Body under the Headship of Jesus Christ. The Church universal
40 celebrates the Sacraments of Baptism and the Lord's Supper as demonstrated by Christ in his
41 life. Among other things, baptism signifies God's love for us from before we can even choose
42 God, indicates belonging to the covenant community of God's people and unites a person with
43 Christ in his death and resurrection in a singular act at any age. The Lord's Supper
44 commemorates Jesus 'death and resurrection, reminding us of God's presence with us always,
45 even as we wait for Jesus to come again and eat with us. Those able to partake in this
46 communion meal, do so for the benefit of the entire world — past, present and future — who
47 may not for whatever reason, have access to the table. When we eat the bread and drink the cup,
48 we remember the New Covenant that Christ made with humankind, proclaim Christ's
49 resurrection with gratitude, and nourish ourselves to do the work of God going forward. The

50 Church's mission in the world is to declare and embody the reconciliation of God and humankind
51 through its preaching, outreach, fellowship, worship, theology and pursuit of justice for all
52 people (but possibly in reverse order).

53 Jesus told his disciples he was going ahead of them to prepare a place for them and while
54 my current focus is with following God in this present life, I believe in the future hope of being
55 with Jesus in his Father's house (which we might call Heaven), and of Jesus' return where the
56 dead will be raised and all things created new here on earth. The Triune God's demonstration of
57 victory over death, evil and sin in Christ's resurrection show us that the final victory will be
58 physical as much as spiritual. The starting point and finish line of faith are for me the same:
59 Resurrection!

First Thai Congregational Charter Request

Chartering Process for First Thai Presbyterian Fellowship of San José *Refer to G-1.02 of The Book of Order*

- ✓ (March 22, 2025) First Thai leadership meet with EP and Stated Clerk to discern what it means to become a chartered congregation from being a fellowship
- ✓ (April 29, 2025) First Thai leadership discerns whether to move forward and contacts EP and Stated Clerk
- ✓ (May 12, 2025) Presbytery Committee on Ministry (COM) designates committee representatives, EP, and Stated Clerk/Acting Clerk (collectively COM Team) to work with First Thai on chartering process
- ✓ (June 2, 2025) COM, through the COM Subcommittee for CRE, enrolls Kit Chatsinchai as “Commissioned Ruling Elder candidate” to complete CRE process and requirements. If the way be clear with First Thai’s successful chartering, one of the first actions of the chartered congregation will be to elect Kit Chatsinchai as a ruling elder to the chartered Session. Then, one of the first actions of the chartered Session will be to endorse Kit Chatsinchai as a Commissioned Ruling Elder candidate
- ✓ (June 8, 2025) COM Team meets with First Thai leadership to orientate on chartering process
- ✓ (July 14, 2025) COM meets with and transfers the clergy standing of The Rev. Pratsarpong “Paul” Pansuay from the Church of Christ in Thailand (CCT) to the Presbytery, pending the successful chartering of First Thai. Up until then, The Rev. Pansuay will continue serving with First Thai per the previous authorization of COM that he serve within the bounds of the Presbytery as a minister member of CCT, an ecumenical partner of the PC(USA)
- ✓ (June 8, 2025; July 13, 2025; July 27, 2025; *inter alia*) COM Team orientates First Thai leadership (who will presumably be elected/installed as the chartered Session) with the Constitution of the PC(USA) [*Book of Confessions, Book of Order*], the roles and responsibilities of the Session and the councils of the Church (Presbytery, Synod, General Assembly), the roles and responsibilities of a congregation, the qualifications/responsibilities of ordered ministries (teaching elder/minister of Word and Sacrament, ruling elder, deacon), ecumenical relationships
- ✓ First Thai leadership prayerfully invites all people to prayerfully discern whether they sense a call to join First Thai as a chartered congregation
- ✓ (Aug 31, 2025) COM Team meets with all those people who have expressed interest in becoming a chartered member of the congregation, or who wish to explore what it means. COM Team will orientate these prospective members what it means to be a Presbyterian congregation
- ✓ COM Team will work with First Thai leadership in developing bylaws and any articles of incorporation

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First Thai Congregational Charter Request

Chartering Process for First Thai Presbyterian Fellowship of San José *Refer to G-1.02 of The Book of Order*

✓ **(Oct 23, 2025)** Prospective chartered members will sign the covenant in G-1.0201 of the *Book of Order* and transmit that covenant and a letter of application to the Stated Clerk indicating that First Thai desires to be a chartered congregation. The COM Team will work with First Thai leadership to determine a tentative date of a worship celebration.

✓ **(January 7, 2026)** COM Team will report to COM receipt of the official letter of application and chartered membership covenant

✓ **(January 12, 2026)** COM meets with reps from First Thai, and recommends to Presbytery the official chartering of First Thai as a congregation.

✓ **(Scheduled for February 7, 2026, Trinity Presbyterian Church-San José)** Presbytery meeting to receive the application for chartering. All prospective members of First Thai will be present.

— At Presbytery meeting, Presbytery will approve the application for chartering, thereby officially constituting the fellowship as the First Thai Presbyterian Church of San José, a congregation. The Presbytery will, then, elect the ruling elders, and any deacons. The Presbytery will approve the by-laws of the new congregation.

— Worship celebration at First Thai Presbyterian Church for the entire Presbytery. The worship will include: installation of The Rev. Pratsarpeng “Paul” Pansuay, ordination and installation of ruling elders and deacons, official first photo of the chartered members, official first photo of the chartered Session, and a celebration feast/party.

— On the day of the worship celebration, COM Team (and any COM members present, Presbytery moderator, vice moderator) will meet with the chartered Session for an official meeting. Session will endorse Kit Chatsinchai as a CRE candidate. Session will take any other appropriate actions to organize itself.

— At the next COM following the worship celebration, COM dismisses the COM Team with thanks.

**"We the undersigned, in response to the grace of God,
desire to be constituted and organized as a
congregation of the Presbyterian Church (U.S.A.), to be
known as First Thai Presbyterian Church of San Jose.
We promise and covenant to live together in unity and to
work together in ministry as disciples of Jesus Christ,
bound to him and to one another as a part of the body of
Christ in this place according to the principles of faith,
mission and order of the Presbyterian Church (U.S.A.).**

No.	Signature	Last Name, First Name
1	Bar	Atchasisiri, Booriboon
2	Siriluck	Atachasiri, Siriluck
3	Kit	Chatsinchai, Kit
4	S. my	Debavalya, Sophia
5	Chantip Elliott	Elliott, Chantip
6	Weena Huang	Huang, Weena
7	Micah	Jadsadawisut, Micah
8	Kris Jueseekul	Jueseekul, Kris
9	Tirat	Jueseekul, Tirat
10	Dares Lee	Lee, Dares
11	Ratana Pakdy	Pakdy, Ratana
12	Yupa Pichayathitinan	Pichayathitinan, Yupa
13	Pat Pongsil	Pongsil, Pat
14	Wichayut Suttabongoch	Suttabongoch, Wichayut
15	Sopin Tunhikorn	Tunhikorn, Sopin
16	Rudeewan Vilaivarangkul	Vilaivarangkul, Rudeewan

NOTES and EXPLANATIONS FOR THE 2025 FINANCIAL REPORTS OF THE SAN JOSE PRESBYTERY

BUDGETED FINANCIAL STATEMENT, lists the revenue (income) and the disbursements (expenses) of the organization for the last fiscal year.

