

2010

VISION

VISION · UPDATES · ENCOURAGEMENTS



TABLE OF CONTENTS

Measuring a Year	3
Evidences of Grace	4
Financial Results for 2009	8
Leadership Structure	9
Strategic Goals	10
Budget for 2010	11
Closing thoughts	12

CALVARY SLO MISSION
WE LIVE FOR JESUS AS A
CHURCH ON THE CENTRAL
COAST, UNDERSTANDING THE
CULTURE, LOVING THE PEOPLE
+ SEEING LIVES
TRANSFORMED BY CHRIST.

MEASURING A YEAR

THROUGHOUT 2009 WE ON THE ELDER TEAM AND THE LEADERSHIP AS A WHOLE HAVE EXPERIENCED MANY WONDERFUL EVIDENCES OF GOD'S GRACE AND WORKED THROUGH WHAT FELT LIKE AN EQUAL SHARE OF TRIALS. THE BEST WAY TO DESCRIBE ONE OF THOSE EVIDENCES IN ONE WORD IS: 'REORGANIZATION'.

We look back on last year and see God's hand moving to create a new leadership structure, a renewed sense of calling upon Calvary SLO, and a revitalized vigor for 2010 and beyond.

This VUE (vision, updates + encouragements) packet is an attempt to encapsulate and communicate snapshots of what God has done while looking forward to the future. Our hope is that by communicating all of this it will solidify us together as a body, to love Christ even more, as we grow into a healthy family while maintaining our mission as a church.

This VUE will prayerfully help to set the tone and momentum for the year to come. Throughout the year we will be updating the congregation with brief updates every quarter, so everyone will know how the church is doing, so we can all be on the same page.

That said, it's important to know that we who have trusted in Christ are all the body, and the real effectiveness of our church will be in direct proportion to our faithfulness to God's word, prayer + the love we have for one another. One of God's central means of bringing grace in this dark + fallen world is through his faithful Church, [Matt. 5:13-16] who match their profession of faith with action.

What you will find within these pages:

Evidences of Grace

Financial Results for 2009

Leadership Structure

Strategic Goals

Budget for 2010

We are all very excited to see what God has in store for 2010!

In Christ,
The Elders

Bryan Stupar
James Rey
Patrick Zalamea



EVIDENCES OF GRACE

PASTOR BRYAN STUPAR

ONE OF THE BENEFITS OF LOOKING BACK AND EVALUATING IS THAT YOU'RE FORCED TO VIEW THINGS IN LIGHT OF PRESENT

GRACES with present perspectives, regardless of how difficult certain seasons may have been. It's in light of this, that I'm convinced that God's faithfulness is what most definitely upheld the arms of this pastor.

15 GREAT YEARS

In May we celebrated the fifteenth year anniversary of this church. We had a big party to celebrate many of the good blessings God has poured out on us. It's crazy to think that Calvary SLO has been going for this long.

MANY BAPTIZED

Like a gift that keeps on giving, I still look back with amazement upon the many who professed faith in Christ publicly by getting baptized. This year, by far we've seen more baptized than ever before!

TEACHING

We entered 09, halfway thru a series in the book of Ezra, which took us to the end of the school year. Then over the summer we did something we've not done before, as all the pastoral staff divvied up Jesus' "sermon on the mount", and rotated Sundays as we each taught expositionally thru this great text. In the fall we began our current series called, "Revelation, the unveiling of Jesus". We're making our way thru the mysteriously beautiful book of Revelation, written by one of Jesus' best friends.

MORE SERVICES + NEW BUILDING

In an attempt to steward the blessings of God in response to the many people attending the weekend services, in the fall we added a third service at 6:30pm, on Sundays. Even though preaching 3 times can make for a long day, Sunday is my highlight of the week. On top of all this, in December we officially started meeting in our new location for all of our weekend services. This has been huge for us, due to the fact that we have been a 'mobile church' for over 15 years. It's amazing to finally have a place to use as a tool for even greater ministry purposes!

EVIDENCES OF GRACE

YOUNG PROFESSIONALS (JAMES REY)

CalvarySLO saw a new ministry start up over the summer of '09 when young men and women came together to study the book of Ephesians. These folks are career singles and married without children (yet). There is a small group still meeting weekly, led by Matt Nguyen, with hopes to continue to meet periodically for longer large group studies and celebrations throughout the year. Grace is seen in the fellowship enjoyed within this group and the excitement they have to be involved together serving the community and church!

