

ANNUAL REPORT  
2023



**Geneva**  
PRESBYTERIAN CHURCH  
*Loving God • Loving Others • Making Disciples*

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# Overview

In the following pages is a look back at our activities of 2023, which includes the current financial condition of the church, and a roadmap of 2024 as we see it right now. With the leadership of transitional pastor, the Rev. Dr. Elizabeth Steele, we have entered a time of evaluation and discernment as we contemplate the future direction of the church. We are grateful for the support of a loving God, and a faithful congregation, as we embark on this journey.

## Church Leadership

### Pastor

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The Rev. Dr. Elizabeth Steele (transitional pastor)

### Ruling Elders

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Elders are church members nominated and elected by the congregation to serve as the main governing body of the church. This group is known as the *Session*.

#### Administration

The nuts and bolts of church operation, which includes: Communications, Finance, Human Resources, Property, Generosity and Membership.

- Patty Georges - Nominating Committee
- Elena Bennett - Human Resources
- John Pomery - Membership and Generosity
- Ray Miller - Finance

#### Congregational Life

Caring and support ministries, fellowship groups and church wide activities.

- Linda Erickson - Caring
- Tom Jenkins - Fellowship

#### Faith Formation

These dedicated Genevans organize groups, classes and events to help us learn what it means to be a Christian and to live our faith in today's world.

- Barb Lorenzen - Children's Ministry
- Watt Prichard - Adult Christian Education
- Open Seat - Youth Ministry

#### Missional Life

How we reach out to others in global and local mission is the heart of this ministry.

- Elizabeth Carlisle

#### Worship Celebration

Our worship elders work with our pastors to oversee all aspects of worship, from liturgy to music.

- Joanna Capelle
- Kwang Seo

### Deacons

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Deacons are ordained officers of the church who have pledged to care for our congregation. Deacons primarily minister to homebound Genevans, but their love and gift of caring extends to everyone in their parish and oftentimes beyond.

- |                        |                  |
|------------------------|------------------|
| • Christine Armendariz | • Verena Macchia |
| • Don Beckhart         | • Wendy McCalley |
| • Shirley Fargo        | • Foy Miller     |
| • Barbara Frink        | • Ruth Niebuhr   |
| • Patricia Garrison    | • Nina Pomery    |



## 2023 at a Glance

Geneva continued to worship together, care for each other, and reach out to others throughout 2023 through ministries both new and familiar. You may read about the wonderful work of our five main ministry teams in the following pages. We are deeply grateful for the shared commitment the list of activities represents toward serving our community, each other and spreading the love of Christ.

A few activities are especially noteworthy. We began live streaming of our worship service in real time in January, hosted a first ever organ festival in June featuring two up and coming artists from the Juilliard School in New York as well as a three-part dementia education series for the community. In September, we gathered with our campus partners, the Irvine Taiwanese Presbyterian Church (ITPC) for a Chinese / American food feast and the buzz around town is that this needs to be repeated!

Personnel changes in 2023 will have a lasting impact on the church. The most significant were the departure of Pastor Ryan in November as he accepted a call as the solo pastor of Placentia Presbyterian Church and the retirement of Pastor Steve in December. Additional changes included the departure of Facilities Coordinator Saul Bonilla and Business Manager, Gary Pado, who left at the end of the year to accept a position at the Los Ranchos Presbytery. The Communications Director position was also reclassified from full-time to part-time.

We closed 2023 having spent more than we brought in. This shortfall will have a major impact on the distribution of our resources in 2024

We are heartbroken by the passing of many Geneva members in 2023. It is with a heavy heart that we reflect on the following list, but there is also room for joy as we remember the time we spent with each and the comfort that they are with their heavenly father for eternity.

### Necrology Report

Name	Death	Name	Death
Joann Glosner	1/29/2023	Hope Berry	11/22/2023
David DeMark	5/21/2023	Joyce Walker	12/05/2023
Evelyn Fanous	8/13/2023	Dan Newell	12/11/2023
Joe DeMark	10/04/2023	Bill Levegood	12/19/2023
Jong Yoon	10/06/2023		

# Pastor Search

The Transitional Pastor Nominating Committee did a phenomenal job in their search and hiring of the Rev. Dr. Elizabeth Steele, who began her official role in February. Pastor Elizabeths' job is to work with the Geneva Session and congregation to prepare us to “call” a new pastor. This includes helping us define our future direction, and in doing so, identifying the skill set needed for the right Solo Pastor to lead us in implementing our new vision.



