2018 Annual Report

Mission

Jubilee

Wisdom

Stewardship

First Presbyterian Church
Santa Fe, New Mexico
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Agenda

Annual Meeting of the Congregation and the Corporation
January 27, 2019

Congregational Meeting

Call to Order
Determining of a Quorum
Constituting Prayer
Service of Memorial
Report of the Clerk
Review of Congregational Meeting Minutes which have been approved by Session
• Annual Congregational Meeting – January 28, 2018
• Called Congregational Meeting – October 21, 2018

Presentation of the 2018 Annual Report:

Report of Financial Campaigns and Special Offerings
Report from Stewardship, GHBF Campaign and NFSP Challenge Grant
Report from Mission & Social Justice
Report of FPC Mission Expenses
Election of Officers (Elders & Deacons)
Review of 2018 Financial Reports

Presentation of the 2019 Approved Budget
Terms of Call
Old Business
Motion to Adjourn

Corporation Meeting

Presentation of Officers of the Corporation
Motion to Adjourn

Closing Prayer and Benediction

Rev. Andrew Black, Moderator
Judi Haines, Clerk of Session
Rev. Andrew Black
Judi Haines
Membership Statistics

Judi Haines, Pledge Clerk
Plato Karayanis
Judy Crawford and Mary Ann Lundy, Co-Chairs
Harry Eberts and Andrew Black
Richard Lindahl
Dennis Sanderson, Finance and Investment Committees Chair
Dennis Sanderson
Judi Haines, Clerk of Session/Corporate Secretary

Rev. Andrew Black
Nominating Committee Slate for Election of Officers

Members: Dick Lindahl, Laurie Wisdom, Gary Murphy, Bruce Black and John Ruybalid, with assistance from Rev. Harry Eberts.

This Committee made the following nominations for officers of the church to serve in 2019 or beyond, and we are reporting these to the full congregation for approval.

Session:

- Nominated for three-year term (2021): Tom Tindall, Judi Haines, Dennis Sanderson

Deacons:

- Nominated for one-year term (2019): Arlena Jackson, Gay Hill, and youth member Sadie Hill
- Nominated for a three-year term (2021): Jim Babcock

Elders who Served in 2018

<table>
<thead>
<tr>
<th>Class of 2018</th>
<th>Class of 2019</th>
<th>Class of 2020</th>
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<tbody>
<tr>
<td>Bruce Black</td>
<td>Sharon Eklund</td>
<td>Bill Eklund</td>
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<td>Steve Kinnett</td>
<td>Gale Wright</td>
<td>Alan Hook</td>
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<td>Richard Lindahl</td>
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<td>Janis Gonzales</td>
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<td>Jim Martin</td>
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<td>Judi Haines</td>
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<td>Dennis Sanderson</td>
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<tr>
<td>Gayle Lomax</td>
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<td>Brian Ortiz</td>
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Deacons who Served in 2018

<table>
<thead>
<tr>
<th>Class of 2018</th>
<th>Class of 2019</th>
<th>Class of 2020</th>
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<tbody>
<tr>
<td>Arlena Jackson</td>
<td>Sharon Kirby</td>
<td>Laurie Wisdom</td>
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<tr>
<td>Rosie Mott</td>
<td>Keith Kirby</td>
<td>Lisa Barrera</td>
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<tr>
<td>Tom Mott</td>
<td>Karin Lerew</td>
<td>Susan Clark</td>
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<tr>
<td>Darryl Bowman</td>
<td>M’Lea Walsh</td>
<td>Jenny Warden</td>
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<td>Paul Kincaid</td>
<td>Djohariah Toor</td>
<td>Andy Wulf</td>
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<tr>
<td>Alvin Baca</td>
<td>Adrienne Ewing-Mayer</td>
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<td>Leo &amp; Donna Krulitz</td>
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<tr>
<td>Gay Hill</td>
<td>Carolyn Stupin</td>
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<tr>
<td>Drew Hill</td>
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FIRST PRESBYTERIAN CHURCH
Minutes

Annual Meeting of the Congregation and Corporation
January 28, 2018

Moderator Rev. Dr. Harry Eberts III called a meeting of the Congregation to order during the last part of the 11 a.m. service for the purpose of electing Elders and Deacons and conducting the service of Ordination and Installation during the worship service. The meeting was called to order at approximately 11:40 a.m. Clerk of Session, Judi Haines declared a quorum present and Harry gave the constituting prayer. Richard Lindahl, Chair of the Nominating Committee presented the following as proposed by the Nominating Committee.

Elders:
Nominees for one-year term (class of 2018):
   Steve Kinnett       Gayle Lomax       Jim Martin       Youth member Brian Ortiz
Nominees for three-year term (class of 2020)
   Bill Eklund         Alan Hook         Janis Gonzales

Deacons:
Nominees for one-year term (class of 2018):
   Darryl Bowman       Arlena Jackson     Rosie Mott
   Youth member Drew Hill Leo & Donna Krulitz     Tom Mott
Nominees for two-year term: (class of 2019)
   Carolyn Stupin      Alvin Baca
Nominees for three-year term: (class of 2020)
   Laurie Wisdom       Lisa Barrera       Susan Clark       Jenny Warden       Andy Wulf

Harry asked for nominations from the floor. There were none. Motion to close the nominations. M/S/P

Harry called the vote. Nominating Committee Proposed Slated Nominees. Motion passed unanimously.

The congregational meeting was suspended for the Service of Ordination and Installation:
Elders Alan Hook and Brian Ortiz were Ordained.
Elders Janis Gonzales, Steve Kinnett, Bill Eklund, Jim Martin and Gayle Lomax were Installed.
Deacons Drew Hill, Lisa Barrera, Susan Clark, Jenny Warden, Andy Wulff and Leo and Donna Krulitz were Ordained.
Deacons Arlena Jackson, Rosie Mott, Tom Mott, Carolyn Stupin, Darryl Bowman were Installed.
Deacons Alvin Baca and Laurie Wisdom are to be Ordained and Installed later, date to be determined.

The final hymn was introduced. Harry gave the Blessing and dismissed the congregation for 15 minutes.

The Annual Meeting of the Congregation and the Corporation was reconvened and called to order at 12:25 p.m. by Dr. Harry Eberts, Moderator. Clerk of Session, Judi Haines declared a quorum was present.

The Clerk read the Service of Memorial to commemorate those who had died during 2017.
The minutes of the Annual Congregational and Corporation meeting of January 29, 2017 were included in the annual report.

The Clerk’s report regarding membership was included in the annual report. Active members at the beginning of 2017 was 312. Additions of 33, Deaths 7, Transfers 4, and Removal from Rolls 9, resulted in Active Members of 325 at the end of 2017. 4 Affiliates, 12 Clergy and 21 Baptized.

The Moderator presented the 2017 Annual Report to the congregation. Treasurer, Gale Wright presented the 2017 Results and the 2018 Budget as approved by Session. Questions from the floor included a request for more information on FPC’s spending on Mission which Gale has promised a more detailed report to be published shortly.

Rev. Eberts was excused at this point, and Bill Eklund as Chair of the Administration Committee presented the Terms of Call as recommended by Session. Discussion included concerns regarding the raise due to the tight budget for 2018 and that the Capital Campaign is only at 58% of the goal. The motion was made to defer the raise until mid-year. The motion was seconded, and the vote called. The motion to defer did not pass. The motion from Session to approve the Terms of Call Passed with 1 vote opposed.

Rev. Eberts re-entered the meeting.

Old Business – Bill Eklund responded to the statement from the floor that there be more transparency of Session actions, by explaining that with the rare exceptions when Session needs to deal with personnel issues and such and we are in Executive Session, that all members of the congregation may attend.

New Business – None

A motion was made to adjourn the Congregational meeting at 1:10 p.m. M/S/P

Bill Eklund, President of the Corporation called the Corporation Meeting to order at 1:10

President Eklund presented the 2018 Officers of the Corporation:

Bill Eklund, President  Margaret Lyerley, Vice President  Gale Wright, Treasurer  Judi Haines, Secretary

There was no new business.

Motion was made to adjourn the Corporate meeting at 1:15 p.m. M/S/P

Rev. Dr. Harry Eberts III gave the closing Prayer and Benediction

Respectfully Submitted,

Moderator, Rev. Dr. Harry Eberts III  Clerk of Session, Judi Haines

Approved by Session on February 21, 2018
A special Congregational Meeting was called during the 11:00am Worship Service for the purpose of electing members to serve on the Nominating Committee.

Pastor Harry Eberts moderated and a quorum was declared.

Dick Lindahl, current Chair of the Nominating Committee, presented the slate:

- Laurie Wisdom (Deacons)
- Bruce Black and Dick Lindahl (Session)
- Gary Murphy and John Ruybalid (Members at Large)

There were no nominations from the floor. Motion and Second to elect these individuals to serve a two-year term on the Nominating Committee. **M/S/P**

Respectfully submitted,
Dick Lindahl
Membership Statistics

Number of Active Members at beginning of 2018 325

Additions during the year
- Active members 17
- Affiliate members 0

Losses during the year
- Deaths of Active Members 6
- Deaths of Clergy 1
- Deaths of Affiliates 0
- Transfers 9
- Removed from Roll 0

Number at end of year 2018 327

Other Memberships (number at end of year)
- Affiliates 4
- Clergy 12
- Baptized 21

Necrology Report

Members of the Congregation
Sue Anne Gearhart # 666 Late February or early March 2018
Claudia Grayson # 888 March 24, 2018
Lois Neukomm # 495 April 13, 2018
Kathleen Banks # 627 April 29, 2018
Jan Hoover # 1091 August 15, 2018
Kerry King # 1233 October 14, 2018

Clergy
Rev. Raymond Kerstin (HR) – November 29, 2018

Former Members and Friends of the Congregation
Mary Corpe Purdy January 8, 2018
Judy Mickelson February 2, 2018
P.C. Oliver Summer of 2017
Russell Fredrick Mayer (father of Janice Mayer) April 16, 2018
Bonnie Leone August 28, 2018
Pastor’s Report

Let’s celebrate the good news of the mission and ministry of the First Presbyterian Church of Santa Fe in 2018, our 152nd year as a congregation. For clarity’s sake I divide them into our four ministry circles.

**Wisdom Circle**—Worship, music, education, spiritual practices, children and youth
- The Celtic Evensong has become a regular part of our worship life on Wednesday evenings, followed by a light meal and fellowship.
- We began blessing the children and youth every Sunday in worship with “In body, mind, and spirit, may you be well this day, and may you be strong for the work of healing in the world." They bless us with the same words, and by their presence.
- We opened our sanctuary in the summer from noon to 1 pm so the community could enjoy our organ music as they experienced the beauty of our sanctuary.
- The Acts II (Adult Education) Seminary on Sunday mornings continued to explore the early church, scripture, theology, mission, and spiritual practices, including a day-long spiritual retreat in March and a one-person play on Dietrich Bonhoeffer in September.
- An All-Church Retreat at Ghost Ranch in September was so meaningful that the participants now meet every month for fellowship and discussion.
- A new Friday Bible Study began in the fall which explores the scripture for the coming Sunday.
- Groups like the Mystics and Circle of Friends continued to grow and welcome new members.
- I love our vibrant youth group! And a children’s ministry that has expanded to serve our children and their parents who attend the 11 am service.

**Mission Circle**—Mission and ministries outside the congregation
- The Child Development Center, our largest mission, had another banner year as it received a five-star rating, the highest a preschool can attain. We celebrate its vital ministry to children and their families. New playground flooring adds to the safety and enjoyment of the children.
- We continue to support groups and ministries locally and across the world.

**Jubilee Circle**—Ministries within the congregation
- The Deacons are making plans to expand its vital ministry through seven congregational neighborhood groups, and I look forward to seeing this emerge in 2018.
- The wonderful Second Family ministry continued to support members who have no family close by to assist them.
- A new Food and Fellowship committee began, providing food for various church events.