BIG BUDDIES (JAMES REY)

This has been a different season for the Big Buddies Ministry compared to past years. The ministry team has been encouraged by the continued matches of Big and Little Buddies, as well as the recent formation of new ones; however, the amount of ongoing matches has decreased. With the continued involvement of our Match Specialist, Bob Bertino, along with interested church members who are looking to be

involved, '10 should be another blessed year.

CalvarySLO may have moved out of our Hawthorne Elementary home for Sunday services, however the grace of God continues to be on display there through the ongoing love and care given to the precious children!

COMMUNITY GROUPS (JAMES REY)

Our ongoing and quarterly sermon discussion small groups have continued to experience God's grace through the consistency of those involved. The ministry has witnessed the love and dedication of the small group families flourish where care for one another can get very practical! Men's, women's, marrieds, newlyweds and engaged couples, young professionals, sermon discussion and mixed groups centered on a common community in SLO County, all continue with God's mercy and grace at the core. It is a great encouragement to the body when folks with a heart for hospitality and community open up their homes to welcome in their brothers and sisters, as well as their neighbors around them!

KOREAN YOUTH EXCHANGE (JAMES REY)

The ministry is continuing to witness God get a hold of the hearts of the youth from South Korea in this 'missions in reverse' ministry! What an honor it has been to witness many of these children come to understand God's love for them - this has come in large part because loving believers have opened up their hearts and homes to them for the weeks/months they are in our community. Evidences of grace are written on the expressions of their young faces, >> especially for those who have chosen to be baptized during one of our baptism services!

YOUTH MINISTRY (BEN POTTER)

The evidences of God's grace the ministry has seen in the youth ministry are:

- God is giving the students trust in their leaders to share their sins and struggles.
- God has provided some amazing leaders to pour into the youth
- God has begun a student worship team!
- God has given us favor with the homeless community in serving them.



Whoever abides in me and I in him, he it is that bears much fruit, for apart from me you can do nothing. john 15.5

EVIDENCES OF GRACE

strong and thriving.

-Over 10 students are being disciplined by the leaders bi-weekly

Last but not least: God has provided a wife to serve with me in the ministry. Nicole and Ben were engaged in 2009!

OFFICE/ADMINISTRATION (GINA JENKINS)

God has supplied the strength and endurance to be the hub of this church, the point of contact for ministry and members alike. I have watched God continually bring exactly what I need or am short on at just the right moment. God's grace was on the transition of the bookkeeping and financials from Cole to myself, and He has supplied wisdom and knowledge to continue to excel in those areas. It's by God's grace that I continue to have much joy in this position and feel so alive serving in this way.

BUILDING (GINA JENKINS)

God has blown us away with His provision and direction in this Building Project. There have been many examples of His Grace, such as contributions that have come at just the right moment, people volunteering their time to help upgrade the building, team members giving of their time and energy to help steer the project. The team has watched God confirm again and again that this building is a gift from Him and He desires to do much in His timing and we are to just walk forward faithfully and at His pace.

MARRIAGE MINISTRY (GREG + CARRIE SQUIRES)

2009 was a year of growth and new things for the marriage and family ministry. Over 50 couples attended the Relationship Video Series in the fall, and the feedback and response from it was wonderful. The Unite community group for engaged and married couples has continued to grow, and has recently expanded to 2 separate groups to allow for more couples to enjoy intimate fellowship, study of the Word, and tightly-knit community.

MISSIONS (DAVID FOOTE)

The Missions ministry saw so many evidences of grace. Here are just a few: one missionary saw victory over personal struggle, one missionary family may adopt an abandoned child, in Mexico some of our missionaries are ministering to street children, and last a native of Africa is enduring the snow to become a pilot for Jesus. Missions at CalvarySLO is

COLLEGE MINISTRY AKA THE RAIN (NICK WEBER)

One of the greatest evidences of grace for 2009 has been the strong, healthy leadership structure that is now in place allowing us to accomplish more for Christ than ever before.