INCOME, the income of the Presbytery is divided into broad categories for ease of understanding.

PER CAPITA, this is the Presbytery's portion of the amount paid by the individual congregations based upon the number of members on their roles at the time of the previous year's report. The total Per Capita is paid through the Synod and is then divided amongst the General Assembly, the Synod, and the Presbytery.

SYNOD BLOCK Grant, this is the Presbytery's portion of the Basic Mission Giving from the churches of the Presbytery and from a portion of the income from the Synod investment program.

ANNIE PENKE FUND, is an endowment fund set aside by Annie Penke with the proceeds going to mission work being done in our Presbytery and three other Presbyteries of the Synod.

FOUNDATION FUNDS, various families (**Walker, Lundy, Miesse, and Davies**) have placed money in endowment with the Presbyterian Foundation to benefit the Presbytery of San Jose.

GA FUNDING, some of our revenue comes from GA funding for programs like **Hunger and Peacemaking**.

IMMANUEL HOUSE, this is pass through income sent by churches through the extra commitment giving program of the Synod and is passed on to the IH Board for their use in the mission of transitional housing for refugees.

CORNERSTONE RENT, Cornerstone church pays the equivalent of their share of the cost of insurance, taxes, maintenance, and utilities for the Meridian Way property.

INTEREST AND GAINS/LOSS, this includes the interest, dividends, and realized growth or loss from Presbytery's investment pool which are used to help fund the budget.

INVESTMENTS SUBSIDIES, these funds come from the proceeds of the investment portfolio of the Presbytery.

EXPENSES, the expenses of the Presbytery are divided into categories of spending.

MINISTRY, the many different programs of the Presbytery.

GRANTS, the three types of grants available to congregations, for vision ideas, mission programs, church health projects. Applications are available on the Presbytery website.

PROPERTY, these include various expenses related to the insurance, taxes, maintenance, and expenses of the various properties owned by the Presbytery.

PER CAPITA, annual apportionments to the General Assembly and the Synod based upon the membership of the Presbytery to jointly fund the programs of these regional and national organizations of our church.

GENERAL ADMINISTRATION, the various operational expenses of the Presbytery office including annual legal and or audit expenses.

PERSONNEL, providing the Exec Presbyter, Stated Clerk, Office Manager, Accountant, and Treasurer with salaries and benefits to help the ongoing work of the Presbytery. This category

also includes various advocates hired by the Presbytery for helping the congregations with hunger, peacemaking, safe church, and other communications of the Presbytery.

STATEMENT OF FINANCIAL POSITION, the Balance Sheet, does not indicate anything related to income and expenses but summarizes the assets (holdings) and liabilities (obligations) of the Presbytery.

ASSETS, the assets are defined as any real asset, like a bank account, the value of investments, the book value of real property, and the like.

CURRENT ASSETS, these monies are the yearend balances in bank and savings accounts currently held at Chase bank.

INVESTMENTS

SYNOD CASH ACCT, the yearend balance of monies held at the Synod on deposit. From time to time these monies might be invested in MDCs at the Synod for longer term interest rates. Currently the monies are deposited "on demand" just like a savings account.

NEW COVENANT FUNDS, FOUNDATION, are mutual funds invested by the New Covenant Funds. The Growth fund invests in stocks of the S&P 500 companies according to the Socially Responsible guidelines of the General Assembly. The Income Fund includes government bonds and similar fixed income opportunities. You can see information about these investments on their website; NewCovenantFunds.com

BROKERAGE ACCOUNT, The Stock portion of the Brokerage account is invested at Charles Schwab in S&P 500 vehicles SPY (general S&P 500 stocks), SPYX (general S&P without Carbon 200 companies), and SUSA (general S&P stocks with high commitment to ESG protocols). The Bond portion of the Brokerage account is invested in a variety of corporate bonds available on the open market; laddered out over a 6-8-year time horizon.

LOANS, NOTES, AND LINES OF CREDIT, in certain extraordinary circumstances the Presbytery has loaned monies for specific reasons that seemed beneficial to the work of the Presbytery. Presbytery encourages churches who are looking for loans to first take advantage of the Synod Loan Program and their various different interest rates and loans.

FIXED ASSETS, this includes property assets that are real property, owned in the name of the Presbytery alone, not in conjunction with individual churches.

The Presbytery owns the property known as the property on Mental Ave in Santa Cruz currently used by Trinity Presbyterian as a manse for their pastor, the Catamaran purchased by donations to the Sweaty Sheep NWC, the property on Main Street in Watsonville being used as the Watsonville Public House, the property at Meridian Way where the offices are located, and Cornerstone Church currently resides, the Immanuel House, operated by the Immanuel House Board for transitional refugee housing. These properties are listed at book value less the accumulated depreciation. Note: Book Value means the price originally paid for the property plus substantial improvements.

Historical properties that have been fully depreciated are not listed on the balance sheet.

LIABILITIES, the liabilities show how much of the assets are allocated to specific projects. For example, your home bank account might have \$5,000 in it. But some of that money is specifically earmarked for the upcoming insurance payment and future property taxes so you cannot spend all of the money in the checking account. The Presbytery has obligations as well.

SPECIAL FUNDS, have been set aside for specific projects, with the expectation that they will be used in the future for those purposes or reallocated to other projects. You can see the various different designations that have either come from unspent budgeted items, to pay for programs in the future, like the Youth Triennium, Camperships, Christian Education projects, Cong. Development, Representation, Justice & Mission, COM projects, and other ministries of the Presbytery. The **Cypress Fund** came from the sale of the Cypress Ave Property and were set aside at the time by the Presbytery for Korean American ministries. **Watsonville Commission**, these are monies set aside for the commission at UPC Watsonville. **St Philips Main St.** are funds from the sale of the St Philips property in the city of Salinas. All of the restrictions were set by a vote of the Presbytery and can be adjusted at any time by a vote of the Presbytery.

OPERATING FUNDS, and **RETAINED EARNINGS** are accounting terms to help make the Assets and the Liabilities Balance. Although it appears the Presbytery has a large value of assets you will notice that much of that value is related to the investment value of the property. To calculate the working investment assets of the Presbytery at the end of 2024 you would need to take the Total Investments of 7,595,272.09 and subtract the Special Funds set aside in the Liabilities of 2,984,707.33. The working assets of investments (4,610,564.76) affords the Presbytery the assurance that we can continue to operate at the current level.