Below is a **Call Process Check List** provided by the Presbytery. This list is extensive, but we have already completed some significant steps. In the parenthesis are the responsible parties for each step. The entire process traditionally takes between 18 to 24 months. We will keep the congregation informed every step of the way.

- 1. Contact the COM\* to notify the end of a pastoral relationship to begin planning for the transition. (Session and COM)
- 2. Dissolution of pastoral relationship. (COM and Presbytery)
- 3. Form a Transitional Pastor Search Committee
- 4. Hire a Transitional Pastor to guide us through the *Call Process*
- 5. Discern the next stage of the life and mission of the church before a transition of Call Process. (Session and COM)
- 6. Mission Study Plan. (Session)
- 7. Assess the financial capability of the congregation for the present and future. (Session and COM)
- 8. Plan with COM criteria for the new call process (position name, salary, employment type, job description, and mission statement. (Session)
- 9. Authorize a congregational meeting to elect a PNC\*\*. (Session)
- 10. Election of a PNC representative of the whole congregation. (Congregation)
- 11. Session representative shares the agreements on the criteria for the new Call Process with the PNC.
- 12. Understand the responsibilities and guidelines of the presbytery. (PNC and Presbytery)
- 13. PNC prepares the MDP\*\*\* for COM review.
- 14. COM invites Clerk of Session to access CLC system.
- 15. PNC submits the MDP to the CLC\*\*\*\* system.
- 16. Clerk of Session and COM approve the MDP.
- 17. Review and receive PDP matches and referrals.
- 18. Discuss with the presbytery any reference and background check.
- 19. Select a Nominee. (PNC)
- 20. Extend a Call.
- 21. Negotiate terms of Call.
- 22. Approval of the terms of Call.
- 23. Report that PNC is ready to present a nominee for a Call to the session.
- 24. Approve to call a congregational meeting to elect the pastor. (Session)
- 25. PNC presents the nominee to the congregation.
- 26. Congregation votes. (If congregation votes “No”, go back to step 15)
- 27. Sign the call. (PNC and COM)

\* COM = Los Ranchos Presbytery *Committee on Ministry*  
\*\* PNC = Pastor Nominating Committee

\*\*\* MDP = Ministry Discernment Profile  
\*\*\*\* CLC = PC(USA) *Calling, Learning, Connecting* system



STEPHEN  
MINISTRY



# Congregational Life

**Staff:** The Rev. Dr. Steven M. Marsh

**Elders:** Linda Erickson and Tom Jenkins

## 2023 Activities:

- The *Board of Deacons* continues to serve homebound members and others in need
- Four Stephen Ministers were commissioned in May.
- *Geneva Presbyterian Women (GPW)* provided monthly fellowship opportunities for women and guests through luncheons, field trips and special events (e.g. Spring and Christmas teas). GPW small "Circle" groups met monthly for Bible Study, fellowship, prayer, and support.
- GPW supported mission projects (South County Outreach, GPW / PC(USA) and San Joaquin Elementary School).
- Hosted monthly *Meet & Greet* luncheons for new visitors.
- Provided luncheons for the Annual Meeting (Feb), Pancake Breakfast (June), Homecoming event with ITPC (Sept), the Romberg Family celebration (Nov) and the FaLaLa luncheon honoring volunteers and Pastor Steve's retirement (Dec).
- Hosted Geneva night at Angels's Stadium in April
- A group of faithful volunteers, led by Christine Njoroge, resurrected the Courtyard Café and continue to stock it weekly, providing snacks and beverages during fellowship time between Sunday School and Sunday Worship Service.
- We hosted a Dementia Education Series (August, September, October) in partnership with Alzheimer's of Orange County.
- Chair Yoga and Line Dancing resumed their welcomed activities and classes during 2023.
- The Geneva Women's Book Club met weekly for fellowship and discussion.
- Home Communion was served twice in 2023.

## Plans for 2024:

- We will continue to build on and strengthen activities that involve the congregation throughout the year.
- We have new days and times for Chair Yoga with Elizabeth Logue as instructor by Zoom Tuesday and Thursday 6:30 – 7:00pm.
- Line Dancing will continue with Mary Payne as instructor - Monday and Thursday 3:30 – 4:30pm.
- Three congregational lunches are planned: 1) Annual Meeting & Pastor Welcome (March), 2) a summer event TBD. and 3) Fa La La Luncheon (December).