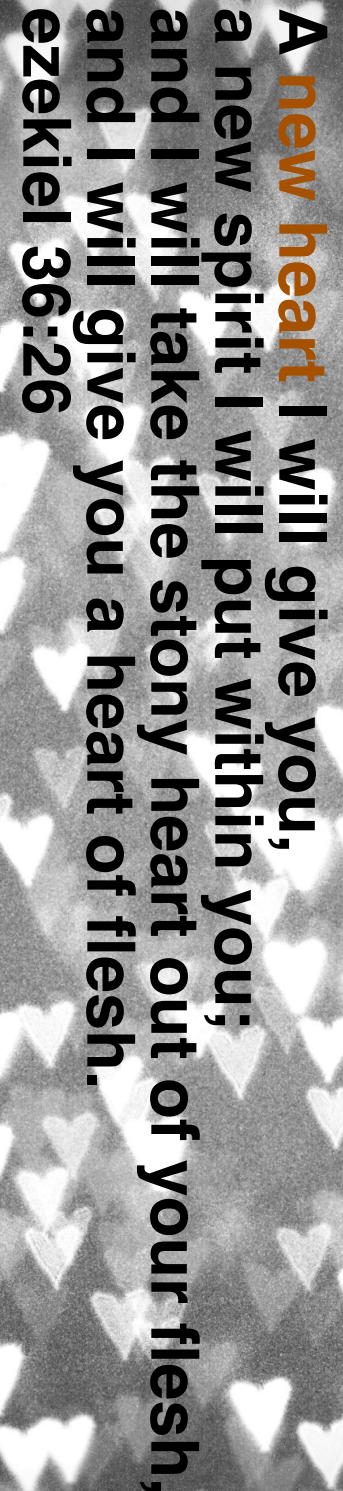
The continual increase in attendance. The Rain is growing each year! Having 24 people go with us on our mission to San Francisco. Our fellowship has such a heart for the lost! The Designated Driver Ministry has been effective in reaching students in our city!

CHILDREN'S MINISTRY (JOCELYN BRENNAN)

Evidence of God's grace in the Childrens Ministry at Calvary SLO is sometimes small and sometimes big. We see evidence of Gods grace when a 10 year old raises his hands during worship time and forgets about trying to be cool for a minute, when a parent asks a four year old after church what they learned and they can tell an entire bible story to their parent and explain what it means or when a 3rd grader prays about maybe being a missionary one day. We also see Gods grace in a big way when roughly 80 busy people are led by the Holy Spirit to volunteer their time and energy to serve in the Childrens Ministry, where we can have close to 100 kids on a Sunday morning. The teachers are so thankful to have their own classrooms for the first time. The children's area is themed like a little city for the kids. There is a theater, a zoo, a sweetshop, a surf shop and a diner. The murals are an ongoing project by some very talented artists in our fellowship.

This last year the Childrens Ministry has under gone a major transformation. We selected, after much prayer and research, a new curriculum for all the classes. This curriculum allows the teachers access to all material from home. Most importantly, it really challenges the kids while helping them understand things at their level. We also recently welcomed Andrea Soderin as the new Nursery and Toddler class coordinator. Our other Class Coordinators are Robb and Larianne Koch for the K/1st grade class and Greg and Penny Whittaker for the 2nd-5th grade class.

For 2010 it is our prayer to come along side the parents to see the children accept Jesus and walk in a personal relationship with Him, and to grow in biblical knowledge that they can apply to



**A new heart I will give you,
a new spirit I will put within you;
and I will take the stony heart out of your flesh,
and I will give you a heart of flesh.**
ezekeiel 36:26

EVIDENCES OF GRACE



**you were dead in
trespasses + sins...
...but God, rich in mercy,
because of His great love...
even when you were dead in
trespasses, made you alive
together with Christ,
for it's by grace
you have been saved!
ephesians 2:1,4-5**

their lives. We hope to do some larger events and community outreach this summer, while continuing to provide childcare for different bible studies during the year for the families at Calvary. In February we will double our efforts and begin offering Childrens Ministry for two services. We have welcomed many new families lately, and the families just keep multiplying. It is very exciting to see these kids growing up in the church. Our goal is that it will continue to be something they look forward to every week and that what they learn will stay with them for their entire lives.