**Stewardship Circle**—Committees which support the ministry and mission of the church
- Many, many thanks to the congregation for its generosity in supporting our mission and ministry this year, and for our second year of the Great Heritage-Bold Future Campaign, including the National Fund for Sacred Places Challenge Grant.
- In 2017 we were selected as one of only seventeen faith communities across the country, and the first in the Southwest, to receive recognition by the National Fund for Sacred Places. I am told this was a highly competitive process and we should feel honored to be selected not only for our historic sanctuary but due to our work and presence in the community. We continue to determine the scope of the renovations and maintenance of our building covered by the grant.
- After at least six years of preparation and countless meetings with county officials, we finally witnessed the tearing down of the old judicial building next door. We are told the new county office building will be finished this August and we look forward to being good neighbors and hopefully sharing some of their new parking in the evenings and on weekends.
- I am grateful for our dedicated and competent staff who support the church’s ministry and provides a very pleasant and enjoyable atmosphere for all of us.
I hope you will read the rest of this Annual Report to see in more detail how our congregation lived, learned, worked, played, worshiped, supported one another, and served the community in 2018. I intentionally did not use any names in my report, not because I could not think of anyone who did amazing things but because there were too many people who did so, and I did not want to miss anyone. This has been another active and vital year and I offer my deep thanks to all of you who continue to make ours a wonderful and caring congregation.

Harry W. Eberts, Pastor

Music Director’s Report

It has been a wonderful year of music and learning.

Chancel Choir:
Thanks to: Linda Beck, Nelda Bell, Cathy Deutschle, Mary Frances Franklin, Nancy Maret, Jill McCormick, Elizabeth Roghair, Barbara Roush, Pauline Schneider, Jenny Warden, Jeannie Bowman, Nina Brown, Margaret Dean, Candy Elkjer, Gwen Fuller, Amy Gross, Judi Haines, Jenny Harland, Barb Hutchison, Sue Kingston, Melinda Joy Pattison, J. B. Beck, Darryl Bowman, Chris Haynes, Keytha Jones, Terry Meacham, Michael Roybal, Grant Wright, David Beatty, Travis Bregier, Bill Elkjer, Ralph Fuller, John Pasch, Andy Ritch, Adib Salim, Greg Schneider, Jim Toeys, Howard Turner, and Tim Willson, with David Solem, accompanist:
for their many hours of devotion that average 5 hours per week, or 200 hours for the year, plus the three TGIF concerts.
The group improved in vocal skills, team work and giving their best effort every week.
Repertory this year included:
Paukenmesse by Franz Joseph Haydn; Lo, the Full Final Sacrifice by Gerald Finzi; Gloria by Francis Poulenc. Also performed were pieces by two of our own composers: Psalm 139 (Lord, You Have Known Me), Psalm 23, and O Sacrum Convivium by Linda Rice Beck; and Crux Fidelis, Take up Your Cross/When Jesus Wept, and How Lovely is Your Dwelling Place (Psalm 84) by David W. Beatty. Two new pieces for baritone and piano by David W. Beatty were premiered, with Travis Bregier singing: A Psalm of Mercy (Psalm 130) and an arrangement of Bring a Torch Jeanette, Isabella.

11:00 Soloists
Thank you to Nancy Maret, Barbara Roush, Nina Brown, Margaret Dean, Michael Roybal, Tim Willson, Travis Bregier, and David Beatty for vocal solos and Rebecca Heindel and Jim Toeys for instrumental solos.

Chancel Bell Choir:
Thanks to: Jan Charter, Jeannie Bowman, Cheryl Lockhart, Linda Beck, Jane Stringfellow, Nancy Peterson, Judy Montaño, Krista Peterson, Jodi Bustos, Barb Hutchison, Travis Bregier, David Beatty, Jim Toeys, Campbell Martin, Bill Humphreys, and Darryl Bowman:
for their many hours of devotion that averages 2 hours per week, two TGIF concerts, and two concerts at the Rivera Chapel on Rodeo Road.
Repertory this year included, among others: Feliz Navidad, Nocturne in a minor, Les Cloches, Meditation for Lent by David W. Beatty.
TGIF: The Recital Series celebrated its 10th anniversary this year, beginning the week of the dedication of the organ. The organ was dedicated on Sunday, October 8, 2008. This milestone was commemorated by four extended concerts played by Janette Fishell, from Indiana University; Scott Montgomery from Central Methodist Church Fayetteville, Arkansas; Kimberly Marshall from Arizona State University; and Nathan Laube, from Eastman School of Music. In addition the other 48 concerts were performed this year, including Larry Palmer, James David Christie, Grisha Krivchenia, Folias Duo, the Allegro Piano Duo and many more spectacular performers, many of them making their inaugural appearance on the TGIF series. The eSSO gave quarterly programs. It was a memorable year of wonderful concerts attended by an average of 100 people per week.

Thank you to the TGIF Committee: Barb Hutchison, Barbara Roush, Travis Bregier, and David Beatty and the TGIF ushers: Barb Hutchison, Barbara Roush, Travis Bregier, Rosemarie Demorcy, and Raymond Raney.

Administration Assistance:
Thank you to Barb Hutchison, attendance for Bells and Chancel Choir; Judy Montaño, librarian; Jeannie Bowman and Paul Vogel, Worship Chairs and many unsung heroes who pitch in when needed.

Continuing Ed
My continuing ed took me to London, Scotland, and Wales with the Santa Fe Women’s Ensemble. The group sang at the Welsh Presbyterian Church in London, St. George’s north of Cardiff, St. Giles’ Cathedral in Edinburgh, and Sterling Chapel.

Celtic EvenSong Service
Meeting every Wednesday evening, the Celtic service was enhanced by music from Travis Bregier, Rebecca Heindel, and David Beatty.

MorningSong Service
The Morning Song Choir sang every Sunday indoors and out and included Janis Gonzales, Julia Hudson, Ethel Trimmer, and Jenny Harland.

The Fisk Organ
For the 10th anniversary of the organ a larger Zimbelstern was added to the instrument. The instrument continues to work well and enhances the ministry of congregation.

Music Staff:
The church is blessed with a wonderful music team of David Solem, Assistant Organist; David Beatty, Associate Musician; and Travis Bregier, Assistant Choir Director. I appreciate their dedication to the church and the community.

It is an honor to serve and share music with our great community at First Presbyterian and Santa Fe. I thank you for the privilege.

With gratitude, Linda
Mission Circle

Child Development Center Advisory Committee

Members: Gayle Lomax, chair and member of the Session, Kristine Mihelicic, David Ingalls, Chuck Poitras, Patti Poitras, Kate McCarthy, Jenny Vellinga and Janet Spring. Director Liley works very closely with the CDC Advisory Council.

The Child Development Center was begun several years ago by the First Presbyterian Church as an instrument to serve the immediate needs of our community. It is located on the second floor of the Church annex and the Director, Anne Liley and her staff of 15 teachers offer a yearlong Pre-School program for children ages 1-5.

2018 was a very exciting year for the CDC.

- Working closely with the Building and Grounds Committee, plans were implemented and funds allotted for the renovation of the playground located adjacent to the classrooms on the second floor. This project was completed during the summer of 2018.
- With matching funds from outside sources, the CDC had several productive fund raisers to assist in offsetting the cost of the playground renovation. These included Mr. Bill’s Pancake Breakfast and the annual Spaghetti Supper.
- One of the highlights of 2018 was the awarding of a Five Star designation for the CDC by the National Association for the Education of Young Children (NAEYC.) Much work and preparation by Director Liley and her staff resulted in this prestigious award. The Five Star award is the highest ranking given to Pre-Schools in the Country.
- The CDC was also the recipient of a $20,000.00 grant to support teacher education from the Brindle Foundation. All of the staff in the CDC either already have or are working on receiving a degree in Early Childhood Education.

Currently the Child Development Center is serving 78 students with a waiting list of approximately 150 children. Twelve of these students currently enrolled are the recipients of subsidy tuition payments from the State of New Mexico’s, Children, Youth and Families Department (these funds are to support low income and high need families) or scholarships made available in part by generous donations, some from members of this congregation.

Mission and Social Justice Committee & Creation Care

Members: Judy Crawford, chair, Mary Ann Lundy, vice chair, Jean Berghoff, Jane Hanna, Bill Jackson, Liz Hinds, Carolyn Stupin, M’Lea Walsh, Jim Babcock, Bruce Black, and Rev. Harry Eberts.
**Purpose:** To educate members to issues of social justice and to advocate on behalf of First Presbyterian Church in acting on commitments to further justice locally and world-wide.

The committee met monthly on the third Thursday at 4:30 pm.

We facilitated the taking of four special offerings of the PC(USA): One Great Hour of Sharing, Pentecost, Peacemaking, and Christmas Joy.

We sent grants totaling $27,000 to the following organizations:

- Advocacy: Lutheran Advocacy Office
- Homelessness and Poverty: Interfaith Community Shelter for the Homeless, Esperanza, Adelante, Juntos, bus passes for the homeless
- Gun Violence: New Mexicans to Prevent Gun Violence
- Education: Prevention Alliance in High Schools, Interfaith Coalition for Education, ESL Program at Westminster Church, Southside Soccer League
- Hunger: Feeding Santa Fe, Bienvenidos, Meals for Shelter
- Immigration and Immigrants: Somos Un Pueblo Unido, Santa Fe Dreamers, Faith Network for Immigrant Justice, La Frontera de Cristo, No More Deaths, Immigration Coalition in Las Cruces
- Medical Assistance: La Familia, Women to Be (International), Village Health Ministry in Ethiopia
- Family Well-being: Solace, Friendship Club, Sky Center, Religious Coalition for Reproductive Choice, Empty Stocking in Santa Fe New Mexican
- International: Presbyterian Disaster Assistance- Puerto Rico and the border, Sagua La Grande Church, Cuba, Vision in Action Treatment Center at the Border, and Waterlines, Tenwek Hospital women’s sewing project in Kenya

We:

- sponsored international Mission Speakers Dr. Bernard and Dr. Farsijana Adeney-Risakota, PC(USA) mission co-workers in Indonesia, to speak at FPC in October.
- wrote weekly bulletin intros to PC(USA) personnel
- worked with Lutheran Advocacy office on State Legislative Action
- facilitate a Bulletin Board on Social Justice Issues in Lobby
- participated in Alternative Christmas Market in December with Guatemalan Friendship Bridge sales, Waterlines, and Interfaith Shelter Gifts.
- co-sponsored Second Family ministry in congregation
- held an Adult Class in Faithful Resistance Series on Mission as a Move to the Margins.
- led a 3 week Adult Ed Class series on immigration issues.
- studied the booklet, “Sanctuary: A Discernment Guide for Congregations” from the Office of Public Witness PC(USA)
- provided dinner for Session and presented an overview of what MSJ does
- presented a talk to the congregation for a Ministry Circle lunch

Members Carolyn Stupin and Jean Berghoff sell Cafe Justo and olive oil.

**Creation Care**

The Creation Care Committee is changing from a committee to a network. We welcome new members! This year we held two Adult Ed sessions on Sunday morning: "Water, Water Everywhere...: on water resources and the city of Santa Fe led by Alan Hook and one on personal lifestyle change, "What Would
Jesus Do?” by Liz vanDenzen. Malissa Haslam prepares the Creation Care spots in the Bulletin on Sunday mornings and FPC is a member of PEC (Presbyterians for Earth Care), a national network.

**Outreach Committee**

**Members:** Julia Hudson, Alice Tinkle, Patti Poitras, Laurie Wisdom

Betty Jones sends an email and follows up with all those who designate on the Attendance pad they are “interested in membership”. The email sent to them welcomes them and invites them to the “meet and greet” which is held on the second Sunday of each month, unless otherwise noted. Members are then received into membership on the third Sunday.

In 2018 the committee added:
Note cards have been created with a standard welcome greeting. Rebecca has worked with Patti Poitras to have front desk volunteers send these cards to all visitors with a personal greeting included.

This year we received 17 new members.

Betty Jones, Chair Outreach Committee
Wisdom Circle

Adult Education Committee

Members: Dick Lindahl, Jeannie Bowman, Christine Vogel, Paul Vogel, and Gale Wright. Mary Ann Amos recently joined. We were assisted by Reverends Harry Ebets, Andrew Black, and Bill Humphreys.

The classes/workshops were many and varied during the 9:45 hour on Sundays. We continued with the ACTS II series, intended to be a sequel to the Book of Acts in the New Testament, and embarked on a journey, similar to a lay seminary, to help us become “new apostles”, seeking to follow Jesus Christ in a confusing, demanding world. In the winter, Jeannie Bowman and Christine Vogel led courses on Spiritual Formation and spiritual practices that can change our lives. This was a foundational course for becoming the new apostles, covering topics such as Lectio Divina and compassionate listening. Jim Brown led a discussion on "To Bethlehem and Back". David Solem discussed self-support in times of difficulty. There were environmental presentations by Jordan and David Smith and Andrew Black focusing on a moral response to climate change, and ecological theology. During the spring, Jeannie and Christine led discussions on prayer, including liturgical prayer, and prayers of the Psalms. Other presentations on social justice dealt with the immigration issue, and Nat Dean discussed disability issues. Bill Eklund discussed a trip to our sister church in Cuba, Sagua la Grande and how we can continue to help them.