# Faith Formation

**Staff:** The Rev. Ryan Romberg

**Elders:** Barbara Lorenzen and Watt Prichard

## 2023 Activities for Adults:

- Added *The Bible Project* to our regular Sunday adult class offerings (*Bible in Our Hands* and *The Network*).
- We offered Pastor Bible Studies in March, June, August, October and November.
- *Tough Talks Series* (March and May) - Pastors Steve and Ryan were joined by the Rev. Dr. Howard Hsieh to discuss difficult passages in the Bible from three different Christian perspectives.

## 2023 Activities for Children, Youth and Families:

- Sunday morning classes continue to be offered for children and youth.
- A Wednesday night youth program continues to be offered for 6th-12th graders.
- In January, twelve Geneva youth attended winter camp in Big Bear.
- Over 300 people attended *Snow Day*, a community event hosted in tandem with The Geneva School and the Geneva Children's Center.
- In February, Geneva ninth grader, Rebecca Njoroge, wowed the congregation when she preached a sermon entitled, *Delight In The Wisdom of God*.
- Designed to give parents a break, Geneva hosted a *Parent's Night Out* in February and a *Parents Day Off* in December.
- *Youth Protection Training*, an annual requirement for any adults working with children, was offered in July prior to Vacation Bible School.
- In July, 40 children attended a week-long Vacation Bible School.
- Geneva worked with the GCC and The Geneva School to host the third annual *Trunk-or-Treat* which included a BBQ dinner for all trunk providers, volunteers, and any Genevans, GCC and Geneva School parents who wanted to attend.
- Geneva youth attended a *Friendsgiving* event in November.
- *Crisblitz*, was hosted for youth, a sleep-over event with fun activities.

## Plans for 2024:

- Continue to provide Sunday morning classes for children, youth and adults.
- Increase learning opportunities for adults to delve deeper into their faith.
- Hire new youth leader to continue the Wednesday evening youth program.
- Send a Geneva youth contingent to the Presbytery Winter Camp in February.
- Continue to develop initiatives to welcome families to Geneva.
- Host a fourth annual Trunk-or-Treat.





# Missional Life

**Missional Life Ministry Team (MLMT):** Carolyn Gerakos, Dave Lammert, Ray Miller, John Pomery, Nina Pomery, Bob Weatherford, Lori Weatherford

**Staff:** The Rev. Ryan Romberg **Elder:** Elizabeth Carlisle

## 2023 Activities:

- Provided financial support for twelve mission partners (five local, five international), the Los Ranchos Presbytery and the PC(USA), organizations which address homelessness, food insecurity, education, poverty and marginalization.
- Provided 33 sweatshirts and sleeping bags for students attending San Joaquin Elementary Schools' 6th Grade Science Camp.
- In March, Pastor Ryan was Principal for a Day at San Joaquin Elementary School.
- Personally delivered academic scholarship funds to 13 students attending our sister church in Tijuana, Mexico.
- Collected 4,576 lbs. of food and \$313 for the South County Outreach Food Pantry through three food drives in partnership with Stater Bros. Markets.
- Attended School Promotion at San Joaquin Elementary School in May.
- MLMT toured the Orange County Rescue Mission, Village of Hope.
- Packed backpacks for 265 San Joaquin elementary students.
- "Undies Sunday" received 456 pairs of men's underpants for the Orange County Rescue Mission.
- Attended celebrations for completion of two new homes in Santa Ana by Orange County Habitat for Humanity.
- Raised \$3,256 through our annual *Alternative Gift Market* December 3, 10, and 17.
- Donated \$5,000 toward the purchase of an X-ray machine for the Innovative Technologies Advancement and Research Campus (ITARC), a Level 4 research hospital in Longonot, Kenya.
- Donated funds toward a book published by *Irvine Taiwanese Presbyterian Church* and sent condolence letter conveyed to Nashville Church.
- Donated \$2,000 to the National Presbyterian Disaster Fund for Hawaii (sent about 15% of our budget to Los Ranchos Relief fund shortly after the fires occurred).
- In August, welcomed guest preacher LaVal Brewer, President and CEO of South County Outreach.