WORSHIP (KRISTOPHER STIPECH)

There have been so many blessings in Calvary's worship community this year. To name a few humble new worship leaders like Mike Lacalle and Evan Jarrell, along with the continued faithful support from Nick Weber, Greg and Carrie Squires, amazing new drummers, Aaron McFarland keeping the sound running smoothly, a new home where we can leave our gear setup (amen), and most of all, a God who has pursued us and stirred our hearts to sing. I have seen our

church family meet with Him and sing more fervently than ever this year, and there is no greater blessing.

MEN'S MINISTRY (PATRICK ZALAMEA)

KingdomBuilders (KB) saw a new group form called Lunch Bunch. Meeting at lunch on Wednesdays the first thing they tackled were the Parables of Jesus, what a blessing! This study radically changed the way the men attending looked at the non-Christians around them. They started to see them as Jesus sees them. The ministry was not able to have a major Retreat/Advance for the first time, but did continue to hold some of the smaller events. KB has a strong leadership team and looks forward to 2010 and making an impact on God's Kingdom here in SLO county and beyond.

WOMEN'S MINISTRY (SHERRY STUPAR)

2009 was a very pivotal year for our women's ministry! We were led to bring our Home Builders Bible study to a close after meeting weekly for 13 years. Knowing that God had a new plan, we prayed and waited for Him to reveal it to us. In that time, He called out a new team of leaders and we have seen God do great things among our women since.

Instead of offering one year-round core Bible study like Home Builders, we are now offering different types of studies and areas for women to be involved for shorter time segments. This has been very fruitful; we have seen the lives of many diverse groups of women impacted this past year! Our first experiment with this format was the 6-week Beth Moore study, "Stepping Up," which drew dozens of women from many walks of life. Linda Zalamea then offered to lead a 10-week discipleship group for women who have a heart for marriage, using the Book of Ruth as a guide. Through this different focus, the Lord has brought another diverse group of women to participate, and the result is deeper wisdom, conviction, commitment, and friendships. All along, women's Bible studies in homes have continued, including the Vintage Women study (for women 30 yrs+) led by Roxanne Foote among others.

I am encouraged to see the number of women who have taken the opportunity to get connected to a group, to be ministered to, and to build new relationships, young and "seasoned" alike!

FINANCIAL RESULTS FOR 2009

KEEPING TRUE TO THE MEANING OF THE TERM "NON-PROFIT", WE ENDED THE YEAR ONE THOUSAND DOLLARS ON TOP. IN OTHER WORDS, CALVARYSLO BROKE EVEN IN 2009!

OPERATIONS FINANCES

Contributions: \$440k
Expenses: \$439k
Difference: \$1,000

The fact that we broke even is amazing especially in light of a down economy. Praise the Lord!

Here's the breakdown of the expenses by percentage of total contributions:

- Staff: 54%
- Facilities: 26%
- Missions: 11%
- Operations: 7%
- Ministries: 2%

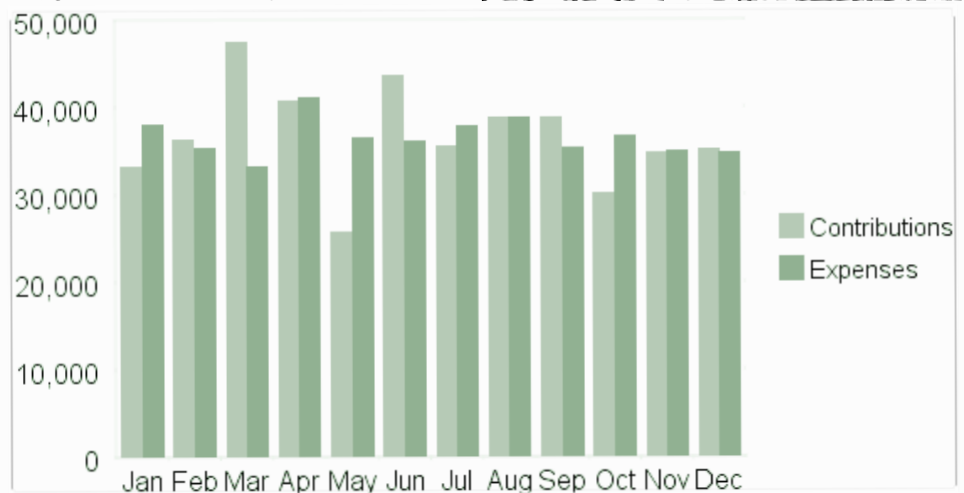
BUILDING FINANCES

Savings: \$35.5k
08-09 Total Contributions: \$78.4k
08-09 Expenses: \$65.7k
Difference: \$48.2k