2025 Financial Statements

Statement of Financial Position for Period 12 - December
Company#: 1 Name: S J PRESBYTERY
Fiscal Year Beginning 1/1/2025
Fund Name: 2 PRESBYTERY OF SAN JOSE

<u>Account</u>	<u>Beginning of Year</u>	<u>YTD Current</u>
Assets		
Current Assets		
10250 Chase savings	\$10,002.91	\$0.00
10300 Chase checking	\$137,993.70	\$117,244.73
10350 chase savings	\$0.00	\$32,703.03
Total Current Assets	\$147,996.61	\$149,947.76
Investments		
11450 Synod Cash Acct	\$854,251.01	\$676,550.82
11740 New Covenant Mutual Funds	\$2,440,739.74	\$2,540,949.14
11850 Brokerage Account	\$3,353,680.51	\$4,124,744.08
11870 Note Rec Westminster	\$39,881.75	\$28,881.75
11872 Loan Presa	\$200,000.00	\$200,000.00
11875 Note Rec. Santa Teresa	\$6,719.08	\$2,475.40
11876 Watonville Public House Line of Credit	\$700,000.00	\$700,000.00
Total Investments	\$7,595,272.09	\$8,273,601.19
Fixed Assets		
15300 Mentel House	\$953,000.00	\$953,000.00
15350 Catamaran equity share	\$117,560.00	\$117,560.00
15400 Main Street	\$3,586,872.76	\$3,590,000.06
15450 Rogers Street equity share	\$73,900.00	\$73,900.00
15500 Meridian Way Property	\$840,000.00	\$840,000.00
15600 Accumulated Depreciation House 11th Street	(\$284,257.44)	(\$311,884.44)
15650 11th St. house	\$815,000.00	\$815,000.00
15810 Equipment	\$9,944.00	\$11,712.00
15820 Accumulated Depreciation Equipment	(\$9,944.00)	(\$11,712.00)
Total Fixed Assets	\$6,102,075.32	\$6,077,575.62
Total Assets	\$13,845,344.02	\$14,501,124.57
Liabilities and Net Assets		
Liabilities		
Total Liabilities	\$0.00	\$0.00
Special Funds		
30100 Emergency Assistance (B) est 2000	\$9,544.57	\$12,785.61
30200 Legal (B) est 2014	\$13,215.21	\$12,215.21
30300 Cypress Fund (B) est 2011	\$1,450,000.00	\$1,445,000.00

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Called Meeting of Presbytery of San Jose February 7, 2026

Statement of Financial Position for Period 12 - December
 Company#: 1 Name: S J PRESBYTERY
 Fiscal Year Beginning 1/1/2025
 Fund Name: 2 PRESBYTERY OF SAN JOSE

<u>Account</u>	<u>Beginning of Year</u>	<u>YTD Current</u>
30400 Youth Triennium (B) est 2000	\$26,546.25	\$23,646.39
30520 Watsonville Commiss (B) est 2020	\$520,685.56	\$1,046,290.46
30535 Beach St. deposits (B) est 2024	\$20,000.00	\$20,000.00
30600 St Philips Main St. (B) est 2014	\$794,807.02	\$755,319.02
30700 Urban Ministry SJ (B) est 2020	\$40,781.41	\$22,600.00
31200 Cong Development (B) est 2000	\$8,514.36	\$8,514.36
31300 Sweaty Sheep S.C (D) est 2016	\$14,625.89	\$27,863.10
31350 Sweaty Sheep Art (D) est 2019	\$1,112.02	\$1,112.02
32000 Silicon Valley Pride (D) est 2024	\$5,885.44	\$8,554.65
32200 Retreats and Events (D) est 2024	\$1,100.00	\$600.00
32500 Clergy Color Retreat (D) est 2012	\$8,277.67	\$6,056.97
33150 Peacemaking Offering (D) est 2000	\$6,177.05	\$14,079.21
33200 Hunger Advocate (D) est 2000	\$12,238.78	\$12,238.78
33650 Mission General (B) est 2000	\$9,233.03	\$6,319.55
34100 COM and Vocations (B) est 2001	\$2,968.71	\$2,968.71
35200 Stewardship Training (B) est 2016	\$3,982.28	\$3,189.51
35500 Prior Year Vision Grant (B) est 2006	\$29,560.08	\$19,752.81
37612 Fire Relief (D) est 2020	\$5,452.00	\$5,452.00
Total Special Funds	\$2,984,707.33	\$3,454,558.36

Operating Funds

39110 San Jose Presbytery Retained Earning	\$10,860,636.69	\$11,046,566.21
Total Operating Funds	\$10,860,636.69	\$11,046,566.21
Total Liabilities and Net Assets	\$13,845,344.02	\$14,501,124.57