# Missional Life

## Plans for 2024:

- Add one Partner to our Mission Partner Team, helping youth/teenagers, housing or church development.
- Arrange a congregation tour of a Mission Partner site.
- Plan an event that encourages church members to interact with youth.
- Present all our Mission Partners to our congregation in picture and story form with Mission Team members telling our Partner stories.

# Campus Partners

## The Geneva Children's Center (GCC) - Preschool, Age 2-6

The GCC, our Christian preschool on campus, opened in 2012 with twelve students. At the end of 2023, the school had an enrollment of 51 (31.7 full time equivalents). We thank the current GCC Board of Directors for their dedication, support and contributions to the success of the school, along with school Director, Amy Lussier, and her wonderful staff. Current Board members include: Samantha Gambrell, Patty Georges, Sherry Hoselton, Shannon Hurley, Barb Lorenzen, Greg Rankin and Mark Ryan.

## The Geneva School (TGS) - K through 8th grade

The Geneva School continues to thrive, increasing enrollment in 2023 to 135 students. The Geneva School is accredited by the Western Association of Schools and Colleges (WASC). We value our partnership with TGS and hope that we can extend this relationship with a new contract in 2024.

## The Irvine Taiwanese Presbyterian Church (ITPC)

We are now in the fifteenth year of our partnership with the ITPC, an organization which shares our campus on Sundays for worship and various times throughout the week. In 2023, we once again renewed our lease with ITPC, ensuring our continued relationship which we would like to strengthen with more events like the September "Homecoming Sunday" celebration where we gathered for a Chinese / American food feast enjoyed by all.





# Worship Celebration

**Ministry Team Member:** John McCallum, Brenda Marchak, Mark Reed

**Staff:** The Rev. Dr. Steven M. Marsh, Eileen O'Hern, Director of Traditional Music and Worship **Elders:** Joanna Capelle, Kwangho Seo

The Worship Celebration Team had more help this year. Special thanks to Kwang Seo for coordinating the Greeters and Livestream volunteers and to Eileen O'Hern for continuing to grow the vital and varied music ministry.

## 2023 Activities:

- 51 volunteers representing eleven different church groups rotated as Greeters for our 10:30 AM worship service.
- We began live streaming our worship service in real time in January, supported by twelve tech volunteers now on a six-month rotation system.
- The Chancel Choir, directed by Eileen O'Hern, accompanied by Charlotte Hsieh, with 4 Soloists/Section Leaders and 22 volunteers continues to provide inspiring music for worship. Pianists Juanita Tsu and Kwang Seo are also a vital part of the team, as well as guests within the congregation and community.
- In February, we discontinued the rebroadcast of our worship service on Laguna Woods TV Channel 6.
- Eight volunteers served as ushers and 28 served as liturgists.
- In May, Geneva hosted *ChoralFest*, featuring choirs and vocal musicians from six different houses of worship from the surrounding community.
- Pentecost Sunday, the Chancel Choir presented *Come Away to the Skies: a High, Lonesome Mass*, accompanied by a bluegrass band.
- In June, Geneva hosted an Organ Festival featuring two recent graduates and the head of the organ faculty of The Juilliard School.
- Once again, Geneva hosted *Sing Along & Play Along Messiah*.
- The annual Christmas Concert centered around Johann Sebastian Bach's *Cantata No. 140, "Wachet auf, ruft uns die Stimme"* ("Sleepers Wake").
- Geneva Children's Center preschool students sang in worship twice.

## Plans for 2024:

- Continue to offer inspiring and creative worship services.
- Continue to grow our volunteers as members of the Chancel Choir, Greeters, Ushers, Liturgists and Livestream teams.
- Organize at least two music events to attract the community including another Organ Festival.
- Develop a pew pocket ministry to stock and organize outreach brochures in pews on a regular basis.



# Administration

## Human Resources

**Ministry Team Members:** Tom Jenkins, Greg Rankin, Mark Ryan

**Staff:** The Rev. Dr. Steven M. Marsh, Gary Pado **Elder:** Elena Bennett, Penny Troup-Prol

### 2023 Activities:

- Consulted outside insurance carrier and another church in the Presbytery (with consultation of an HR professional) to ensure our Employee Handbook is in compliance with current state and church laws.
- Session, teachers and staff completed AB 506 (mandatory reporter training).
- Coordinated with office manager to back fill part of the facilities role with a church member on Sundays and additional hours from nightly cleaning crew.
- Obtained critical job responsibilities from office staff to determine roles and responsibilities to be filled/accomplished with office restructuring.
- Completed exit interviews with Gary Pado and Ryan Romberg.
- Hired part time bookkeeper to replace Gary Pado upon his departure and negotiated additional time from Gary Pado to train his replacement.
- Identified staff member to assist Property and Finance in identifying/surveying competitive lease rates and evaluating lease rental rates for Geneva's tenants.