During the summer, Pastor Harry led Bible Study discussions in the adult education hour. In addition, another offering beginning in July was a series of spiritual journaling classes which met each fourth Friday of the month for the remainder of 2018. To set the stage for the Fall series, various Church members went to a retreat at Ghost Ranch, then we resumed in the Fall with the ACTS II series. Rev. Al Staggs conducted a discussion on Dietrich Bonhoeffer and also gave a one-person dramatization. We then embarked for most of the Fall on the theme of "faithful resistance", based on a book by Rick Ufford-Chase. Each Sunday we focused on a chapter such as Confronting Empire at the Border, or Learning Nonviolence in a Multifaith World. We also heard from our mission co-workers in Indonesia about the Gospel in Other Lands. We completed the year preparing for a new way forward, examining where we have been, and what we can do to help us become the “new apostles”.

Youth Ministry

Leaders: Sharon Kirby and Bill Humphreys

“The Youth Connection” gathers on Sunday mornings from 9:45 until 10:45 for Bible study, fellowship, and to better understand how they can connect with the congregation and make a difference to a world in need.
The group of eight, ages 13 to 18, served on the Second Family Care Team, forming a circle of care and friendship around Helen Sutton. Birthday, Valentine’s Day and other celebrations with Helen, plus yard work, recycling tasks and a few home repairs kept everyone busy. And thanks to Christina Hill and Rebecca Heindel who kept everyone organized.

The Youth Connection found many other ways to serve throughout the year. They helped with the roof garden; greeted, seated and served church members at the Stewardship luncheon; volunteered at Pete’s Place, checking people in and visiting with those who came for a meal and a bed. In June four of the group joined a Santa Fe Presbytery Youth Mission and Learning trip to Loma Verde. Our group helped get the camp ready for summer visitors, repairing and cleaning the grounds and buildings, spent a day with the “Not Forgotten” veterans in Taos, and participated in an environmental educational time. Praise for these kids and their hard work, and special praise and thanks to Judi Haines who went along as Chief Cook!

In June the group attended Youth Week at Ghost Ranch. Funds were raised through an “Art and Stuff” event hosted by the teens. Many thanks go to the congregation and the many members who made donations, purchased art and helped “work” the event. Without this support they would not have been able to once again experience this incredible week of growing closer to God and closer to one another.

In December the youth participated in the Alternative Market, raising funds for 2019 events. From this event and from the Art and Stuff Gala the Youth Connection once again tithed to FPCS, this year to the National Fund for Sacred Places Campaign.

An after-school Girls Group was formed in the fall and meets on Wednesdays from 4:15 until 5:30 to talk about how God is impacting their every day lives and how faith helps meet the challenges of being a teen in today’s world.

In November five teens participated in the Santa Fe Presbytery Fall Retreat for teens at Shepherd of the Valley Presbyterian Church in Albuquerque. Everyone came home with a renewed vision of how they can participate in congregational life and worship. Look for some exciting things there!

Two youth were elected to serve in leadership capacities, Brian Ortiz as an Elder and Drew Hill as a Deacon. Both have been liturgists, served communion and complete their year of service having set a good precedent for other youth.

The year ended with the teens once again sponsoring the Angel Giving Tree, making angels, keeping lists organized, and wrapping gifts for delivery to the Homeless Teen Shelter. They also made 150 Farrolitos, helped decorate the church for Advent, and took part in Christmas Eve worship.

The big news for 2019 is that six FPSFC youth applied to be delegates to Triennium and all were accepted. They will fly to Purdue July 16 to spend 5 days with over 4,000 youth from around the country. Fundraising events are being planned for the next several months. Please stay tuned, pray for them and look for ways to help send The Youth Connection off to this life changing experience.

Exciting plans for 2018 are already on the horizon. Look for great things from your youth in the coming year.

Sharon Kirby and Bill Humphreys
Presbyterian Women

Presbyterian Women at the First Presbyterian Church continue to meet monthly as a Circle for fellowship and Bible study. This year’s Bible study published by Horizon’s Magazine is entitled “God’s Promise – I Am With You.” Members of the Circle take turns leading the study.

Presbyterian Women once again coordinated the Alternative Christmas Market in which eleven groups or individuals within as well as outside of the church participated. All the money raised at this event goes to various mission projects locally, national and worldwide,

Through the proceeds of the Alternate Christmas Market combined with the monthly contributions of Circle members and other church members, Presbyterian Women was able to send the following donations:

- $859 to Worldwide Mission through PC(USA)
- $100 to Presbyterian Women of the Presbytery
- $50 to Presbyterian Women of the Synod
- $200 to the Women’s Birthday Offering
- $1,460 to the Women’s Thank Offering
- $15 to the Offering of the Least Coin

Presbyterian Women welcome new members! We have changed our meeting time this year to the second Wednesday of the month a 10:00 am at the church. This seems to be more convenient for more women. If you are interested in joining us, please call Jean Ball or Helen Sutton for more information – or just show up on meeting day.

Jean Ball, Contact Person for PW

Worship and Music Committee

**Members:** Jeannie Bowman, Malissa Haslam, Chris Haynes, Karin Lerew, James Smock, Janis Gonzales (Session Liaison), and Paul Vogel, Chair. **Staff:** Harry Eberts, Linda Raney, and Jill McCormick.

The Worship and Music Committee works with the Pastor and the Director of Music to deliver a vital, joyful, spirit filled and meaningful worship experience to all who enter the doors of FPCSF. At every meeting of the Committee, we seek inspiration and guidance from the Holy Spirit, through both prayer and meditation, to direct our work.

Pastor Harry and Director of Music Linda meet frequently – at least weekly and often more often – to coordinate the make-up of worship services. Members of the Committee and others working with the Liturgical Arts Committee, Communion Committee, and Usher/Host Committee also are committed to making our worship experience meaningful for those in attendance. Often their work is done behind the scenes, but nevertheless vital to the meaning and experience of worship at FPCSF.

The committees working under the umbrella of the Worship and Music Committee are as follows:

**Liturgical Arts Committee:** Chair Karin Lerew leads the committee and works with Barb Hutchinson, Malissa Haslem, Kandi McKowan, Carol Smock and Betty Kersting in decorating the Sanctuary with appropriate liturgical colors and themes throughout the year. At key times in the liturgical year – Advent,
Christmas, and Easter – the committee dresses the Sanctuary, Pope Hall, the chapel and the lobby. Their creativity in this work makes our various spaces meaningful to all who attend and visit.

**Communion Committee:** Chair Malissa Haslam working with Barbara Ivey make sure our various communion services during the year are faithfully prepared. These services include first Sunday of the month, Ash Wednesday, and Maundy Thursday. The Celtic Evensong service provides a weekly communion experience. Malissa and Barbara also coordinate with the Liturgical Arts Committee to provide the appropriate paraments for the pulpit, lectern and communion table.

**Usher/Host Committee:** James Smock - Head Usher – and Gary Murphy – Assistant Head Usher – ably lead the Usher/Host Teams for the 8:30 and 11:00 AM Services every Sunday. James Smock resigned as Head Usher at the end of October. Paul Vogel is serving as the Interim Head Usher until a new Head Usher is chosen.

The Usher Teams serve as greeters, candle lighters, seating and offering hosts as well as the cleanup crew for services held in the Sanctuary and Pope Hall (Winter) and Roof Top Garden (Summer).

**Liturgist Recruiter:** Rebecca Heindel is serving on an interim basis recruiting liturgists for the 11am Sunday worship service.

**Session Liaison:** Janis Gonzales is the liaison between the Committee and the Session. She brings any motions made and passed by the Committee to the Session and generally informs the body of the Committee’s activities.

**Director of Music:** Linda Raney continues her many responsibilities as Director of Music at FPCSF. She is a highly talented musician who undertakes her work with commitment and excellence. She is assisted by Assistant Organist David Solem, Assistant Choir Director Travis Bregier, and Associate Musician David Beatty.

Together the foursome offer many gifts to the congregation and the community. These gifts include wonderful music offerings at all worship services as well as the inclusion of opera apprentice soloists during summer worship services. The TGIF music program, which takes place every Friday evening at 5:30 PM, is a wonderful gift to the Santa Fe community. Music performers of national and international renown perform for audiences that now number between 100 and 200. These performances are free of cost to attendees – a free will offering can be made to support TGIF programming.

The Chancel Choir continues to provide beautiful and meaningful worship music FPCSF. The choir members are very dedicated and practice up to three times a week to achieve the level of excellence they collectively desire. The Bell Choir practices every week to build its repertoire and capabilities. They performed regularly through the year at FPCSF worship services and elsewhere.

**Childrens’ and Youth Music Coordinator:** Jill McCormick is responsible for including children in the FPCSF worship experience. She brings creativity, enthusiasm, love and joy to this work. A new aspect of this creativity is the sharing of a blessing between the youth and the congregation. Jill works closely with Youth Director Sharon Kirby.

The Evensong Celtic Worship Service has continued this year every Wednesday evening. The service provides an intimate, quiet and meditative worship experience. Music and hymns are an integral part of
the service. Communion is also served at every service. Generally, between 10 and 15 persons attend the service. While most of the attendees are from FPCSF, others from both Santa Fe and elsewhere, also frequently attend.

All those working with The Worship and Music Committee are dedicated, devoted, and committed to furthering the work of the FPCSF. In so doing, they are committed to making the worship experience at FPCSF highly meaningful to all those attending – members and non-members alike. It is a privilege to serve for which we are all thankful.

In Christ’s Service, Paul G. Vogel, Chair

**Liturgical Arts Committee**

Members: Karin Lerew, Chair; Malissa Haslam, Barb Hutchison, Carol Smock (who will be moving in 2019)

The Liturgical Arts Committee has worked hard this year for several reasons. One reason was due to the small size of the committee (even with an invitation to the congregation to join). Another reason was due to unexpected life events putting even more responsibility upon the committee members. And lastly, due to Liturgical Arts needing to replace many banners, but not having adequate resources (manpower, funds, etc.), every change that was made during the Liturgical calendar meant we had to re-create a new banner that was temporary. As a result, the goal for 2019 is to create permanent banners that are:

- Sized appropriately for our Sanctuary and Pope Hall
- Designed creatively so they enhance worship
- Carefully constructed in a way that reflects our personal devotion to God (quality vs. “thrown together”)
- Greater in variety, especially during Ordinary Time
- Easier to hang
- Easier to store (minimizing all the extras needed to re-create a new banner, as we have been doing previously)

Advent Take Down was led by Judi Haines. All items were labeled (item and where it is to be used) so it is clear to all who help in the years to come. All Advent items are stored in the basement store room.

The Liturgical Arts budget wasn’t completely utilized in 2018 because money was being saved for use towards a Banner Workshop at Ghost Ranch. Unfortunately, the workshop never materialized.

Respectfully submitted, Karin Lerew, Chair
Back Pew Gallery

The Back Pew Gallery is overseen by a board of members from both First Presbyterian and Westminster Churches. We are not funded by the church but depend on a voluntary percentage of any art sales. We also accept donations. In 2018 the Back Pew Gallery had shows featuring the art work of church members as well as those from the community. The shows featured art work in many different mediums.

The 2018 season:
- Jan.12–Feb.11 — Let It Snow, Let It Snow, Let it Snow
- Feb.14–Mar. 26 — “Please Touch Me” by the Fiber Art Guild
- Apr. 8–May 13 — Flora and Fauna
- May 18–June 24 — Architecture as Art
- June 25–July 8 — Youth Connection Show
- July 8–July 29 — Kids Show
- Aug. 5–Sept.16 — On The Move
- Sept.21–Oct. 28 — Into The Blue
- Nov. 2–Nov. 25 — Wings
- Dec. 2–Jan. 1 — Ornaments, Ornaments, Ornaments

The Ornaments show raised $1,200. $600 went the Presbyterian Disaster Relief Fund for Puerto Rico, and $600 went to New Mexicans to Prevent Gun Violence.

We are looking forward to a wonderful 2019 season.