Acct #	Description	Budget Annual	Budget for Period	Actual for Period	Variance for Period	Budget YTD	Actual YTD	Var. Actual to Annual	Budget Dollar	Annual Budget	Var. Actual to Annual %
Department Name: 1 INCOME AND EXPENSES											
INCOME											
	Income before Subsidies										
40100 Per Capita	\$153,912.00	\$12,826.00	\$3,450.63	(\$9,375.37)	\$153,912.00	\$121,880.00	(\$32,032.00)	79%			
40300 Per capita next year	\$0.00	\$0.00	\$1,845.50	\$1,845.50	\$0.00	\$7,830.50	\$7,830.50	0%			
48010 Synod Block Grant	\$31,152.00	\$2,596.00	\$0.00	(\$2,596.00)	\$31,152.00	\$0.00	(\$31,152.00)	0%			
48012 Prior Year Mission Support	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$445,998.00	\$445,998.00	0%			
48015 A Penke Fund (APF)	\$7,400.00	\$616.67	\$0.00	(\$616.67)	\$7,400.00	\$7,400.00	\$0.00	100%			
48020 Walker, Lundy, Mlesse, Davie	\$12,000.00	\$1,000.00	\$0.00	(\$1,000.00)	\$12,000.00	\$20,126.75	\$8,126.75	168%			
48035 G. A. Hunger Enabler Grant	\$5,000.00	\$416.67	\$0.00	(\$416.67)	\$5,000.00	\$5,000.00	\$0.00	100%			
48040 G. A. Peacemaking (PMO)	\$4,000.00	\$333.34	\$0.00	(\$333.34)	\$4,000.00	\$4,000.00	\$0.00	100%			
48045 Immanuel House EC	\$5,000.00	\$416.67	\$1,000.00	\$583.33	\$5,000.00	\$3,000.00	(\$2,000.00)	60%			
48055 Cornerstone Rent	\$43,800.00	\$3,650.00	\$3,650.00	\$0.00	\$43,800.00	\$43,800.00	\$0.00	100%			
48057 Interest	\$0.00	\$0.00	\$146,673.41	\$146,673.41	\$0.00	\$147,287.90	\$147,287.90	0%			
48060 Gains/Loss	\$0.00	\$654,625.46	\$654,625.46	\$0.00	\$654,625.46	\$654,625.46	\$0.00	100%			
Total Income before Subsidies	\$262,264.00	\$21,855.35	\$811,245.00	\$789,389.65	\$262,264.00	\$1,160,848.61	\$898,584.61	443%			
Investment Subsidies											
49010 Budgeted Investment Draw	\$583,225.93	\$48,602.17	\$0.00	(\$48,602.17)	\$583,225.93	\$0.00	(\$583,225.93)	0%			
49022 Mission giving	\$150,000.00	\$12,500.00	\$0.00	(\$12,500.00)	\$150,000.00	\$0.00	(\$150,000.00)	0%			
Total Investment Subsidies	\$733,225.93	\$61,102.17	\$0.00	(\$61,102.17)	\$733,225.93	\$0.00	(\$733,225.93)	0%			
TOTAL INCOME	\$995,489.93	\$82,957.52	\$811,245.00	\$728,287.48	\$995,489.93	\$1,160,848.61	\$165,358.68	117%			
EXPENSES											
Ministry											
50005 Youth Triennium	\$4,000.00	\$333.34	\$0.00	(\$333.34)	\$4,000.00	\$4,000.00	\$0.00	100%			
50010 Youth Scholarships	\$1,000.00	\$83.34	\$0.00	(\$83.34)	\$1,000.00	\$400.00	(\$600.00)	40%			
50015 Clergy of Colo Retreat	\$500.00	\$41.67	\$0.00	(\$41.67)	\$500.00	\$452.95	(\$47.05)	91%			
50022 Safe Church Program	\$10,000.00	\$833.34	\$0.00	(\$833.34)	\$10,000.00	\$849.18	(\$9,150.82)	8%			
50025 Adult Scholarships	\$3,000.00	\$250.00	\$0.00	(\$250.00)	\$3,000.00	\$1,000.00	(\$2,000.00)	33%			
50030 Misc Cong Development	\$1,000.00	\$83.34	\$0.00	(\$83.34)	\$1,000.00	\$659.96	(\$340.04)	66%			
50035 Indonesian Christian Church	\$3,000.00	\$250.00	\$0.00	(\$250.00)	\$3,000.00	\$3,000.00	\$0.00	100%			
50040 Thai Fellowship of San Jose	\$3,000.00	\$250.00	\$0.00	(\$250.00)	\$3,000.00	\$3,000.00	\$0.00	100%			

Budgeted Financial Statement for Period 12 - December 100.00%
 Company#-1 Name: S J PRESBYTERY
 Fiscal Year Beginning 1/1/2025
 Fund Name:2 PRESBYTERY OF SAN JOSE

Acct # Description	Budget Annual	Budget for Period	Actual for Period	Variance for Period	Budget YTD	Actual YTD	Budget Dollar	Var. Actual to Annual Budget
50045 Comunidad Latino	\$6,000.00	\$500.00	\$0.00	(\$500.00)	\$6,000.00	\$6,000.00	\$0.00	100%
50065 Mission Trip	\$3,000.00	\$250.00	\$2,500.00	\$2,250.00	\$3,000.00	\$2,500.00	(\$500.00)	83%
50070 Mission Outreach Misc.	\$1,200.00	\$100.00	(\$26.25)	(\$126.25)	\$1,200.00	\$594.27	(\$605.73)	50%
50075 Seminary Internships	\$100,000.00	\$83,34	\$0.00	(\$3,34)	\$10,000.00	\$0.00	(\$1,000.00)	0%
50080 Cor Leadership Development	\$1,500.00	\$125.00	\$0.00	(\$125.00)	\$1,500.00	\$0.00	(\$1,500.00)	0%
50085 Justice and Mission Scholars	\$4,500.00	\$375.00	\$4,500.00	\$4,125.00	\$4,500.00	\$4,500.00	\$0.00	100%
50095 Immanuel House	\$5,000.00	\$416.67	\$1,000.00	\$583.33	\$5,000.00	\$3,791.00	(\$1,209.00)	76%
50100 Preparation for Ministry	\$1,000.00	\$83.34	\$0.00	(\$83.34)	\$1,000.00	\$0.00	(\$1,000.00)	0%
50105 Committee on Ministry	\$2,000.00	\$166.67	\$139.36	(\$27.31)	\$2,000.00	\$417.24	(\$1,582.76)	21%
50110 Emergency Assistance	\$1,500.00	\$125.00	\$0.00	(\$125.00)	\$1,500.00	\$1,500.00	\$0.00	100%
50115 Stewardship Training	\$6,500.00	\$416.67	\$0.00	(\$541.67)	\$6,500.00	\$6,205.27	(\$294.73)	95%
Total Ministry	\$58,700.00	\$4,891.72	\$6,113.11	\$3,221.39	\$58,700.00	\$38,869.87	(\$19,830.13)	66%
Grants								
51015 Mission & Outreach Grants	\$15,000.00	\$1,250.00	\$6,000.00	\$4,750.00	\$15,000.00	\$0.00	100%	
51020 Church & Health Growth Gran	\$15,000.00	\$1,250.00	\$3,500.00	\$2,250.00	\$15,000.00	\$15,000.00	\$0.00	100%
Total Grants	\$30,000.00	\$2,500.00	\$9,500.00	\$7,000.00	\$30,000.00	\$30,000.00	\$0.00	100%
Property								
52025 Beach St Insurance	\$20,000.00	\$1,666.67	\$0.00	(\$1,666.67)	\$20,000.00	\$0.00	(\$20,000.00)	0%
52027 Urban Ministry San Jose Shor	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$51,129.75	\$51,129.75	0%
52030 Property Insurance	\$40,000.00	\$3,333.34	(\$363.59)	(\$3,769.93)	\$40,000.00	\$36,492.66	(\$3,507.34)	91%
52035 Property Taxes	\$27,000.00	\$2,250.00	\$0.00	(\$2,250.00)	\$27,000.00	\$20,407.08	(\$6,592.92)	76%
52045 Facilities Main Street	\$0.00	\$0.00	\$1,016.48	\$1,016.48	\$0.00	\$1,016.48	\$1,016.48	0%
52060 Maintenance	\$12,000.00	\$1,000.00	\$0.00	(\$1,000.00)	\$12,000.00	\$4,304.50	(\$7,695.50)	36%
52065 Utilities	\$36,000.00	\$3,000.00	\$4,987.30	\$1,987.30	\$36,000.00	\$36,265.76	\$265.76	101%
Total Property	\$135,000.00	\$11,250.01	\$5,620.19	(\$5,629.82)	\$135,000.00	\$149,616.23	\$14,516.23	111%
Per Capita								
53015 Per Capita General Assembly	\$37,953.30	\$3,162.78	\$0.00	(\$3,162.78)	\$37,953.30	\$37,918.32	(\$34.98)	100%
53020 Per Capita Synod	\$18,259.56	\$1,521.64	\$0.00	(\$1,521.64)	\$18,259.56	\$18,259.56	\$0.00	100%
Total Per Capita	\$56,212.86	\$4,684.42	\$0.00	(\$4,684.42)	\$56,212.86	\$56,177.88	(\$34.98)	100%