### Plans for 2024:

- Assist Transitional Pastor Task force in completing job responsibilities and employment contract for Transitional Pastor.
- Evaluate existing resources and research/consider implementation of online HR Resource applications to supplement existing resources.
- Create job duty matrix for staff to determine how duties align with go-forward positions in a restructured/downsized environment.
- Assess feasibility of volunteers replacing staff or retaining/hiring staff.
- Conduct competitive market analysis and salary review of staff positions to be completed by the second quarter of 2024 in anticipation of office staff restructuring and/or downsizing to ensure positions are appropriately compensated.
- Include one office staff member in monthly HR meetings to provide continuity, enhance communication and address issues proactively.
- Assist other ministry areas in job postings/position descriptions as needed.





## Membership

**Staff:** The Rev. Dr. Steven M. Marsh, Laura McCallum, Edie Robertson, Jane Kingston  
**Elder:** John Pomery

The **Membership Team** maintains membership rolls; tracks in-person worship attendance; staffs the Welcome Center; identifies and follows up with guests; organizes and hosts *Meet & Greet* lunches and *New Member Experience* classes; and seeks ways to help members and non-members connect to the congregation.

### 2023 Membership Activities:

- Membership at the end of 2023 was 197
- Average worship attendance: 128 (in-person), 17 (online)
- Average percentage of members attending in-person worship: 38%
- Regular in-person worship attenders who are not members: 62
- First-time guests for in-person worship: 113
- Return guests for in-person worship: 34
- We hosted 8 Meet & Greet lunches with a total of 21 guests
- We hosted 4 New Member classes with 15 new members received

### Plans for 2024:

- Continue to find ways to help Genevans invite and welcome new people
- Encourage the regular non-member attendees to join the church
- Better follow up with members who seem to be slipping through the cracks
- Continue to encourage use of name badges when on campus

## Generosity

**Ministry Team Members:** Elena Bennett, Carol Boeryd, Joan Dimmitt, Don Natenstedt, Jane Kingston

**Staff:** The Rev. Dr. Steven M. Marsh **Elder:** John Pomery

The **Generosity Team** oversees the stewardship of our time, talent, and treasures, the most important task being the implementation of our annual Generosity campaign.

### 2023 Generosity Activities:

- Pledges for 2023: We received \$612,065 from 123 pledging units
- 72% of members made pledges for 2023
- Genevans donated \$5,116 to PC(USA) special offerings
- Genevans donated \$10,208 to Presbyterian Disaster Assistance
- Genevans donated \$19,451 to the Deacon Fund
- Genevans volunteer in many areas of the church, but we need all Genevans to be involved

# Generosity continued...

## Plans for 2024:

- Encourage and help all members to find their “one thing” (or more) to support the life and ministries of the church.
- Encourage Session to consider boosting the role of volunteer coordination, as Geneva becomes more volunteer-led and less reliant on staff and the human resources team.
- Encourage Genevans to care for our world by re-purposing and recycling.
- Encourage automatic recurring donations.

# Property

**Ministry Team Members:** Dave Lammert, Glenn Payne, Phillip Riddick, and Rick Strickland

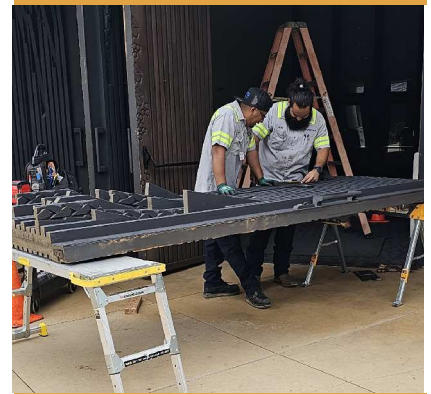
**Staff:** Laura McCallum **Elder:** Dr. Jack R. Clement

## 2023 Activities:

- Renewed tenant rental contracts with Al-Anon, ITPC, and the Indonesian Church for 2023.
- Rowdies conducted repairs throughout the year lowering GPC’s maintenance costs.
- Repaired Simpson Hall roof.
- Repaired and painted stucco planters.
- GPC received \$200,000 federal grant for security upgrades.
- Repaired doors, locks and carpeting, and painted throughout the campus.
- Painted exterior of campus buildings.
- Installed awning over north entrance to Simpson Hall and replaced window blinds in the Education Building.
- Youth Room upgraded.
- Repaired Sanctuary front door.
- Upgraded and repaired A/C in Sanctuary and Chapel.