Many years of both fiscal blessing and running conservatively started us out with \$35.5k in savings, when the building lease was signed. This was needed as the Leadership worked hard to move in. There have been contributions every month for the building ever since November 2008.

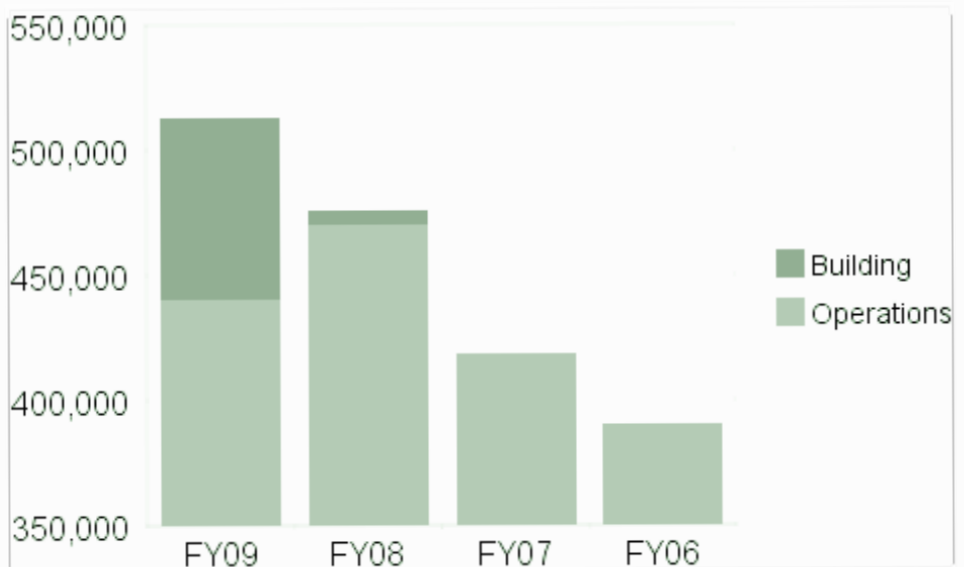
We sense that these are great signs to keep forging ahead with our much needed building expansion, which will increase the seating capacity in our main meeting place as well as create new classrooms for our children.

2009 OPERATIONAL CONTRIBUTIONS + EXPENSES



As you can see, our monthly contributions are erratic + our expenses are stable. To the regular contributor, please consider using the giving link on our website or use the scheduling feature in your bank's online billing software to have your contributions come regularly to help our cash flow. However you give, give like God, joyfully + generously!

CONTRIBUTION HISTORY



Giving to the Operational budget was a bit down compared to last year, but as said before, very good for a down economy. The Operational Contributions plus the Building Contributions combined for continued fiscal growth for CalvarySLO.

ALSO VISIT: WWW.CALVARYSLO.COM/GIVE

LEADERSHIP STRUCTURE

you are like living stones
being built up as a spiritual house
to be a holy priesthood
to offer spiritual sacrifices acceptable
to God through Jesus Christ.
1 Peter 2:5

The Elder Team has also embarked on recruiting more Board Directors, and are in the process of rewriting the original Bylaws for the corporation to better reflect the heart + vision of Calvary SLO, in essence, to be better stewards of our time, our gifts + church resources. The Elders, along with the financial guidance from the Board of Directors, shepherd and govern the church by overseeing financial stewardship + management, establishing policies for safeguard, maintaining biblical standards, evaluating mission effectiveness, and ensuring practices that are scriptural and in keeping with the mind of God.