General Administration

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Budgeted Financial Statement for Period 12 - December 100.00%
 Company#: 1 Name: S J PRESBYTERY
 Fiscal Year Beginning 1/1/2025
 Fund Name: 2 PRESBYTERY OF SAN JOSE

Acct # Description	Budget Annual	Budget for Period	Actual for Period	Variance for Period	Budget YTD	Actual YTD	Var. Actual to Annual	Budget Dollar	Annual Budget	Var. Actual to Annual %
54015 Telephone	\$4,500.00	\$375.00	\$400.00	\$25.00	\$4,500.00	\$4,129.80	(\$370.20)	(\$370.20)	92%	
54020 Legal/Discipline	\$21,000.00	\$1,750.00	\$2,118.89	\$368.89	\$21,000.00	\$12,800.22	(\$8,199.78)	(\$8,199.78)	61%	
54025 Presbytery Meeting	\$350.00	\$29.17	\$0.00	(\$29.17)	\$350.00	\$2,407.26	\$2,057.26	\$2,407.26	688%	
54030 Auditing Expense	\$18,000.00	\$1,500.00	\$0.00	(\$1,500.00)	\$18,000.00	\$16,800.00	(\$1,200.00)	(\$1,200.00)	93%	
54040 Postage	\$1,000.00	\$83.34	\$110.26	\$26.92	\$1,000.00	\$532.83	(\$467.17)	(\$467.17)	53%	
54050 Supplies	\$13,000.00	\$1,083.34	\$173.91	(\$309.43)	\$13,000.00	\$2,137.81	(\$10,862.19)	(\$10,862.19)	18%	
54055 Equip Purch/Lease/Maint	\$17,000.00	\$1,416.67	\$1,643.82	\$227.15	\$17,000.00	\$18,291.99	\$1,291.99	(\$500.00)	108%	
54060 Website	\$500.00	\$41.67	\$0.00	(\$41.67)	\$500.00	\$0.00	(\$500.00)	(\$500.00)	0%	
Total General Administration	\$75,350.00	\$6,278.19	\$4,446.83	(\$1,832.31)	\$75,550.00	\$57,099.91	(\$18,250.09)	(\$18,250.09)	78%	
Personnel										
55005 Stated Clerk Salary	\$75,000.00	\$6,250.00	\$6,250.00	\$0.00	\$75,000.00	\$75,000.00	\$0.00	\$0.00	100%	
55015 Treasurer	\$22,142.59	\$1,845.22	\$1,845.22	\$0.00	\$22,142.59	\$22,142.64	\$0.05	\$0.05	100%	
55020 Travel Allowance Stated Clerk	\$8,500.00	\$708.34	\$202.30	(\$506.04)	\$8,500.00	\$8,142.58	(\$357.42)	(\$357.42)	98%	
55025 Accountant Salary	\$73,863.00	\$6,138.59	\$6,138.51	(\$0.08)	\$73,863.00	\$73,662.12	(\$10.88)	(\$10.88)	100%	
55030 Payroll Tax	\$15,000.00	\$1,250.00	\$1,250.00	\$0.00	\$15,000.00	\$15,000.00	\$0.00	\$0.00	100%	
55040 Accountant Benefits	\$9,900.00	\$750.00	\$0.00	(\$750.00)	\$9,900.00	\$8,586.00	(\$144.00)	(\$144.00)	95%	
55042 Accountant Synod Pension	\$9,060.55	\$755.05	\$800.49	\$45.44	\$9,060.55	\$9,105.49	\$44.94	\$44.94	100%	
55045 Stated Clerk Medical	\$32,250.00	\$2,687.50	\$2,686.08	\$8.58	\$32,250.00	\$35,031.88	\$2,781.88	(\$2,781.88)	109%	
55050 Pastor Support	\$3,000.00	\$250.00	\$0.00	(\$250.00)	\$3,000.00	\$766.58	(\$2,233.42)	(\$2,233.42)	26%	
55052 WPH Brewmaster	\$0.00	\$0.00	\$4,015.00	\$4,015.00	\$0.00	\$44,165.00	\$44,165.00	\$44,165.00	0%	
55055 Hunger Action Advocate	\$10,000.00	\$833.34	\$600.00	(\$233.34)	\$10,000.00	\$7,200.00	(\$2,800.00)	(\$2,800.00)	72%	
55070 Moderator	\$250.00	\$20.84	\$0.00	(\$20.84)	\$250.00	\$0.00	(\$250.00)	(\$250.00)	0%	
55072 Executive Presbytery expense	\$8,500.00	\$708.34	\$0.00	(\$708.34)	\$8,500.00	\$10,244.55	\$1,744.55	\$1,744.55	121%	
55074 EP Mileage Reimbursement	\$5,000.00	\$416.67	\$0.00	(\$416.67)	\$5,000.00	\$2,636.90	(\$2,363.10)	(\$2,363.10)	53%	
55080 Staff Professional/Education	\$2,000.00	\$166.67	\$0.00	(\$166.67)	\$2,000.00	\$2,371.95	\$371.95	\$371.95	119%	
55081 Office Manger Medical	\$44,000.30	\$3,666.70	\$0.00	(\$3,666.70)	\$44,000.30	\$44,575.50	\$575.50	\$575.50	101%	
55082 Office Manger Pension	\$8,717.63	\$726.47	\$0.00	(\$726.47)	\$8,717.63	\$9,306.22	\$588.59	\$588.59	107%	
55085 Executive Presbytery Salary	\$180,000.00	\$15,000.00	\$15,000.00	\$0.00	\$180,000.00	\$180,000.00	\$0.00	\$0.00	100%	
55087 Office Manger salary & benefit	\$73,143.00	\$6,098.25	\$0.00	(\$6,098.25)	\$73,143.00	\$77,361.96	\$4,218.96	\$4,218.96	106%	
55088 Executive Presbyter benefits	\$61,000.00	\$5,083.34	\$5,237.05	\$153.71	\$61,000.00	\$62,537.16	\$1,537.16	\$1,537.16	103%	
Total Personnel	\$640,227.07	\$53,352.32	\$44,034.65	(\$5,317.67)	\$640,227.07	\$687,836.53	\$47,609.46	\$47,609.46	107%	

Budgeted Financial Statement for Period 12 - December 100.00%
 Company#: 1 Name: S J PRESBYTERY
 Fiscal Year Beginning 1/1/2025
 Fund Name: 2 PRESBYTERY OF SAN JOSE