## Plans for 2024:

- Install LED monument sign.
- Upgrade lower parking lot islands.
- Sign new tenant rental agreement with The Geneva School.





# Finance

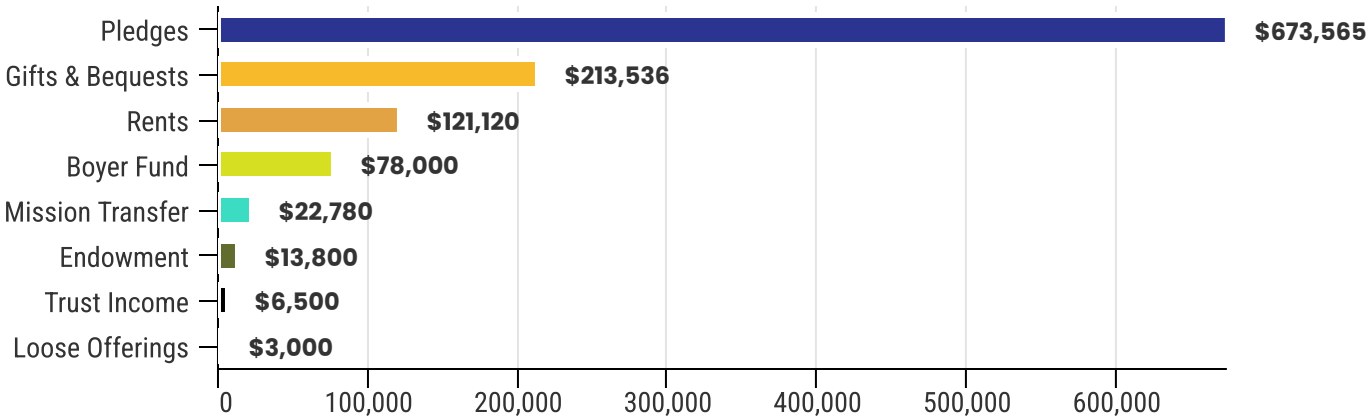
**Ministry Team Members:** Patty Georges, Rod Kingston, Dave Lammert, Howard Prol  
**Staff:** The Rev. Dr. Steven M. Marsh, Gary Pado **Elder:** Ray Miller

**2023 Activity:**

- We received a \$200,000 security grant from the State of California which will be used in 2024 to improve infrastructure for increased security.
- Pledges were honored – thank you for your faithfulness!
- A clean audit confirmed good administrative/accounting practices
- Awarded 25 students (12 Geneva, 13 Dios Con Nosotros Presbyterian, Tijuana) through the *O'Neill/Boyer Scholarship* program