The following is a listing of the current Leadership Structure:

BOARD OF DIRECTORS

Bryan Stupar, President
Patrick Zalamea, Secretary
Greg Squires
Gina Jenkins, Treasurer (non-voting)

ELDER TEAM

Bryan Stupar, Lead/Teaching Pastor
James Rey, Family Ministries Pastor
Patrick Zalamea, Administrative Elder

CORE LEADERSHIP

Bryan Stupar: Teaching + Vision
James (Wendy) Rey: Community Groups, Children's Ministry, Young Professionals, Big Buddies, Korean Exchange Students
Patrick (Linda) Zalamea: Men
Sherry Stupar + Chrissy Ybarra: Women
Albert Ybarra: Sunday Services
David (Roxanne) Foote: Missions
Kris Stipech: Worship
Jocelyn (Sean) Brennan / Andrea (Eric) Soderin: Children's Ministry
Gina (Howie) Jenkins: Administration
Ben Potter: Youth
Nick + Megan Weber: College and Facilities
Greg + Carrie Squires: Marriage Ministry

God has given Calvary SLO, faithful + Godly oversight + accountability. CalvarySLO is not a one man show. The Board of Directors and Elder Team work in conjunction with each other and are accountable to each other. The Elder Team and Core Leadership also work in conjunction with each other and are accountable to each other. And all groups work with a mindset that Jesus is the 'Senior Pastor' or 'Chief Shepherd' (1 Peter 5:4). Thus the elemental role of the leadership is to stay faithful + obedient to Pastor Jesus as he leads them to lead His beloved people.

RESTRUCTURING

LEADERSHIP COMMISSIONED TWO PROFESSIONAL MEN WITHIN THE CHURCH TO AUDIT THE CHURCH FROM TOP TO BOTTOM. SOON AFTER THE FINDINGS, GOD ORCHESTRATED A RESTRUCTURING OF BOTH THE ELDER TEAM + OUR CORE LEADERSHIP.

CURRENTLY, THE LEADING ELDER

TEAM CONSISTS OF Bryan Stupar (Lead/Teaching Pastor), James Rey (Family Ministries Pastor) + Patrick Zalamea (Administrative Elder). God orchestrated bringing the three of them together and confirmed it within the main giftings of each person.

Working along side the Elders is the Core Leadership, which consists of both paid staff and volunteers who oversee main ministries within Calvary SLO. One of the key objectives this year was to ensure that Core Leadership was ministering from a baseline of philosophical + doctrinal unity, prayerfulness + love for one another.

STRATEGIC GOALS



OUR MISSION...
**“WE LIVE FOR JESUS AS
A CHURCH ON THE
CENTRAL COAST;
UNDERSTANDING THE
CULTURE, LOVING THE
PEOPLE + SEEING LIVES
TRANSFORMED BY
CHRIST.”**

THIS LAST YEAR ONE OF THE MAIN QUESTIONS THE ELDERS HAVE ASKED WAS: WHAT IS GOD'S UNIQUE CALL ON CALVARYSLO?

They surveyed the landscape and the past to see what God had given the church to steward. What they realized was that God had consistently brought many college students to CSLO. There was an important calling that accompanied this group: to connect them to the families and members of CSLO, while continuing to edify and encourage families and members to be connected with the students as much as possible while they're here. Thus, both groups are called to live together in unity and to seek out ways to live missionally together as God's representatives.

In light of this unique calling, some of the measurable and attainable goals we're trusting God to accomplish are:

MAIN GOAL: Call + equip CSLO to love Jesus by growing as a healthy family + living missionally.

Our mission which is: “we live for Jesus as a church on the central coast; understanding the culture, loving the people, and seeing lives transformed by Christ”, can only be lived out as we all, regardless of age, race, or social/economic background, lay aside differences + unite around the gospel.

1. GROW AS A HEALTHY FAMILY

- Do life together*** participation in Community Groups as well as participation in our Networking Site.
- Love one another more*** joining our networking site (which includes prayer areas, group areas [so community can happen any day of the week] and news components which

will keep everyone up to date with events

+ (goings on) will create many opportunities to be demonstrating love.

- Serve one another*** by actively looking for ways to involve yourself in the body by helping out + serving
- Contribute faithfully to the family*** We would love to see more of those who call CSLO their home to consider contributing financially to what happens here. This has to do more with one's heart, moved by Jesus (who gave himself) to give generously, joyfully + regularly. [2 Cor. 8:9] Our encouragement would be for you to pray, asking God what the regular amount should be. The mission of this church costs money to function, and if all the believers at CSLO gave something, in the proportion to their convictions then, even more good things could happen!