Acct# Description	Budget Annual	Budget for Period	Actual for Period	Variance for Period	Budget YTD	Actual YTD	Var. Actual to Annual	Budget Dollar	Annual Budget	Var. Actual to Annual Budget %
TOTAL EXPENSES	\$995,489.93	\$82,957.66	\$71,714.83	(\$11,242.83)	\$995,489.93	\$1,019,600.42	\$24,110.49			102%
NET INCOME/LOSS	\$0.00	(\$0.14)	\$739,530.17	\$739,530.31	\$0.00	\$141,248.19	\$141,248.19			0%
90020 Adjustments	\$0.00	\$0.00	\$27,627.00	\$27,627.00	\$0.00	\$27,627.00	\$27,627.00			0%

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Financial Affairs Committee report for activity since OCT 2025 through JAN 2026

Action Item for Consent Agenda:

- 10 year lease St Andrew Presbyterian with current tenant Iglesia de Dios Santa Cruz

General Activity:

- Committee met in OCT, NOV and DEC of 2025 and JAN 2026

Leases reviewed and approved:

- Sunnyvale PC and Scout Troop #2466, with advice for them to include BSA on the lease and select 501(c)3
- Mountain View PC and Trans Continental Property Management
- Trinity San Jose and Indonesian Christian Church.
- Trinity Santa Cruz and Urban Works of Santa Cruz and Katie Genteel for the cottage on the Trinity campus
- St. Andrew Presbyterian Church and Iglesias de Dios Santa Cruz (Requires Presbytery approval)

Loans reviewed and approved

- Renewal of the Synod loan for Trinity San Jose

Special notes:

- 2026 Budget report approved by Presbytery contained a calculation error. This has been corrected with the revised 2026 budget, approved by Coordinating Council.
- Payroll for Presbytery Staff has transitioned to EAS as of 01/01/2026
- Financial review with audit firm for our annual review has started

Peace and Blessings,
James K Lee, Chair of Financial Affairs

**Presbytery of San José
Executive Presbyter Report to Presbytery
Rev. Dr. Neal D. Presa
February 7, 2026**

1. **Epiphany Greetings!:** welcome to all commissioners, corresponding members and guests and a word of thanks to Trinity Presbyterian Church of San José for hosting this meeting, under the pastoral leadership of Rev. Vincent Arishvara, CRE Tim Parmentier, and the members of Trinity Pres. Thank you.
2. **February 7th Presbytery Meeting:** At this meeting we look forward to many things, among which are:
 - Worship and celebration of Communion as we install CRE Tim Parmentier as Moderator
 - Approving to be a chartered congregation First Thai Presbyterian Fellowship to become First Thai Presbyterian Church, after being a fellowship for nearly 31 years. Presbytery will also be electing their leadership as ruling elders, with future ordination and installation at a worship service to be scheduled, if the way be clear with Presbytery's action.
 - Examination of Steve Fainer to certify him ready to receive a call
 - Examination of Cory Piña for him to be ordained to the call to serve at the Episcopal Day School
 - Receiving a report from the Stated Clerk Search Committee (ably led by Anne McAnelly) on a candidate for Stated Clerk and related action to that recommendation for election
 - Celebrate and recognize Erica Rader as our faithful Stated Clerk for the past eight years as she concludes her service on February 28.
 - Celebrate and recognize Diane Case as our faithful Accountant/Bookkeeper for more than three decades as she retires on March 31.
3. **Welcome New Staff:** in addition to the Stated Clerk search process, we have added to our staff team three new hires, who began their service with us on January 21. They are Stephanie Cerrito as Executive Assistant, Colin Richardson as Communications Coordinator, and Veronica Ota as Peacemaking and Justice Advocate. Many thanks to the Personnel Committee, ably chaired by Denise Martin, for their accompaniment and guidance on the hiring process.
4. **Clergy Retreats:** with the sponsorship of Church Health & Growth Working Group and the Anne Penke Fund of the Synod of the Pacific, 15 of us clergy gathered at Villa Maria del Mar retreat center in Santa Cruz for our Winter retreat, January 26-28, under the

theme “Rediscovering Joy.” A Fall 2026 Clergy Retreat is already scheduled for October 28-29 at St. Francis Retreat Center at San Juan Bautista.

5. **NEAR Gathering 3:** Our third NEAR Gathering will be Thursday, March 26 at 6:00pm as we host 226th General Assembly (2024-26) Co-Moderator Cece Armstrong as preacher and conversation partner. Thank you to Westminster Presbyterian Church, Bryan Franzen, Neneth Ross, and Westminster members for hosting. We will be joined by members of the Presbytery of San Joaquin, as the presbyteries in northern California are partnering and collaborating to host Co-Moderator Armstrong March 24-26. Again, we thank the Synod of the Pacific Anne Penke Fund Committee for supporting this third NEAR Gathering.
6. **2026 Lent-Easter Devotional Booklet:** Please be sure to sign up to contribute a reflection and prayer for our 2026 Lent-Easter devotional booklet. Our new Communications Coordinator Colin Richardson and I will be working on this in the coming week, in time for the start of the Lenten season on Ash Wednesday, February 18.
7. **Commissioned Ruling Elders:** if the way be clear with COM’s approval next Monday, we will soon celebrate our second and third CREs in the persons of Wayne Shen (Monterey-El Estero) and Christopher Sahgal (Santa Clara-First).
8. **Installation of the Rev. Jason Barraca as Designated Pastor:** Several of us were privileged and grateful to participate in, bear witness to, and represent the Presbytery at the installation of our dear colleague, Rev. Jason Barraca, as the designated pastor of Lincoln Avenue Presbyterian Church in Salinas, after faithfully serving there for a decade as Temporary Stated Supply Pastor. Thanks be to God!
9. **Current and Upcoming Projects:** some key areas I am working on and will be working on in the coming months
 - If the way be clear with Presbytery’s election of a Stated Clerk, will be working on orientating that Clerk to our Presbytery, our policies, and our histories.
 - Working with Personnel Committee on a Presbytery Employee Manual, reviewing and finalizing the position description for the Accountant/Bookkeeper position as we soon will begin the hiring process for that post
 - Working with the Stated Clerk and Financial Affairs on the sale of Watsonville Public House, and, with Urban Works Santa Cruz, settling the Presbytery’s interests with respect to Salty Sheep (the catamaran)
 - If the way be clear by Presbytery’s election of a Stated Clerk, will be working with the Stated Clerk and the Polity & Government Subcommittee on a comprehensive review and updating of the Presbytery’s Standing Rules
 - Pastoral visits and preaching in our churches and worshipping communities