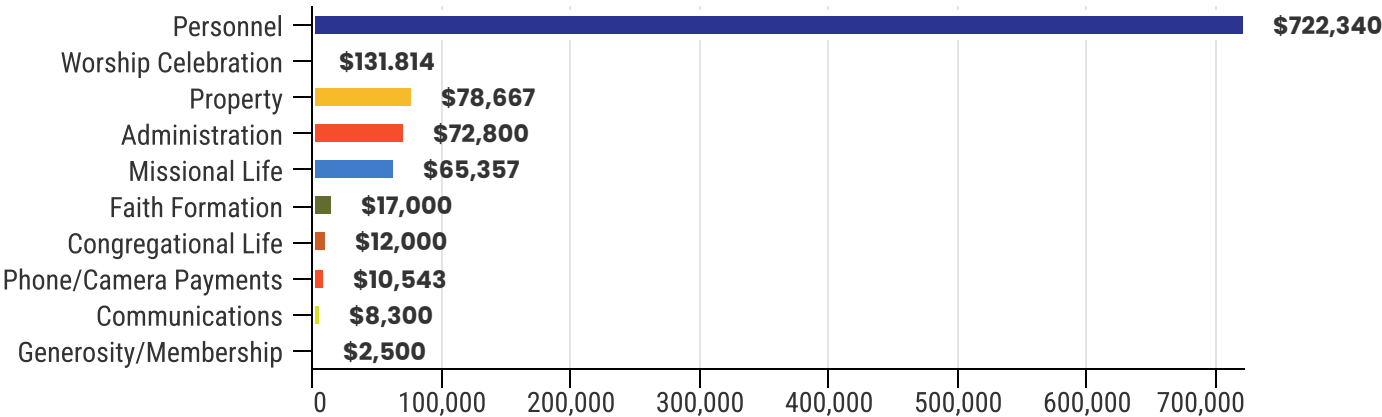
## 2023 Actual Income and Expenses

Income - \$1,121,318\*



\* \$1,132,301 less \$10,983 2022 surplus)

Expenses - \$1,121,321



# 2024 Budget

Operating Fund Receipts	2023 Budget	2024 Budget		Operating Fund Expenditures	2023 Budget	2024 Budget
<i>memo: Actual pledges</i>	653,565	632,068	1	Personnel - Pastoral	324,978	106,500
General Pledges	673,565	642,068	2	Personnel - Admin	229,082	202,014
Loose Offerings	3,000	3,000	3	Personnel - Music	118,619	128,102
Preschool	6,000	6,000		Personnel - Contracted	149,885	136,053
The Geneva School	77,200	92,200		Personnel - Other	18,395	23,424
Irvine Taiwanese Presbyterian Church (ITPC)	28,800	34,800		Music & Worship	13,195	12,508
Indonesian Church (GPI)	6,000	6,600		Property	78,667	78,190
Facilities / Cell Tower Rental	3,120	5,560	4	Administration	72,800	69,650
Endowment Dividend and Interest Income	13,800	13,800		Telephone / camera loan payments	10,543	—
Boyer Youth Contribution	78,000	28,244		Generosity	1,500	725
Transfer from Mission accrual	22,780	—		Faith Formation	17,000	15,000
Trust Income	6,500	6,500	5	Congregational Life	12,000	9,100
Special Gifts & Bequests	213,536	—		Communications	8,300	8,300
Surplus from prior year	(10,983)	—		Membership	1,000	1,150
<b>Total Operating Fund Receipts</b>	<b>1,121,318</b>	<b>838,772</b>		Mission	65,357	63,207
				<b>Total Operating Fund Expenditures</b>	<b>1,121,321</b>	<b>853,923</b>



## Notes for 2024 Budget:

1. Pledges as of January 25, 2024
2. Increase pledges by \$10,000 representing non-pledgers who give + new members.
3. No increase for 2024.
4. Facility rentals projected to pick up in 2024.
5. Presbyterian Foundation projected receipts for 2024.
6. Only raises for 1 salaried staff to meet CA minimum salary requirements.
7. 10% of pledges

# GENEVA WELCOMES YOU

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## OUR PASTOR

The Rev. Dr. Elizabeth Steele  
(transitional pastor)  
949-837-2323  
esteele@genevapres.org

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## CHURCH STAFF

Charlotte Hsieh, Organist  
chsieh@genevapres.org

Laura McCallum, Office Manager  
lmccallum@genevapres.org

Eileen O'Hern, Director  
Traditional Music and Worship  
eohern@genevapres.org

Angie Najarian, Business Manager  
anajarian@genevapres.org

Edie Robertson, Director  
Communications  
erobertson@genevapres.org

## CAMPUS PARTNERS

IRVINE TAIWANESE  
PRESBYTERIAN CHURCH  
The Rev. Albany Lee, Pastor  
irvinetpc.org

GENEVA CHILDREN'S CENTER  
Amy Lussier, Director  
Preschool Education, ages 2-6  
genevacc.org  
(949) 581-2200

THE GENEVA SCHOOL  
Education, K-8th Grade  
Gina Bonecutter, Head of School  
genevaschooloc.org  
(949) 377-1616



**Geneva**  
PRESBYTERIAN CHURCH  
*Loving God • Loving Others • Making Disciples*

Geneva Presbyterian Church  
24301 El Toro Road,  
Laguna Woods, CA 92637

[www.genevapres.org](http://www.genevapres.org)  
[info@genevapres.org](mailto:info@genevapres.org)  
Tel: 949-837-2323