Barb Hutchison

Communications Committee

Members: Keith Kirby (chair), Gale Wright, and Harry Ebets (ex-officio). Rebecca Heindel served as the La Epístola coordinator, and David Beatty produced the weekly eNews. Many thanks to both.

Purpose: The committee’s mission is to facilitate communications within the church and externally to the wider community about the church’s activities and spirit. Its responsibilities include:

- Disseminating information about church policies, activities and events on a regular basis to the congregation through print and e-mail pieces, on the Web site and in other venues
- Overseeing the design, content and maintenance of the church’s Web site
• Assisting in the review of major communications sent by other committees and the staff, as needed and requested.

Projects: The committee focused its attention on two major projects during the year: improving and maintaining the branding initiated with the church’s website, and effective communications to the congregation. It also developed an ongoing tactical plan for external communications.

Branding/Website
A new website for First Presbyterian Church, launched on October 21, 2016, continues to be updated on a timely basis. A new hosting service was contracted at year end. The new service provides additional features at a lower annual fee.

Efforts will be made during 2019 to add sermon audio to the site, improve on the Sermons page to include Sunday and Tuesday sermons; replace slider graphics; and help ensure timely posting of events.

Communications to the Congregation
During 2018, four editions of the newly designed La Epístola newsletter were published, each with at least 12 to 16 pages of photographs and articles about church activities, members of the congregation, and organizations with which the church is involved. Many in the congregation contributed articles.

Weekly e-mail communications, through FPCSF eNews, continued to be sent throughout 2018. To keep the congregation informed and involved, content featured listings and short articles on upcoming activities and services at the church. A new design introducing more photos and framework for more articles was introduced.

Members of the committee photographed and drafted new member profiles during 2018. The profiles were published and included in the directory and newsletter. Eleven profiles were written during the year.

The committee used social media, Facebook primarily, to help communicate church events. Focus on 2019 will be to expand usage of the medium.

The lobby wall featured various displays throughout the year, including those associated with Lent, Pentecost, Christmas, Celtic worship, Advent and special classes.

Capital Campaign
Members of the committee assisted with creation and implementation of the “2019 and Beyond” National Fund for Sacred Places and Stewardship campaign communications. These efforts included helping coordinate and communicate campaign-related church events, progress and results. Similar services will be provided to the Campaign committee during 2019.

Strategic Communications Plan
During 2018, the committee developed the framework for communicating church events and activities to the public. Included were limited advertising, poster distribution, event posting on newspaper event e-sites and news releases. Examples were “Art and Stuff” fundraising for Youth Connection; Al Staggs’ one-person show, “A View from the Underside: The Legacy of Dietrich Bonhoeffer;” Santa Fe Soul Festival; Jim Atwood’s presentation on “The Corporate Gun Lobby and the Articulate Inanimate Gun;” and the Christmas Alternate Market.
**Board of Deacons**

**Members:** Darryl Bowman Co-Chair, Laurie Wisdom Co-Chair, Arlena Jackson, Rosie Mott, Tom Mott, Gay Hill, Keith Kirby, Sharon Kirby, Karin Lerew, M’Lea Walsh, Djohariah Toor, Susan Clark, Drew Hill, Andy Wulf, Lisa Barrera, Jenny Warden, Alvin Baca, Carolyn Stupin

**Mission:** The members of the Board of Deacons provide support and care to members and friends of the church and to the community. The congregation of the church elects deacons annually, and they normally serve three-year terms. The ministry of deacon as set forth in Scripture is one of compassion, witness, and service.

In 2018, Deacons provided the following ministries:
- Coordinate transportation for members who need temporary transportation to and from the Church.
- Prepare and sell soups to raise funds for the church’s kitchen facility, various church programs, the Child Development Center, and to deliver to the ill, grieving, or homebound.
- Make connections with members and friends with visits, telephone calls, e-mails, or written notes.
- Host the lobby on Sunday mornings to care for folks arriving by van from care facilities and anyone else needing help into the sanctuary.
- Distribute, collect, and deliver monthly food bags for Bienvenidos.
- Host an Ice Cream Party for First Presbyterian’s CDC with the assistance of the Plus Ninety group.
- Send Valentine Cards to all congregational members in retirement centers, elderly members living by themselves, and elderly members residing with a family member.
- Deliver donated flowers from church services, including Christmas poinsettias and Easter lilies, to ill, homebound, and retirement centers.
- Serve as greeters and ushers for memorial services at the church. Coordinate receptions and provide all food and related reception services for members and friends of the Church. This year the Deacons assisted in memorial services and receptions for the families of Mary Purdy, Kathleen Banks, and Ray Kersting.

Other programs this year included:
- Between-service receptions for members who were moving out of town.
- Series of booklets posted in the lobby covering various topics of spiritual guidance.
- Grief booklets provided to those who lost loved ones.
- Assistance with stewardship luncheon.

We give thanks to the Deacons for their valuable service.

**History and Archives Committee**

**Members:** Jean Ball, Betty Kersting, Esther Milnes, Helen Sutton, Ethel Trimmer, Judi Haines, Clerk of Session, Bill Adrian, Facilities, and Carolyn Minton

**Purpose:** To organize and archive the official records of this church as well as anything of historical significance, and to educate the congregation about the church’s history.

This year the History Committee updated the policy for the Archives together with the Clerk of Session. We created a set of guidelines for the use of the Archives. These were sent to the Session for Approval.
Lobby displays were assembled on our 150th Anniversary, Alison James to the Present, and Contemporary Worship 1960’s—1990’s.

We received more documentation about the faux bells crafted by Ralph Pardington, a member of our congregation, for the 1983 renovation of the church.

We went through the 2010 financial records for information on memorial gifts given in memory of our deceased members.

Arts and Artifacts cataloguing is almost complete.

We continue to collect, organize and file historical material for our use and for the use of others.

We are interested in new members. We could use a writer and a person to deal with technology.

Carolyn Minton, Chair

**Prayer Shawl Ministry**

This is a ministry of meditative knitting/crocheting, prayer, and sharing. The group meets 1st and 3rd Tuesday of each month.

The Prayer Shawl Ministry has 13 people who attend the gatherings regularly. There are also others who participate in making shawls. The ministry consists of making the shawls, blessing the shawls, preparing and delivering the shawls.

In 2018 we shared 40 shawls. The shawls were given to members of the congregation, family and friends who were experiencing difficult times as well as celebrations in their lives. This ministry is supported by individual donations. The yarn for each shawl costs from $16 to $24 dollars.

Betty Kersting

**Presbyterian Men’s Breakfast**

The Men’s Breakfast program for 2018 had a lot of exciting programs over the last year. It was also a good time for fellowship and great food prepared by our venerable chefs.

We now call the program Men’s Breakfast because our tradition is to have the food and arrangements for the program prepared by men, but all are welcome to attend even those who have not yet been acquainted with the church. For regular attendees from First Church we have been asking $2 to cover the cost of the food and beverages that include a fruit juice, a choice of regular or decaf coffee, and an assortment of teas.

Themes covered include Social Justice, Personal Augmentation, Travel, World Peace, Crafts of Mew Mexico. We have also participated as a community contributor during Pet Parade where we helped feed those gathered on Grant Ave. and Marcy outside the church who were invited in to have our French Toast and sausage in addition to the Deacon’s welcome.
All in all it has been a good year for the kitchen help under the auspices of John Whitcomb who has led in planning and buying. The chefs are John Whitcomb, John Vanderhagen, Alan Hook, Ed Barker, Gayle Lomax, Thomas Mauer (who is assisting in church maintenance but just likes to cook) — "all of whom are capable of culinary magic".

Programs in 2018:
- January 13 - It's Time for New Mexico to Set up its own Health Plan, Dana Millen, PhD, MPH
- February 10 - Eat to Beat Alzheimer’s, France Healey
- March 10 - Building Homes, Building China, Arvid and Mary Jo Lundy
- April 14 - CPR to Save A Life, Rev. Bobb Barnes
- May 12 - A Celtic Spirituality, Jim Toeves and Rev Harry Eberts III
- September 8 - Kiosk Carving a Chalice, Master Craftsman Jay Fann
- October 13 - Mission Indonesia Coworker Report, Bernie and Frasijana Adeney-Risakotta
- November 10 - How I Travel, Jim Martin, Sharon Eklund, John Whitcomb, Carolyn Stupin
- December 8 - Hand in Hand and Arabs and Jews in Israel, Jim Elliott filing in for Andrew Gold

Jim Elliott, Speaker Coordinator

Second Family Ministry
The Second Family Ministry is carried out by small groups of people forming circles of care around some members of our congregation (Care Partners) who are not able to be quite as independent as they used to be. The Care Partners do not have family living in Santa Fe.

The leader of each Care Circle coordinates activities with the Care Partners. Activities this year have included grocery shopping, medical appointments, hospitalizations, house maintenance, computer assistance, assistance with TV and phone problems, outings to see the fall leaves, trips to the museums, out for lunch, Birthday parties, and family dinners. Beyond these activities the friendship and companionship are gifts that cannot be measured.

As 2018 year-end there are four circles in ministry caring for four Care Partners. There are 40 members of the church participating in the ministry.

The coordinating team members for the Second Family ministry are Betty Kersting, Mary Black, Krista Peterson, and Sharon Kirby.

Betty Kersting

Food, Fun, and Fellowship
Members: The Food, Fun, and Fellowship Committee consists of Karin Lerew, Chair, Judi Haines, Gayle Lomax, and Susan Clark. Others who helped over the year were Sharon Eklund, Patti Poitras, Rebecca Heindel and John Whitcomb.

CELTIC EVEN SONG MEALS:
Meals were provided after Celtic Even Song Worship, on Wednesdays, 6 pm, January through May and then again September through December. There were several Wednesdays during the Fall when the meals couldn’t be provided, due to unforeseen circumstances.
The average cost of providing the meals was approximately $50-60 dollars/meal with the average donations being half the cost of the meals.

The average number of people attending were 8-10 per meal, except on Session Wednesdays, when the number usually increased to 14-16.

Most meals served were vegetarian. If not completely vegetarian, then there were vegetarian options available as well.

SUNDAY COFFEE REFRESHMENTS:
Beginning in early 2018, Sunday coffee refreshments, provided in between services, was provided by members of the congregation, due to cost and as a way for the congregation to participate. It is still a work in progress, as every week isn’t covered. My goal is to have a pedestal set up, making the sign up book more obvious, encouraging everyone to participate with either a sweet or savory item.

STEWARDSHIP DINNER:
The Stewardship Dinner was held in November. Many people helped make it a success, with Judi Haines’ leadership.

Both regular and vegan casseroles were provided, along with salad, rolls, brownies and cookies.

SECURITY IN THE KITCHEN:
Unfortunately, due to several items being stolen from the kitchen and the potential danger of knives being in a drawer and anyone having access to the kitchen, the kitchen is now protected, using a keypad, allowing those who need access to have access. Otherwise, it is to remain locked.

Karin Lerew
Stewardship Circle

Administration Committee

**Members:** Harry Eberts, Pastor; Bill Eklund, President; Margaret Lyerly, Vice President; Gale Wright, Treasurer; Judi Haines, Secretary; Dennis Sanderson, Chair of Finance; Sharon Eklund, Chair of Personnel; Bill Eklund, Chair of Facilities

**Purpose:** To assist the Pastor and the Session in the management of the business and corporate operations of the church as a New Mexico nonprofit corporation.

The committee meets on an ad hoc basis to address urgent or emerging issues to approve or facilitate an activity or analyze complex issues and make recommendations to Session.

During 2018 the Administration Committee met twice to deal with staff issues which are confidential.

All actions were duly presented to Session and confirmed by same.

Respectfully submitted, Bill Eklund, President

Technology Committee

**Members:** C. C. Wright (chair), Harry Eberts, Bill Adrian, Bill Eklund (with assistance from Seth Hinshaw and contractor Ryan Miller)

**Purpose:** To manage the technology resources of the First Presbyterian Church to enable the staff and key volunteers to accomplish their tasks in an efficient and effective manner. To provide technological advice to other committees when requested.

The Technology Team had its first meeting on April 24, 2018 with 4 attendees. It morphed into a recognized committee by a vote of the Session in their November 2018 meeting.

The first accomplishment of this group was to identify the inventory of existing IT and A/V assets in order to develop a strategy to identify additional requirements and replacement of existing assets.