- Orientation of our commissioners and YAAD to the 227th General Assembly (2026)
- Partnering with Jack Longley on organizing a gathering of all of our retired teaching elders with funding support from Church Health & Growth Working Group
- Setting the stage for regional cohort groups of teaching elders and CREs
- Co-convening once again with the Transitional Executive Presbyter of the San Francisco Presbytery the planning team for the annual Leaders of Color retreat to be held October 19-22 at Zephyr Point Conference Center
- Lastly and very importantly, we are a Presbytery which is #CalledToCommunity #CommittedToJustice. I was grateful to join our colleagues Rev. Trevor van Laar and Elder Vicki Minerva, and members of Gilroy Presbyterian Church as we accompanied Mr. Mathias Lang, a member of Gilroy Pres, who also serves as their music director, and who is seeking asylum from his home country in Cameroon, having arrived in the U.S. in 2022, as he faced a ICE hearing last month on January 22. Our presence was an expression of Christian love and solidarity for a fellow Christian brother and an offering of public witness in these perilous times. It was special to also have with us Rev. Ben Daniel, co-moderator of San Francisco Presbytery, and who is no stranger to our Presbytery as he previously served at Gonzales Pres and Foothill Community Pres-San José. Thankfully Mathias was granted a six month extension and he will finally receive a long-awaited, long-sought hearing with the immigration court to make his case for asylum.

Our work and witness for God's transformative justice are ever more salient and essential when we see and receive testimonies from people, and personally know of people who are on the receiving ends of this presidential Administration's policies and directives that breed fear, division, and which does not dignify the value and worth of all people. The prophetic call to do justice, love mercy, and walking humbly with God is essential and continues. I look forward with faith, hope, and love to partner with you, and our 37 congregations, worshipping communities, and affiliated non-profit entities, ecumenical partners, community partners, collaborators, and co-conspirators for God's love and justice.

The Downtown San Jose Administrative Commission's Final Report

*Chronicle of the development for the
Rev. Nancy Campbell Schell Urban Ministry Center (San José, CA)*



Executive Summary



In response to the 2019 closure of First Presbyterian Church of San José (FPCSJ), the Presbytery of San José created the Downtown San Jose Administrative Commission to steward FPCSJ property proceeds toward a sustainable urban ministry presence downtown. After evaluating options, the Commission partnered with Westminster Presbyterian Church (WPC) to renovate an education building to become an Urban Ministry Center.

Initially the thought was to create a center rented out and managed by the Presbytery. But it soon became clear that such an arrangement would pose significant hurdles and require skills and expectations the Presbytery could not live up to. About the time of that realization, the Bill Wilson Center (BWC)—a highly regarded provider of services to under-housed youth and families—was looking for a space to build out new programs around families and housing.

Despite pandemic-era permitting delays, inflation, and unanticipated infrastructure requirements, construction advanced. In the fall of 2023, the project came to the point where BWC was able to begin to move in.

On March 7, 2024 the Presbytery officially opened and dedicated the Center named in honor of the Rev. Nancy Campbell Schell, who was the first person baptized at the Alameda location, the first female elder and female clergy ordained at Westminster.

Nancy had a passion for the needs of those who struggle. Her legacy of compassionate, justice-oriented ministry inspired this effort.

Background & Mandate

- **FPCSJ property and closure (2012–2019).** In 2012, FPCSJ entered a multi-year option agreement (with Presbytery approval) for a **\$4,000,000** sale price. Approximately **\$600,000** was received in installments and used to stabilize operating expenses. In late 2018, the congregation voted to close rather than use remaining option funds to relocate; the church closed in 2019.
- **Commission formation (2019).** In April 2019, the Presbytery formed the Downtown San Jose **Administrative Commission** (the “Commission”) (first meeting May 1, 2019) with members Jenni Bales, Don Choi, Steve Nelson, Carolyn Rosen, and Sharon Rowser.
- **Scope of authority.** Guided by Book of Order G-3.0109, the Presbytery charged the Commission—via a motion approved April 6, 2019—to “establish plans for the use or reinvestment of proceeds from the sale of FPCSJ real property for the purpose of establishing a base for ongoing urban ministry that continues FPCSJ’s legacy.”
- **Initial work (2019–2020).**
 1. Articulate a ministry vision that went beyond general operating grants to external agencies, ensuring a tangible, lasting base for urban ministry.
 2. Serve as landlord to Front Door Ministries temporarily using the FPCSJ facility and provide limited financial support.
 3. Preserve artifacts: save two of four stained-glass windows; move the original bell and cornerstone to Presbytery offices.

Site Selection & Ministry Strategy

- **Why Westminster Presbyterian Church (WPC).** In October 2020, the Commission formally met with Rev. Dr. Bryan Franzen (WPC), Dave Burgess, and Nan Notor from Westminster to begin a dialog after a large tenant failed to get certification and pulled out of a renovation/rental agreement at Westminster. WPC’s campus—near downtown, on a major bus line, and surrounded by schools—presented an ideal ministry hub with an education building and small chapel in need of renovation.

- **Partnering with a single anchor tenant.** After looking at various models for carrying out the mandate (winter 2019/2020), the Commission shifted from the idea of multiple small tenants to a single, mission-aligned anchor to avoid complex multi-tenant property management and to maximize program impact. This would also cut the Presbytery out of being the pass through for renting the space as well as their responsibility for maintenance and upkeep.
- **Bill Wilson Center (BWC).** BWC, who already partnered with many congregations in the Presbytery, offers integrated services for homeless and under-housed youth and families, including mental health and housing support, and creates volunteer opportunities for congregations. Their mission closely complements WPC's existing outreach and the Presbytery's urban ministry goals.

Strategic benefits:

- **FPCSJ's legacy.** Initially Second Presbyterian Church, Westminster grew out of FPCSJ 135 years ago, moving to the Alameda and changing its name to Westminster in 1926, 100 years ago.
- **Strengthen urban ministry in San Jose.** This allows for ongoing urban ministry and financial sustainability through a stable, below-market lease.
- **Continued Presbyterian presence in downtown San José.** A stable long-term tenant and property maintenance plan insures a long-term Presbyterian participation in urban ministry in downtown San Jose.