2. LIVE MISSIONALLY

An increasing percentage* of families and/or YP's missionally connected to a Student (College, Youth, Children, Big Buddies)

Calvary SLO continue to give 11% or more to International and Domestic Missions (We would love to give even more than 11%. The goal is to keep operations as lean as possible, so the church can be as generous as possible.)

***For most of these goals we have desires to see 20% growth from 2010 to 2015, then another 20% growth from 2015 to 2020**

These are our strategic goals. The basic theme here is to build a strong community of believers that thinks about those outside of our community as well.

BUDGET FOR 2010

WE BELIEVE THE LORD HAS GOOD THINGS IN STORE FOR 2010. THE BELOW OUTLINES, (TO THE BEST OF OUR FORESIGHT) WHAT THE YEAR WILL LOOK LIKE. WE BELIEVE IT'S IMPORTANT TO WALK THAT SOMETIMES DIFFICULT BALANCE BETWEEN TAKING RADICAL STEPS OF FAITH + BEING FAITHFUL TO LIVE WITHIN THE MEANS OF WHAT GOD HAS GRACIOUSLY PROVIDED.

Total Budget for 2010: \$800k (Operations + Building)

OPERATIONAL BUDGET:

\$500k for the year (or \$41.6k per month)

The operational budget for 2010 is a bare bones budget, with a slight increase in the Ministry category. A financial subcommittee met and decided to trust God with a bit more budget for local ministries (Marrieds, Men, Women, Children, Youth, etc) as you will see in the percentage breakdown below.

Staff: 49% vs. 54% in 2009
Facilities: 37% vs. 26% in 2009
Missions: 11% vs. 11% in 2009
Operations: 7% vs. 7% in 2009
Ministry: 7% vs. 2% in 2009

BUILDING BUDGET:

\$300k for the year (or \$50 per square foot)

The final budget of \$800k is a big number! It is almost double the amount the church has seen come in historically. The Elders humbly prayed over this number for quite some time as well as analyzed the following numbers. This led to quite a bit of peace.

ANALYSIS DONE DURING DECISION MAKING:

If the following numbers of Attendees were giving an average of 10% of their salary (assuming \$35k per year)

800 (avg Sunday attendance): \$2.8M

500: \$1.75M

300: \$1.05M

DOUBLE THE AMOUNT OF GIVERS:

-approx. 100 people give regularly (approx. \$500k)

-if 200 people gave the same amount as the 100 who regularly our total for 2010 would be \$1M

-if 150 people gave the same amount as the 100 who regularly give our total for 2010 would be \$750k

In almost all of the scenarios above we could reach our goal and have a new expanded building by 2011. The strategic reason why a special building campaign was not chosen was to challenge those that call CalvarySLO their church home to regularly + joyfully give. If the church can sustain annual giving even close to \$800k the church could do so many things including: ensuring staff pay is up to norms (which now is below), expanding our home ministries, giving more to missions + blessing the community. In other words, we would like to effectively love Jesus by growing as a healthy family and living missionally...and that takes investment, both our lives + finances.



mock up's of our new meeting place, thanks to www.garciaarchdesign.com

We hope this VUE packet has given you a glimpse of what Calvary SLO is about. We've seen God's good hand on this ministry over the past 16 years and have in that time seen the Lord:

+REACH MANY COLLEGE AGED PEOPLE WHO HAVE COME TO KNOW CHRIST FOR THE FIRST TIME OR IN A DEEPER WAY TRUST AND HONOR HIM.

+HEAL AND SET FREE MANY FROM VARIOUS BONDAGES TO SIN, SO THEY'RE NOW ABLE TO MINISTER TO OTHERS.

+HEAL BROKEN MARRIAGES.

+SEND OUT MANY MISSIONARIES AND CHURCH PLANTERS.

Calvary SLO is all about stewarding well what God gives us. We hope that if you have already joined us on this journey that you would be encouraged. If you haven't yet made the decision to make CalvarySLO your home church then now you have the information to decide.

May God bless.