The second accomplishment of this group was to identify a replacement for the existing telephone system as it had reached its end of life and the vendor no longer maintained it. After reviewing the proposals of 3 VoIP vendors, Vonage was recommended to Session who approved this recommendation. In the first week of December the migration from our old telephone vendor to Vonage was started and completed by the 12th of December.
The third accomplishment was to replace non-working existing inkjet printers with laser printers as the cost of consumables was so high for the inkjet printers. This was done through donations of laser printers and the purchase of laser printers. The only group who will continue to have inkjet printers is the Archives group as they have a bona fide need for photo quality color printers.

**Office Operations Committee**

In November of 2018 the Office Operations Committee was formed with our stated purpose to provide back up and support to the Office Staff, and to engage in tasks that fall outside the job descriptions for Office Manager: Publications, and Office Manager: Hospitality

**Members:** Judi Haines, chairperson, David Beatty and Rebecca Heindel, ex officio – with voice and vote

Meeting time and date: Quarterly or as required

The committee will provide oversight and support for all responsibilities that fall within the two job descriptions and will liaise with other committees and their respective chairs regarding office services.

Respectfully Submitted, Judi Haines, Chair

**Money Counters**

Many thanks to the following people who counted and deposited the church’s money during 2018: Jean Ball, Sharon Eklund, Jay Ralph, Richard Lindahl, Alice Tinkle, Bobby Rugg, Roger Parsons, Gary Murphy, Leslie Miller, May Ann Amos, and Shellie Follmer.

Respectfully submitted, Margaret Lyerly and Betty Jones, Coordinators

**Capital Campaigns:**

**Great Heritage – Bold Future**

**National Fund for Sacred Places**

The Great Heritage - Bold Future Campaign (GHBF) was launched in May 2017, with a $2 million goal. The campaign was broken down into three components: $1 million for repairs and maintenance; $500,000 for parking and $500,000 for CDC scholarships Adelante, a mission project chosen by the Mission and Social Justice Committee. We are currently in the second year of the three-year campaign and have commitments totaling $1,109,510 of which $807,923 has already been received in cash thanks to the generosity of members in the congregation. A distribution to each of the two mission projects of $25,000 a year over the next three years has already been approved by the Session.

In October 2017, we were able to announce significant new development to the congregation. FPC Santa Fe had applied for and was accepted into the grant program of the National Fund for Sacred Places (NFSP). The grant program awards grants of up to $250,000 which need to be matched on a two to one basis. The grants are for historic preservation maintenance and repairs. Only repairs and maintenance to our sanctuary qualify for grant monies. The Facilities Committee is currently finalizing the application to the NFSP and FPC will then be informed as to the grant amount they have approved.
As a result of FPC’s acceptance into the NFSP grant program, the Capital Campaign Committee has refocused its fund raising efforts to raise monies in anticipation of the matching requirements of the grant. The committee has set a goal of $400,000 of which $360,000 has been pledged and of that amount $200,000 received in cash so far. The NFSP emphasizes the importance of achieving 100% participation of the congregation.

The Capital Campaign Committee expresses its deepest gratitude to all who have contributed to the campaigns.

Respectfully submitted:
Plato Karayanis, Chair            Rick Andrew            Margaret Lyerly
Diane Buchanan, Co-chair         Dan Crane              Anne Maglisceau
Harry Eberts, ex-officio          Bill Eklund            Jim Martin
Judi Haines, Pledge Clerk         Rebecca Heindel        Jay and Donna Ralph
Diane Buchanan, Co-chair         Dan Crane              Anne Maglisceau
Harry Eberts, ex-officio          Bill Eklund            Jim Martin
Judi Haines, Pledge Clerk         Rebecca Heindel        Jay and Donna Ralph

Stewardship Committee—2019 Pledge Drive

The 2019 stewardship season began in August when the Finance Committee collected preliminary income and expense numbers from staff and the various committees of the church. This information was utilized to develop a preliminary budget for 2019 which was approved by Session at the August 2018 meeting, along with a pledge goal of $525,000. Following several Sunday’s that included members’ Moments of Gratitude during worship, the pledge drive was launched with a brunch after both the 8:30 and 11am services on November 4, 2018. The theme, “Better Together,” guided members as they considered their annual pledges for 2019. Pledge Dedication Sunday was November 18, 2018. The final budget for 2019 with pledges of $449,700 was approved at the January 2019 Session meeting.

The pledge results for 2019 as compared to 2018 are as follows:

<table>
<thead>
<tr>
<th>Year</th>
<th>Pledge Units</th>
<th>Total Pledge</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>147 units</td>
<td>$501,214</td>
</tr>
<tr>
<td>2019</td>
<td>145 units</td>
<td>$449,700</td>
</tr>
</tbody>
</table>

47 pledging units who increased pledge
19 pledging units who decreased pledge
54 pledging units maintained their level of giving
28 pledging units who did not re-pledge
25 new pledges

Deep gratitude to the members of the congregation for your generous commitment!

Respectfully submitted,
Diane Buchanan & Rick Andrew, chairs          Bill Eklund          Donna & Jay Ralph
Plato Karayanis                               Dennis Sanderson     Harry Eberts, Pastor, Ex-Officio
Keith Kirby
In 2018 the Finance Committee continued an effort, started in 2017, to identify items of capital maintenance, repair and replacement that need to be funded and addressed on an ongoing basis in the coming years. This year our Report focuses on the funding of major capital expenses of repair, replacement and maintenance.

There is a general recognition that prudent long-term facility maintenance necessarily includes regular planned investment at a rate sufficient to fund capital facility expenses as they are expected to be incurred over time. The funding of these needs by churches is somewhat unique and is not for wimps, so we offer the following summary.

Like most churches, FPC relies almost entirely on donations to sustain both its annual operations and its regular facility maintenance needs (with the major exception being FPC’s Child Development Center, which represents approximately half of FPC’s total budget and which is essentially self-sustaining by the charging of tuition payments).

The costs of the FPC’s annual operations (salaries, utilities, regular maintenance, etc.) are relatively regular and predictable and thus are normally funded through an annual pledge drive.

But major items of capital repair and replacement are not annually recurring events and thus are not easily funded by annual stewardship giving campaigns. As with all churches, donations based on wills and bequests, while they are often substantial and thus particularly welcome, are irregular and unpredictable, particularly with small churches like FPC. So, in order to be able to cover capital upkeep costs as they are incurred, FPC occasionally relies on capital campaigns to raise money for capital expenses, as do also many other churches.

Since the construction of the annex and the associated renovations of the sanctuary in 2005-2006, FPC has been primarily relying on a Building Reserve Fund that has consisted of donated funds that were left over from the 2006 construction/renovations. Since 2006 FPC has not set aside any funding from its stewardship campaigns to renew the Building Fund, so it is now depleted. Consequently, in its stead, two new Special Purpose Funds have been authorized. Each is a donor-restricted Fund.

The first is a sub-fund of the Great Heritage Bold Future (GHBF) Fund, which is being accumulated by donations solicited over a 3-year period extending from 2017 to 2020. In this regard, 50% of the total GHBF Fund is identified as being for items of major facility maintenance, repair or replacement. At the present time some $1.2 million in total pledges and $800K in actual cash donations have been received pursuant to the GHBF campaign, so half of that amount is nominally earmarked for major facility needs. This is still short of the total target amount of $2 million that was initially identified for the GHBF campaign. That target amount, particularly the $1 million target for facilities management, was based on a facility reserve analysis conducted in 2016 that estimated facility capital needs as totaling approximately $1 million over the next 10 years. Hopefully the $2M target will yet be met, as we are only just over half way through the 3-year campaign.
Just after the GHBF campaign was launched, a new opportunity arose that had not been previously anticipated – FPC was selected as being eligible for a facility preservation grant from the National Fund for Sacred Places (NFSP). The NFSP is funded by the Eli Lilly Foundation for the purpose of preserving historic religious facilities in the US. All indications are that FPC will be awarded some level of grant.

But there are two catches: (1) FPC is required to match any grant offered by the NFSP with “new money” raised exclusively for matching the NFSP grant (at ratio of 2/1); and, (2) any funds raised by or granted to FPC for this purpose must be expended with 1-2 years of receipt.

Facing these dual requirements, FPC decided to mount a new NFSP campaign to raise the required matching funds, even though it meant having 3 campaigns running simultaneously in the late 2018 time frame – annual stewardship, GHBF and NFSP. This noticeably stretched the giving capacity of our congregation. Fortunately, the target of the NFSP campaign has already been nearly reached, and the GHBF campaign has another year to reach its target. Not surprisingly, the annual 2018 stewardship campaign has come up short, undoubtedly due at least in part to the other two other campaigns also seeking donations. That shortfall is being diligently addressed by our Finance and Stewardship Committees as well as our Session.

**Major Facility Accomplishments in 2018:**

- Installation of new synthetic grass surfaces on two of the CDC play decks.
- Installation of two new tankless water heaters to replace failing traditional tank-based water heater.
- Completed an initial inspection of the concrete deck at the main church entrance, which overlays our underground rainwater cisterns, confirming that they are cracked and subsiding.
- For the first time, FPC has adopted a 5-year capital budget, which will operate in parallel with our annual operating budgets in the coming years. At present the donor-restricted GHBF and NFSP Funds will be the primary source of funding for this budget, although in future years there may be a greater emphasis on planned giving as well as regular operating budget allocations to help fund our necessary capital expenses.
- Obtained County approval of a 25’ landscaped buffer strip between the north wall of FPC and the new parking structure to be built on the adjacent County property. This will result in an attractively landscaped and illuminated walkway from Grant to Griffin streets, adjacent to our north wall.
- Also related to the County project next door, we expect to enter into discussions with the County in the coming weeks or months regarding the acquisition of long-term weekend and evening parking privileges, on the top deck of the two-story parking structure to be built adjacent to the walkway described just above. Costs of acquiring these privileges are identified as one purpose of the GHBF campaign and Fund

**Upcoming Projects in 2019**

A major restoration of the external stucco and woodwork of the FPC building is planned for 2019, funded in part by the NFSP and possibly extending into 2020 depending on how soon the adjacent County project is completed.

Several lesser but equally urgent needs are planned to be addressed, including:

- Repair and/or replacement of the obsolete and failed lighting control system serving the sanctuary
- Upgrading of the fire detection and suppression systems, along with upgrades of the assistive listening and
- Upgrading of the sanctuary HVAC control system to improve control of both temperature and humidity in the sanctuary to both save energy and improve comfort levels (and with the improved humidity control being in part to better preserve our world-class Fisk organ over the next 100-200 years)
- Installation of an ADA-compliant door opener at the main sanctuary entrance on Grant Ave
- Full inspection, repair and/or replacement as needed of the concrete deck and the underlying cisterns and gas line beneath it
- Possible replacement of the existing automobile door at the entrance to the FPC garage; with along with accompanying security and safety upgrades to allow leaving the garage door open during the day and early evening hours; thereby greatly reducing the use of the door as well as the substantial annual costs of repairs that we have incurred for years due to heavy in-and-out usage.

For the Facilities Committee, Bill Eklund, Chair

Columbarium Committee

There was one sale in 2018, and the first inurnment was conducted; Richard Meyer. Currently there are 12 spaces sold.

The Columbarium Fund ended the year at $1,222.26. The Fund is used for maintenance of the niches and the Chapel where the columbarium is placed. Income to the Fund come from sales and direct contributions. Each year, the committee determines if there are any surplus monies to release to support other ministries of the church. In 2018, no monies were released.

There is information about the columbarium in the lobby and in the Chapel. Watch for more information at a future circle Sunday.

Finance Committee

Members: Gale Wright (Treasurer), Bill Eklund, Judi Haines, and Dennis Sanderson (Chair). For most of 2018 we were very ably augmented by Roger Parsons, a CPA with extensive nonprofit experience. The bad news is that Roger has moved to Flagstaff, but the good news is that he remains with us in a consulting role. We continued to meet regularly and often during the year, and really often during the budgeting cycle, which was extended this year. We provided financial results and commentary to Session at each meeting with emphasis again at quarterly intervals. We continued to assist Stewardship during its annual campaign this year co-led by Plato Karayanis, Diane Buchanan and Rick Andrew.

The stalwart Financial Review Committee was once again chaired by Jim Martin and included Janis Gonzales and Ed Maglisceau for a third time. The Finance Committee received their review of 2017 financials during 2018. See the report on Financial Reviews for their biographies and concluding comments. The review committee was once again helpful in improving our approaches and controls.