Funding Overview

- **Reinvestment pool.** By early 2020, approximately \$3.2 million remained to invest in the project.
- **Supplemental financing.**
 - In summer 2021, WPC secured a \$600,000 Synod loan to re-include chapel renovations that had been value-engineered out.
 - The Presbytery approved a \$989,000 contribution at the March 26, 2022 Presbytery Meeting
 - The Presbytery approved a \$1.5 million contribution at the September 24, 2022 Presbytery Meeting

Design, Permitting & Construction Timeline

- **Fall 2019** — a joint committee of the Commission and WPC chose Artik as the architectural firm.
- **Late Spring 2020—Contractor procurement.** The Commission selected Bogaard Construction. A rigorous value-engineering process pared scope to essentials needed for code compliance and readiness to build.
- **June 2020—Plans submitted.** Artik submitted preliminary plans to the City of San José, initiating permits.
- **Pandemic impacts (2020–2022).** With city offices remote, permitting stretched to February 2022. During this period, inflation spiked (after a decade at ~2%, it rose to ~8%), and the delayed start pushed costs higher.
- **Unanticipated requirements.** The team navigated additional scope to obtain approvals:
 - Fire suppression in the chapel.
 - A PG&E transformer for expanded electrical capacity.
 - Tree removal and Shasta Street sidewalk repaving.
- **Phasing to launch construction.**
 - **Phase 1 (2021-2023):** Demolition, build-out and drywall, and long-lead items.
 - **Phase 2 (2023-):** Remaining interiors and systems; final electrical contingent on PG&E transformer installation.
- **Projected completion and occupancy.** By fall 2023, the project reached 90% complete and BWC moved in under a temporary occupancy permit with the use of 75% of the space. Upon completion of the final transformer work, BWC was able to move in 100%.
- **We are still without full occupancy with one sign off remaining.**

Governance & Operations

- **Management agreement.** The Commission finalized an agreement with WPC for operational management of the Urban Ministry Center, ensuring alignment with Presbytery mission and fiscal stewardship.
- **Lease framework.** BWC leases the renovated education building at a below-market rate to expand services for families, mothers with children, and local homeless college students—with program synergies and volunteer pathways for WPC and the wider Presbytery.

Outcomes & Community Impact (anticipated)

- **Expanded capacity** for wrap-around services to under-housed youth and families in the downtown corridor.
- **Volunteer pipelines** for tutoring, mentoring, and life-skills trainings via BWC–WPC–Presbytery collaboration.
- **Sustainable ministry base** anchoring the Presbytery’s presence downtown, preserving FPCSJ’s legacy while strengthening WPC’s long-term viability.

Key Decisions & Lessons Learned

1. Single anchor tenant improves focus, coordination, and impact versus multi-tenant management.
2. Early utility coordination (PG&E) and life-safety scope planning are critical to schedule/cost control.
3. A clear governance agreement with the host congregation protects mission alignment and asset stewardship.

Current Status

- **BWC** is fully utilizing the space. On the first floor BWC was able to secure funding to operate a family Drop-in center that provide basic needs, skills training, counseling, and other services. That floor also has a buildout for counseling rooms. On the upper floor BWC is providing housing services and using the great room for trainings. This year BWC will also renovate the playground.
- **Certificate of Occupancy** is still in process

Acknowledgments

With gratitude to Westminster Presbyterian Church, Bill Wilson Center, Artik, Bogaard Construction, the Presbytery of San José, and all whose generosity and perseverance made this center possible. And a special thanks to all the individuals who gave their time, talents and patience for this project.

Downtown San Jose Administrative Commission: Jenni Bales, Don Choi, Steve Nelson (Project Manager), Carolyn Rosen, and Sharon Rowser.

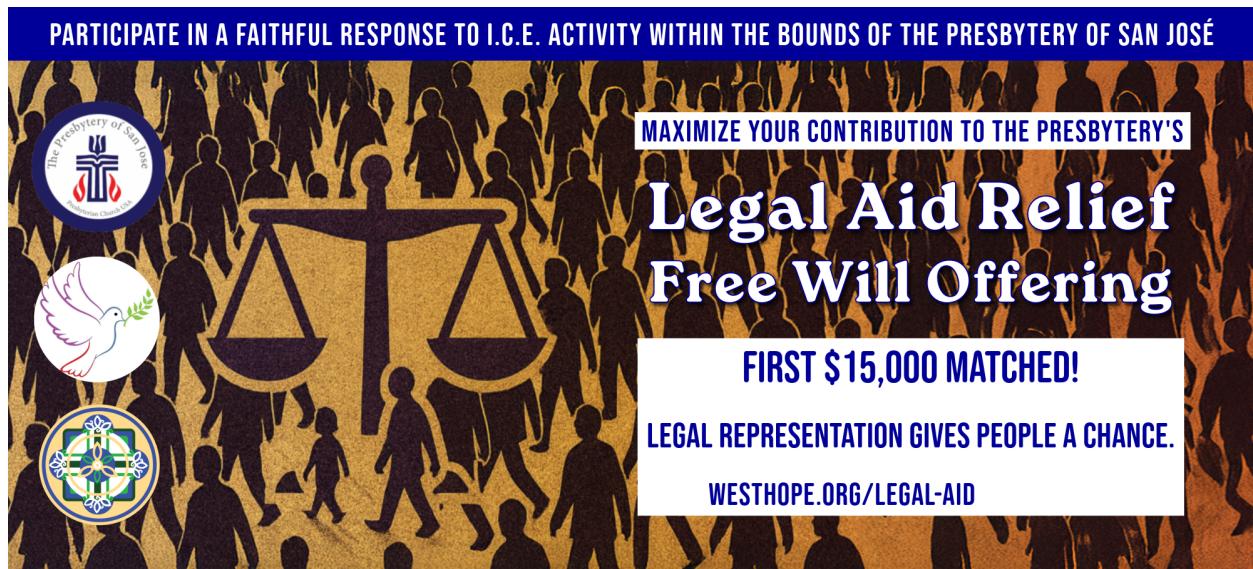
San Jose Presbytery Staff: Erica Rader and Diane Case

Westminster Committee: Nan Notor, David Burgess, Claudia Salazar, Ross Barrons and Bryan Franzen

Bill Wilson Committee: Pilar Furlong, Marcos Torres, Josh Selo and Terry Lovelace. And prior to their retirements: Debbie Pell and Sparky Harlan.

Downtown San Jose Administrative Commission





God's peace be with all the churches in the San José Presbytery.

As many of us are deeply aware, there has been a marked increase in I.C.E. activity within the bounds of our Presbytery that has caused chaos and fear in our siblings in immigrant communities. Many of those detained by I.C.E. have no legal representation and have no chance in the court system. As those who follow Christ, many of us have felt helpless to intercede, yet have longed for a way to respond.

Announcing the Presbytery Legal Aid Relief Free Will Offering

The Presbytery of San José has provided a way to directly aid those in their most profound need through a newly-established partnership with two well-known and accredited social justice groups, **Amigos de Guadalupe in San José** (<https://www.amigoscenter.com>) and **Community Action Board of Santa Cruz County** (<https://cabinc.org>) The Peace and Justice Work Group asks all churches in the Presbytery and all those congregants to prayerfully consider a free will offering to go directly to legal aid for those at risk of deportation.

Maximize your Impact through Matching Funds

Acknowledging the profound need at this moment, the Presbytery has graciously set aside up to \$15,000 of matching grant funds, to double the collection from churches in the Presbytery. The offering will run from Dec. 1st through Pentecost Sunday, as we embody the work of the Spirit tangibly in this Presbytery.

Can we join together to be a powerful witness of Christ's love for those in the greatest need? Please forward this appeal to your session and your congregation by including/discussing it in your bulletins and newsletters.