Continued rigor led to final 2018 expenses exceeding 2018 budget by only $9K (.6%). The budget did not include the $25K donated to Adelante or the $16K spent on the TGIF Anniversary (both paid for from funds). Savings were in staff medical and pension expense due to transition to new staff, contractors due to fewer hours used, and administration expenses.
The unrestricted revenue (revenue before fund releases) was $7.5K higher than budgeted (mainly CDC tuition) despite pledges falling short $26K from the budget. Total Releases from Funds exceeded budget by only $2K, and the General Fund component at $47K was $20K less than budgeted, although $5K more than 2017.

The 2019 budget calls for only $11.5K higher expenses (.8%) than experienced in 2018 despite CDC expecting to increase by 7%, as this unit continues moving its teachers up to a living wage. Pledge revenue is slated to decline $25K to $460K, a truly unfortunate reality.

The two capital campaigns are playing a significant role in the Church’s financials. GHBF received $205K during the year and its fund registered a $785K balance at year end. NFSP was started, emphasized, and received $227K by year end. Session approved an early gift from GHBF of $25K each year for 3 years beginning in 2018 to Adelante, one of the 4 GHBF components. CDC was assured of receiving at least the same $75K as needed. The old Building Fund was exhausted in 2018 and $100K was allocated by Session to create its replacement. Session also allocated $20K to be used as necessary to pay for Parking expenses incurred due to the construction to our north. In 2019 capital expenditures are budgeted at $500,000, which is for NFSP projects. This estimate will be adjusted after more information is acquired about the specific project costs and grant commitment.

Respectfully submitted, Dennis Sanderson, Chair

Financial Reviews

In August 2018, three members of the Congregation conducted a limited review of the general ledger accounts, bank statements, financial reports and selected expenditures for 4Q2017, and related control procedures. No material issues were identified.

This Financial Review Committee was led by Elder Jim Martin, a retired CPA, and included Janis Gonzales and Ed Maglisceau. Brief biographies of the committee members are as follows:

Jim Martin, a retired CPA, served as Controller of various Exxon Mobil companies in Asia, during his 40 years of accounting experience. Jim graduated from the University of Texas Austin and received his MBA from the University of Michigan. Jim moved to Santa Fe in 2015, joined the church shortly thereafter, and became an Elder in 2016.

Janis Gonzales is a Board-Certified Pediatrician and public health physician. She practiced pediatrics for nine years before moving to the Department of Health where she currently serves as Bureau Chief and Medical Director of the Family Health Bureau, overseeing eight statewide programs with combined budgets of over $80 million including several federal grants, revenues and state general funds. She serves on several governor-appointed Boards and is the incoming Vice President for the NM Pediatric Society. She has been a member of First Presbyterian Church for 17 years and an Elder for 6 years.

Ed Maglisceau worked for 30 years with IBM and for two years with Drake Beam Morin, the leading career consulting firm in the United States. He has had extensive management experience in business management, marketing, human resources and tax preparation. His educational background includes a bachelor of engineering degree from Cornell University and an MBA degree from the Johnson School of Management at Cornell.
Investment Committee

The investment portfolio held at Fidelity began 2018 with a $1,353,380 balance and ended with one of $1,609,005. In terms of investment returns the loss was $29,375, certainly an unwelcome but not unexpected departure from our results starting in 2013, when FPC expanded its holdings to include equities (stocks). The year-end asset classes held are shown for 2017 and 2018 below and display a current, more conservative approach.

<table>
<thead>
<tr>
<th>2017</th>
<th>Investment type</th>
<th>2018</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>48%</td>
<td>U.S Equity</td>
<td>33%</td>
<td></td>
</tr>
<tr>
<td>7%</td>
<td>Foreign Equity</td>
<td>5%</td>
<td></td>
</tr>
<tr>
<td>39%</td>
<td>Debt</td>
<td>22%</td>
<td></td>
</tr>
<tr>
<td>5%</td>
<td>Cash Equivalents</td>
<td>39%</td>
<td></td>
</tr>
<tr>
<td>1%</td>
<td>Other (Gold)</td>
<td>1%</td>
<td></td>
</tr>
</tbody>
</table>

The value at year end 2018 in the 4 accounts was:

- $793,139. General Investment Account
- 79,543 Building Reserve Investment Account
- 49,380 Buttrey CDC Endowment Investment Account
- 686,943 Great Heritage Bold Future Campaign Investment Account

The most notable activity during the year included the following:

- In February, we deposited $335K deposit into the GHBF Investment Account from our bank account.
- In March in the Building Investment Account, we sold $30K in a stock fund and in April $20K in stock and bond funds in recognition of the need for money for the CDC Play Deck Project.
- In June, we transferred $50K out of the Building Investment Account to our bank account to pay for part of the CDC Play Deck Project.
- We continued purchasing stock and bond funds in the GHBF Investment Account 4 times through June, a total of $227K.
- We discontinued these buys in GHBF due to concerns about market volatility, trade wars and discussions about spending considerable sums of money as part of the National Fund for Sacred Places Project.
- In September in the Building Investment Account, we sold the remaining $79K in stock and bond funds to continue to make money available for building expenses, while reducing risk.
- In October as approved by Session, we sold $200K of stock and bond funds in the GHBF Investment Account to reduce equity exposure to 25%, and sold $64K in stock funds in the General Investment Account to reduce equity exposure to 55%.
- In December as approved by Session, we did the following: sold $25K of stock funds in the GHBF Investment Account to reduce equity exposure down to 25%, sold $80K in bond funds in the General Investment Account as the first step in reducing that investment class and bought $50K in 1 year CD, and in Buttrey Investment Account sold $2.5K in the stock fund to reduce equity exposure to 55%.

The S&P 500 Stock Index posted a total return in 2018 of -4.4%, including dividends reinvested, a result punctuated with 2 corrections of 10% each and a third one in December of 16%. These corrections more
than offset 3 substantial advances including one from early February through mid-September which was nearly 14%. Yes, volatility became the norm in 2018 after a long, 8-year absence. A broader index which our core equity index fund, Fidelity Total Market Index, mimics returned -5.3% with dividends reinvested. Therefore, we can state that larger stocks outperformed mid and small cap stocks during 2018 but not by a wide margin. Growth stocks outperformed value stocks, which our approach favors, and U.S. stocks outperformed foreign stocks by a wide margin as the EAFE index declined about 15% with dividends reinvested.

Most bond investments also posted at least small declines as interest rates rose in response to many factors including the Fed raising their fed funds rate 4 times during 2018 following 3 times in 2017. The current rate of 2.5% rests well within the Fed’s normal range of 2-5%. The rising rates, though, make bond fund pricing drop and, thus, total returns troublesome. As a result, we will continue to reduce our bond fund holdings during the first quarter of 2019 in order to increase our CD exposure, action which will predominately be in the General Investment Account.

As always, we will continue to monitor both stock and bond markets, seeking the best combination of holdings given our moderate risk tolerance and need for using money to support both normal operations and the upcoming capital projects. In keeping with the long bull market in stocks, which may have ended on September 20 with the S&P at 2,930.75, Session approved in October lower ranges of equity exposure and use of bond funds for the foreseeable future. Readers are encouraged to note, however, that the year before general elections is normally characterized by substantial gains in stocks.

### Personnel Committee

**Members:** Sharon Eklund, chair, Harry Eberts, Anne Liley, Barry Lyerly, Owen Van Essen, Betty Jones, and John Whitcomb

**Meetings:** The committee met at 9:00am on the second Friday of every month as necessary.

**Charter:** As a committee of the Session, the Personnel Committee provides guidance, support, and assistance to the Head of Staff and the Session on all matters pertaining to personnel guidelines, policies, and practices.

**Notable 2018 personnel considerations/developments:**

The Committee recommended that Session approve
- Reformulating the vacant FPC Office Manager position into two part-time positions and hiring David Beatty as Office Manager—Administration and Publications and Rebecca Heindel as Office Manager—Hospitality after careful committee review of 20 applications for the Office Manager position.
- Raises for most of the CDC staff as proposed by Anne Liley in an effort to bring most CDC staff members to a minimum hourly rate of $15/hour.
- A 2019 benefits package substantially similar to the 2017 benefits package. Covered employees will continue to pay 5% of the medical insurance premium. Vision Eyewear coverage will be offered as an option, payable by employee.
- Revised job descriptions for the Office Manager—Administration and Publications, Office Manager—Hospitality, Sunday Manager, and CDC Director.
- Completed pastor evaluation using the Reflecting on Ministry evaluation process.
The Chair and the committee members were pleased to learn that medical premium costs for Member Only and Member Plus Children coverage—the two types of coverage elected most frequently by FPC covered employees—will actually drop in 2019; Member Plus Spouse and Member Plus Family coverage will increase in cost. David Beatty has requested to reduce his working hours in 2019 and therefore to no longer be eligible for medical coverage.

The Committee approved a performance evaluation format for FPC managers to use for annual staff performance review.

The Committee directed Rebecca Heindel to assure that all adults who work with children regularly in any capacity at FPC have an up-to-date background check and to work with Anne Liley to coordinate child safety and sexual harassment training for the entire staff. Rebecca also has reviewed all active personnel files for completeness.
# Statement of Financial Position

**First Presbyterian Church of Santa Fe**

As of December 31, 2018

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</th>
<th>$ Change</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ASSETS</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Current Assets</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and Cash Equivalents</td>
<td>$425,014</td>
<td>$501,140</td>
<td>$(76,126)</td>
</tr>
<tr>
<td>Accounts receivable</td>
<td>12,427</td>
<td>8,553</td>
<td>3,874</td>
</tr>
<tr>
<td>Prepaid Expenses</td>
<td>3,082</td>
<td>650</td>
<td>2,432</td>
</tr>
<tr>
<td><strong>Total Current Assets</strong></td>
<td>440,523</td>
<td>510,343</td>
<td>(69,820)</td>
</tr>
<tr>
<td><strong>Fixed Assets</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Furniture and Fixtures, Equipment</td>
<td>140,982</td>
<td>140,982</td>
<td>-</td>
</tr>
<tr>
<td>Organ</td>
<td>1,086,086</td>
<td>1,086,086</td>
<td>-</td>
</tr>
<tr>
<td>Building and Land Improvements</td>
<td>7,113,953</td>
<td>6,989,962</td>
<td>123,991</td>
</tr>
<tr>
<td>Less Reserve for Depreciation</td>
<td>(2,358,562)</td>
<td>(2,174,020)</td>
<td>(184,542)</td>
</tr>
<tr>
<td><strong>Total Net Fixed Assets</strong></td>
<td>5,982,459</td>
<td>6,043,010</td>
<td>(60,551)</td>
</tr>
<tr>
<td>Investments</td>
<td>1,609,005</td>
<td>1,353,380</td>
<td>255,625</td>
</tr>
<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td>$8,031,987</td>
<td>$7,906,733</td>
<td>$125,254</td>
</tr>
<tr>
<td><strong>LIABILITIES &amp; NET ASSETS</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Current Liabilities</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employee Withholding Payable</td>
<td>$3,392</td>
<td>-</td>
<td>$3,392</td>
</tr>
<tr>
<td>Donations Payable</td>
<td>7,088</td>
<td>3,343</td>
<td>3,745</td>
</tr>
<tr>
<td>Other Payables</td>
<td>2,428</td>
<td>50</td>
<td>2,378</td>
</tr>
<tr>
<td>Revenue Received in Advance</td>
<td>64,659</td>
<td>111,765</td>
<td>(47,106)</td>
</tr>
<tr>
<td><strong>Total Current Liabilities</strong></td>
<td>77,567</td>
<td>115,158</td>
<td>(37,591)</td>
</tr>
<tr>
<td><strong>Net Assets</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fund Balances*</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>General Reserve (Unrestricted)</td>
<td>537,202</td>
<td>594,149</td>
<td>(56,947)</td>
</tr>
<tr>
<td>Facilities/Physical Plant</td>
<td>1,878</td>
<td>127,420</td>
<td>(125,542)</td>
</tr>
<tr>
<td>Mission and Social Justice</td>
<td>85,745</td>
<td>88,078</td>
<td>(2,333)</td>
</tr>
<tr>
<td>Child Development Center</td>
<td>145,814</td>
<td>142,446</td>
<td>3,368</td>
</tr>
<tr>
<td>Music &amp; Worship</td>
<td>85,663</td>
<td>69,101</td>
<td>16,562</td>
</tr>
<tr>
<td>Education (Children, Youth &amp; Adult)</td>
<td>26,549</td>
<td>22,348</td>
<td>4,201</td>
</tr>
<tr>
<td>Congregational Care</td>
<td>11,920</td>
<td>15,146</td>
<td>(3,226)</td>
</tr>
<tr>
<td>Other Funds</td>
<td>59,777</td>
<td>46,683</td>
<td>13,094</td>
</tr>
<tr>
<td>GHBF Capital Campaign</td>
<td>785,406</td>
<td>633,993</td>
<td>151,413</td>
</tr>
<tr>
<td>Sacred Places Challenge</td>
<td>222,806</td>
<td>-</td>
<td>222,806</td>
</tr>
<tr>
<td><strong>Total Fund Balances</strong></td>
<td>1,962,760</td>
<td>1,739,364</td>
<td>223,396</td>
</tr>
<tr>
<td>Fixed Assets Investment</td>
<td>5,982,459</td>
<td>6,043,010</td>
<td>(60,551)</td>
</tr>
<tr>
<td>Operating Fund/Prev. Years Bal</td>
<td>9,201</td>
<td>9,201</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total Net Assets</strong></td>
<td>7,954,420</td>
<td>7,791,575</td>
<td>162,845</td>
</tr>
<tr>
<td><strong>TOTAL LIABILITIES &amp; NET ASSETS</strong></td>
<td>$8,031,987</td>
<td>$7,906,733</td>
<td>$125,254</td>
</tr>
</tbody>
</table>

*Fund balances consist of the following:

- Session designated funds: $681,628 ($715,666) (34,038)
- Donor restricted funds: $1,281,132 ($1,023,698) $257,434
# First Presbyterian Church of Santa Fe
## Statement of Activity
### January 1 - December 31, 2018

The following table outlines the revenue and expense details for FPC and CDC, along with a breakdown of capital expenditures. The activity is reported on a modified cash basis.

### Revenue

<table>
<thead>
<tr>
<th>Description</th>
<th>FPC</th>
<th>CDC</th>
<th>Subtotal</th>
<th>Fund Activity</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>FPC Revenue</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pledges</td>
<td>484,992</td>
<td>-</td>
<td>484,992</td>
<td>-</td>
<td>484,992</td>
</tr>
<tr>
<td>Other Contributions</td>
<td>114,735</td>
<td>-</td>
<td>114,735</td>
<td>-</td>
<td>114,735</td>
</tr>
<tr>
<td>Capital Campaign Donations</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>205,090</td>
<td>205,090</td>
</tr>
<tr>
<td>Sacred Places Challenge</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>227,171</td>
<td>227,171</td>
</tr>
<tr>
<td>Other Restricted Donations</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>189,991</td>
<td>189,991</td>
</tr>
<tr>
<td>PC(USA) Special Offerings</td>
<td>12,486</td>
<td>12,486</td>
<td></td>
<td>-</td>
<td>12,486</td>
</tr>
<tr>
<td>Space Usage</td>
<td>22,959</td>
<td>22,959</td>
<td>-</td>
<td>-</td>
<td>22,959</td>
</tr>
<tr>
<td>Other FPC Income</td>
<td>6,444</td>
<td>6,444</td>
<td></td>
<td>12,945</td>
<td>19,389</td>
</tr>
<tr>
<td>Investment Gain (Loss)</td>
<td>435</td>
<td>435</td>
<td></td>
<td>(29,375)</td>
<td>(28,940)</td>
</tr>
<tr>
<td>Release from Restriction</td>
<td>204,209</td>
<td>204,209</td>
<td>-</td>
<td>(204,209)</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total FPC Revenue</strong></td>
<td>846,260</td>
<td>846,260</td>
<td>1,692,520</td>
<td>401,613</td>
<td>1,247,873</td>
</tr>
<tr>
<td><strong>CDC Revenue</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>CDC Tuition</td>
<td>-</td>
<td>618,577</td>
<td>618,577</td>
<td>-</td>
<td>618,577</td>
</tr>
<tr>
<td>CDC Scholarships Releases</td>
<td>-</td>
<td>25,501</td>
<td>25,501</td>
<td>(25,501)</td>
<td>-</td>
</tr>
<tr>
<td>CDC Donations &amp; Releases</td>
<td>-</td>
<td>(7,189)</td>
<td>(7,189)</td>
<td>11,135</td>
<td>3,946</td>
</tr>
<tr>
<td><strong>Total CDC Revenue</strong></td>
<td>-</td>
<td>636,889</td>
<td>636,889</td>
<td>(14,366)</td>
<td>622,523</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td>846,260</td>
<td>636,889</td>
<td>1,483,149</td>
<td>387,247</td>
<td>1,870,396</td>
</tr>
</tbody>
</table>

### Expense

<table>
<thead>
<tr>
<th>Description</th>
<th>FPC</th>
<th>CDC</th>
<th>Subtotal</th>
<th>Fund Activity</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pastoral Expenses</td>
<td>150,363</td>
<td>-</td>
<td>150,363</td>
<td>-</td>
<td>150,363</td>
</tr>
<tr>
<td>Staff Expenses</td>
<td>312,447</td>
<td>610,019</td>
<td>922,466</td>
<td>-</td>
<td>922,466</td>
</tr>
<tr>
<td>Administration / Office Expense</td>
<td>46,963</td>
<td>25,935</td>
<td>72,898</td>
<td>-</td>
<td>72,898</td>
</tr>
<tr>
<td>Building &amp; Grounds Expense</td>
<td>218,133</td>
<td>935</td>
<td>219,068</td>
<td>-</td>
<td>219,068</td>
</tr>
<tr>
<td>Worship, Music &amp; Art Expense</td>
<td>44,796</td>
<td>-</td>
<td>44,796</td>
<td>-</td>
<td>44,796</td>
</tr>
<tr>
<td>PC(USA) Mission &amp; Per Capita</td>
<td>20,608</td>
<td>-</td>
<td>20,608</td>
<td>-</td>
<td>20,608</td>
</tr>
<tr>
<td>PC(USA) Special Offerings</td>
<td>12,486</td>
<td>-</td>
<td>12,486</td>
<td>-</td>
<td>12,486</td>
</tr>
<tr>
<td>Activities / Committees</td>
<td>87,288</td>
<td>-</td>
<td>87,288</td>
<td>-</td>
<td>87,288</td>
</tr>
<tr>
<td><strong>Total Expense</strong></td>
<td>893,084</td>
<td>636,889</td>
<td>1,529,973</td>
<td>-</td>
<td>1,529,973</td>
</tr>
<tr>
<td><strong>Net before Genl Reserves release</strong></td>
<td>(46,824)</td>
<td>-</td>
<td>(46,824)</td>
<td>387,247</td>
<td>340,423</td>
</tr>
<tr>
<td><strong>General Reserve release</strong></td>
<td>46,824</td>
<td>-</td>
<td>46,824</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Net after Genl Reserves release</strong></td>
<td>-</td>
<td>-</td>
<td>387,247</td>
<td>340,423</td>
<td></td>
</tr>
</tbody>
</table>

Capital Expenditures (CDC Play Decks, not included in above):

- In Kind Donations (Construction): 6,963
- Cash Expenditures (from Building Funds): 117,028
- Total Added to Capital Assets (Building): 123,991
First Presbyterian Church of Santa Fe  
Fund Activity  
January 1 - December 31, 2018

<table>
<thead>
<tr>
<th>Fund Balances</th>
<th>31-Dec-17</th>
<th>Receipts</th>
<th>Investm Gain(Loss)</th>
<th>Disbursements</th>
<th>Balance 31-Dec-18</th>
<th>$ Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Reserve Fund</td>
<td>594,149</td>
<td>-</td>
<td>(8,540)</td>
<td>(48,407)</td>
<td>537,202</td>
<td>(56,947)</td>
</tr>
<tr>
<td>Facilities / Physical Plant*</td>
<td>127,420</td>
<td>57,249</td>
<td>(11,940)</td>
<td>(170,851)</td>
<td>1,878</td>
<td>(125,542)</td>
</tr>
<tr>
<td>Mission Funds</td>
<td>88,078</td>
<td>4,613</td>
<td>-</td>
<td>(6,946)</td>
<td>85,745</td>
<td>(2,333)</td>
</tr>
<tr>
<td>Child Development Center</td>
<td>142,446</td>
<td>24,123</td>
<td>(3,898)</td>
<td>(16,857)</td>
<td>145,814</td>
<td>3,368</td>
</tr>
<tr>
<td>Music, Art and Worship</td>
<td>69,101</td>
<td>79,517</td>
<td>-</td>
<td>(62,955)</td>
<td>85,663</td>
<td>16,562</td>
</tr>
<tr>
<td>Christian Ed Funds</td>
<td>22,348</td>
<td>7,476</td>
<td>-</td>
<td>(3,275)</td>
<td>26,549</td>
<td>4,201</td>
</tr>
<tr>
<td>Congregational Care</td>
<td>15,146</td>
<td>945</td>
<td>-</td>
<td>(4,171)</td>
<td>11,920</td>
<td>(3,226)</td>
</tr>
<tr>
<td>Other Funds</td>
<td>46,683</td>
<td>28,679</td>
<td>-</td>
<td>(15,585)</td>
<td>59,777</td>
<td>13,094</td>
</tr>
<tr>
<td>GHBF Capital Campaign</td>
<td>633,993</td>
<td>205,090</td>
<td>(4,997)</td>
<td>(48,680)</td>
<td>785,406</td>
<td>151,413</td>
</tr>
<tr>
<td>Sacred Places Challenge</td>
<td>-</td>
<td>229,995</td>
<td>-</td>
<td>(7,189)</td>
<td>222,806</td>
<td>222,806</td>
</tr>
<tr>
<td><strong>Total Fund Balances</strong></td>
<td><strong>1,739,364</strong></td>
<td><strong>637,687</strong></td>
<td><strong>(29,375)</strong></td>
<td><strong>(384,916)</strong></td>
<td><strong>1,962,760</strong></td>
<td><strong>223,396</strong></td>
</tr>
</tbody>
</table>

*Facilities disbursements include those made for capital improvements. See Statement of Activity.
Additional facilities expenses of $19,158 were taken from the GHBF Capital Campaign and Sacred Places Challenge.
REVENUE
FPC
  Pledges 460,000
  Other Contributions 105,300
  Special PC(USA) Offerings 15,000
  Space Rentals 21,100
  Miscellaneous 6,600
  Addl Releases from Funds 165,000
  Total FPC 773,000

CDC
  CDC Tuition 656,300
  Scholarship Releases 20,300
  Releases from CDC Funds 5,000
  Total CDC 681,600

TOTAL INCOME 1,454,600

EXPENSE by Purpose
Wisdom & Worship 296,350
  Jubilee in Congregation 297,210
  Mission & Community 266,340
  CDC Mission 681,600
  TOTAL EXPENSE 1,541,500

NET before release from Genl Reserve (86,900)
  Release from Genl Reserves 86,900
  NET -

EXPENSE BREAKDOWN by Account & Purpose

<table>
<thead>
<tr>
<th></th>
<th>Wisdom &amp; Worship</th>
<th>Jubilee in Congregation</th>
<th>Mission &amp; Community(1)</th>
<th>Mission(2)</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pastoral Expenses</td>
<td>52,760</td>
<td>53,770</td>
<td>49,770</td>
<td>-</td>
<td>156,300</td>
</tr>
<tr>
<td>Staff Expenses</td>
<td>137,540</td>
<td>102,770</td>
<td>67,290</td>
<td>647,600</td>
<td>955,200</td>
</tr>
<tr>
<td>Admin, Office, &amp; Tech</td>
<td>10,620</td>
<td>39,350</td>
<td>3,530</td>
<td>25,200</td>
<td>78,700</td>
</tr>
<tr>
<td>Building &amp; Grounds (3)</td>
<td>61,030</td>
<td>73,020</td>
<td>49,550</td>
<td>8,800</td>
<td>192,400</td>
</tr>
<tr>
<td>Worship &amp; Music</td>
<td>14,500</td>
<td>-</td>
<td>14,700</td>
<td>-</td>
<td>29,200</td>
</tr>
<tr>
<td>PC(USA) Mission &amp; Per Capita</td>
<td>5,500</td>
<td>5,500</td>
<td>10,500</td>
<td>-</td>
<td>21,500</td>
</tr>
<tr>
<td>PC(USA) Special Offerings</td>
<td>-</td>
<td>-</td>
<td>15,000</td>
<td>-</td>
<td>15,000</td>
</tr>
<tr>
<td>Activities/Committees</td>
<td>14,400</td>
<td>22,800</td>
<td>56,000</td>
<td>-</td>
<td>93,200</td>
</tr>
<tr>
<td>TOTAL EXPENSE</td>
<td>296,350</td>
<td>297,210</td>
<td>266,340</td>
<td>681,600</td>
<td>1,541,500</td>
</tr>
</tbody>
</table>

(1) Expenses in the Mission column relate to serving the community, which includes donations of space to CDC, costs of TGIF, and costs of outside groups using our facilities.

(2) CDC direct expenses include CDC salaries and other staff costs, supplies, liability insurance for preschool, and cleaning services. These direct costs are funded by tuition fees, scholarship funds and state aid for low income children, and special donations to CDC. Indirect expenses, including building and utilities, are funded by the general revenue, e.g., pledges and other contributions and are included in the Mission and Outreach column.

(3) Capital expenditures of $500,000 for building renovations are not included in the above. See the Annual Comparisons page.
# First Presbyterian Church of Santa Fe

## Annual Comparisons

<table>
<thead>
<tr>
<th></th>
<th>2017 Actual (1)</th>
<th>2018 Budget (1)</th>
<th>2018 Actual</th>
<th>2019 Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>REVENUE</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>FPC</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pledges</td>
<td>493,151</td>
<td>510,800</td>
<td>484,992</td>
<td>460,000</td>
</tr>
<tr>
<td>Other Contributions</td>
<td>140,951</td>
<td>102,000</td>
<td>114,735</td>
<td>105,300</td>
</tr>
<tr>
<td>Special PC(USA) Offerings</td>
<td>25,086</td>
<td>15,400</td>
<td>12,486</td>
<td>15,000</td>
</tr>
<tr>
<td>Space Rentals</td>
<td>22,001</td>
<td>11,000</td>
<td>22,959</td>
<td>21,100</td>
</tr>
<tr>
<td>Miscellaneous</td>
<td>22,133</td>
<td>4,600</td>
<td>6,879</td>
<td>6,600</td>
</tr>
<tr>
<td>Release from Purpose Restriction</td>
<td>127,401</td>
<td>182,500</td>
<td>204,209</td>
<td>165,000</td>
</tr>
<tr>
<td>Total FPC</td>
<td>830,724</td>
<td>826,300</td>
<td>846,260</td>
<td>773,000</td>
</tr>
<tr>
<td>CDC</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>CDC Tuition</td>
<td>559,383</td>
<td>599,000</td>
<td>618,577</td>
<td>656,300</td>
</tr>
<tr>
<td>Scholarship Releases</td>
<td>23,709</td>
<td>16,900</td>
<td>25,501</td>
<td>20,300</td>
</tr>
<tr>
<td>Releases (Returns) of CDC Funds</td>
<td>(333)</td>
<td>11,800</td>
<td>(7,189)</td>
<td>5,000</td>
</tr>
<tr>
<td>Total CDC</td>
<td>582,759</td>
<td>627,700</td>
<td>636,889</td>
<td>681,600</td>
</tr>
<tr>
<td>TOTAL REVENUE</td>
<td>1,413,483</td>
<td>1,454,000</td>
<td>1,483,149</td>
<td>1,454,600</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>EXPENSE by Purpose</strong></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Wisdom &amp; Worship</td>
<td>278,574</td>
<td>288,050</td>
<td>292,024</td>
<td>296,350</td>
</tr>
<tr>
<td>Jubilee in Congregation</td>
<td>380,663</td>
<td>362,740</td>
<td>303,593</td>
<td>297,210</td>
</tr>
<tr>
<td>Mission &amp; Community</td>
<td>213,707</td>
<td>242,010</td>
<td>297,467</td>
<td>266,340</td>
</tr>
<tr>
<td>CDC</td>
<td>582,759</td>
<td>627,700</td>
<td>636,889</td>
<td>681,600</td>
</tr>
<tr>
<td><strong>TOTAL EXPENSE</strong></td>
<td>1,455,703</td>
<td>1,520,500</td>
<td>1,529,973</td>
<td>1,541,500</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>NET before release of general reserves</strong></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Release of general reserves (2)</td>
<td>(42,220)</td>
<td>(66,500)</td>
<td>(46,824)</td>
<td>(86,900)</td>
</tr>
<tr>
<td><strong>NET after release of general reserves</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>EXPENSE by Account</strong></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Pastoral Expenses</td>
<td>145,419</td>
<td>147,800</td>
<td>150,363</td>
<td>156,300</td>
</tr>
<tr>
<td>Staff Expenses</td>
<td>837,016</td>
<td>942,400</td>
<td>922,466</td>
<td>955,200</td>
</tr>
<tr>
<td>Admin, Office, &amp; Tech</td>
<td>76,236</td>
<td>77,700</td>
<td>72,897</td>
<td>78,700</td>
</tr>
<tr>
<td>Building &amp; Grounds</td>
<td>203,566</td>
<td>222,300</td>
<td>219,068</td>
<td>192,400</td>
</tr>
<tr>
<td>Worship &amp; Music</td>
<td>28,655</td>
<td>27,400</td>
<td>44,796</td>
<td>29,200</td>
</tr>
<tr>
<td>PC(USA) Mission &amp; Per Capita</td>
<td>21,016</td>
<td>20,700</td>
<td>20,608</td>
<td>21,500</td>
</tr>
<tr>
<td>PC(USA) Special Offerings</td>
<td>25,086</td>
<td>15,400</td>
<td>12,486</td>
<td>15,000</td>
</tr>
<tr>
<td>Activities/Committees</td>
<td>118,709</td>
<td>66,800</td>
<td>87,288</td>
<td>93,200</td>
</tr>
<tr>
<td><strong>TOTAL EXPENSE</strong></td>
<td>1,455,703</td>
<td>1,520,500</td>
<td>1,529,973</td>
<td>1,541,500</td>
</tr>
</tbody>
</table>

**Capital Expenditures (CDC Play Decks, not included in above)**

<table>
<thead>
<tr>
<th>In Kind Donations (Construction)</th>
<th>6,963</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash Expenditures (from Building Funds) (3)</td>
<td>75,000</td>
</tr>
<tr>
<td><strong>Total Added to Capital Assets (Building)</strong></td>
<td>75,000</td>
</tr>
</tbody>
</table>

---

(1) The format of 2017 actual and 2018 budget have been adjusted slightly to compare with 2018 projected and 2019 budget.

(2) General reserves budgeted released to balance the budget in 2019 represents 15% of the total balance as of December 31, 2018.

(3) The capital expenditures budget for 2019 is mostly for projects expected to be partially covered by the Sacred Places grant.

This number will be adjusted after more information is acquired about the specific costs and grant commitment.
2018 and 2019 Mission & Community Expenses

The congregation of FPC contributes to mission activities both directly and indirectly in many different ways. Below is a summary of actual distributions to mission by our congregation during 2018 and projected distributions in 2019.

Direct Distributions to Mission

Direct financial distributions to mission come from pledges and general contributions and also from donor-restricted donations to specific missions. Following is the summary of all these financial distributions:

<table>
<thead>
<tr>
<th>Donations</th>
<th>2018 Actual</th>
<th>2019 Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>MSJ Committee distributions</td>
<td>$27K</td>
<td>$28K</td>
</tr>
<tr>
<td>Adelante contribution from GHBF campaign</td>
<td>25K</td>
<td>25K</td>
</tr>
<tr>
<td>Other mission activities</td>
<td>3K</td>
<td>3K</td>
</tr>
<tr>
<td>PC(USA) special offerings (direct donations by members)</td>
<td>12K</td>
<td>15K</td>
</tr>
<tr>
<td>PC(USA) mission donation to Presbytery</td>
<td>10K</td>
<td>10K</td>
</tr>
<tr>
<td>CDC scholarship support to low-income families</td>
<td>26K</td>
<td>20K</td>
</tr>
<tr>
<td><strong>Total Direct Distributions to Mission</strong></td>
<td><strong>$103K</strong></td>
<td><strong>$101K</strong></td>
</tr>
</tbody>
</table>

Support for CDC Mission

In addition to direct financial support for mission as listed above, FPC also makes its space and staff available to its most important mission—its preschool, the Child Development Center (CDC). Our facility is a five-star preschool that serves middle- and low-income children for a rate lower than other high-quality preschools. FPC’s commitment to its education mission dates back to its beginning in 1867, and the congregation is extremely proud of its current efforts through its preschool. Although most of the costs of the preschool are covered by tuition, the congregation makes the space and some staff members available to the preschool (at no cost) as a part of its commitment to this mission. Following is a “lean” estimate of the indirect support to CDC in 2018 and 2019:

<table>
<thead>
<tr>
<th>Indirect CDC Support Categories</th>
<th>2018 Actual</th>
<th>2019 Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contractors for computers and bookkeeping</td>
<td>$11K</td>
<td>$12K</td>
</tr>
<tr>
<td>Copying, payroll services, parking (CDC paying in 2019)</td>
<td>9K</td>
<td>-</td>
</tr>
<tr>
<td>Preschool portion of building expenses</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Facilities manager, labor, noncustodial supplies</td>
<td>19K</td>
<td>19K</td>
</tr>
<tr>
<td>(CDC pays its own custodial service and supplies)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Utilities</td>
<td>10K</td>
<td>10K</td>
</tr>
<tr>
<td>Other building supplies, repairs</td>
<td>36K</td>
<td>24K</td>
</tr>
<tr>
<td><strong>Total Indirect Distributions to CDC Mission</strong></td>
<td><strong>$85K</strong></td>
<td><strong>$65K</strong></td>
</tr>
</tbody>
</table>
**Other Community and Mission Support**

Our pastor and parish associate are very active in mission activities, using approximately a third of their time for such roles. Pastor Harry serves as Vice President of Interfaith Leadership Alliance (ILA), Co-founder and Co-President of New Mexicans to Prevent Gun Violence, Faith Network for Immigrant Justice, Board member for many years of the Pastoral Counseling Center, Member of Presbytery’s Education Networking committee for past six years, and numerous involvements in other organizations. Each of these roles has led to all kinds of tangents and forays into the community. Pastor Harry is asked to speak at community events and rallies, give presentations on gun violence to organizations, on environmental issues with other faith leaders, attends and participates in Roundhouse committee hearings during the sessions, and the list goes on. He takes seriously the precept that Presbyterians are called to be in the midst of a society and its issues, and our church supports him in this effort. Likewise, our parish associate, Pastor Andrew, is also very active in the local community, especially in activities related to protecting the environment.

In addition, we make our church available to numerous nonprofits and to out-of-town groups in Santa Fe for mission work. In the last six years, over 150 organizations have used our facilities. In addition, we conduct regular concerts on Friday nights open to the entire community (only costs in excess of the TGIF weekly collections are included below. We also use the building to stage donations to Feeding Santa Fe and the Interfaith Homeless Shelter.

The costs for these contributions include:

<table>
<thead>
<tr>
<th>Other Indirect Support Categories</th>
<th>2018 Actual</th>
<th>2019 Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pastoral expense (one third of pastor and parish associate)</td>
<td>$50K</td>
<td>$50K</td>
</tr>
<tr>
<td>Admin, Music, Other Staff Exp</td>
<td>40K</td>
<td>40K</td>
</tr>
<tr>
<td>Office, Admin, Tech Exp</td>
<td>2K</td>
<td>3K</td>
</tr>
<tr>
<td>Building Staff and building exp</td>
<td>12K</td>
<td>13K</td>
</tr>
<tr>
<td>Total Indirect Contributions to Other Missions &amp; Community</td>
<td>$104K</td>
<td>$106K</td>
</tr>
</tbody>
</table>

**Unquantified Contributions to Mission**

In addition to direct and indirect financial support, members of the congregation support mission activities by giving food and other donations and by volunteering to do such things as feed the homeless, teach English learners, and tutor school children.
Terms of Call

Effective January 1, 2019

The Rev. Dr. Harry William Eberts III

Effective Salary
$91,000
Includes $40,000 toward housing

Medical, Pension, Death & Disability
34,120
Of which $10,000 is Pension

SECA Allowance
6,692

Vouchered Expenses

• Continuing Education $2,000
• Professional Expense $2,200
• Pastor Car & Travel Expense $2,600
• Pastor Discretionary Expense $1,500

Total Pastor Compensation & Expense $140,382

2019 Budgeted Expense $140,382