

2019 Annual Report



First Presbyterian Church
Santa Fe, New Mexico

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Agenda

Annual Meeting of the Congregation and the Corporation January 26, 2020

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 27, 2019

Election of Officers (Elders, Deacons & Corporate)

The Rev. Dr. Harry Eberts, Moderator
Judi Haines, Clerk of Session
Rev. Dr. Harry Eberts
Judi Haines
Membership Statistics

Dick Lindahl – Chair of Nominating Committee

Celebration of 2019 Ministries and Results

Celebration of the Youth Ministry and Family Ministry
Celebration of Second Family Ministry Neighborhood Groups/Home Ministry
Mission Study Presentation for the purpose of hiring a Designated Associate Pastor
Report of 2020 Stewardship Campaign
Report of GHBF and NFSP Campaigns
Review of 2019 Financial Results
Presentation of the 2020 Approved Budget
Terms of Call
Old Business
Motion to Adjourn

Sharon Kirby and Jen Black
Mary Black
Karin Lerew & Anne Maglisceau
Harry Eberts, Drew Hill, Sharon Eklund, Judi Haines
Diane Buchanan & Rick Andrew – Co-Chairs
Plato Karayanis, Chair
Dennis Sanderson, Finance Chair
Dennis Sanderson, Finance Chair
Gale Wright, Treasurer

Corporation Meeting

Presentation of Officers of the Corporation
Motion to Adjourn

Bill Eklund, President

Closing Prayer and Benediction

The Rev. Dr. Harry Eberts

Election of Officers: Corporate, Session, and Board of Deacons

The Session nominates the following to serve as **Corporate Officers** in 2020:

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

The Nominating Committee (Dick Lindahl, Alice Tinkle, Gary Murphy, Bruce Black and John Ruybalid in consultation with The Rev. Dr. Harry Eberts) nominates the following to serve in 2020:

Session: Shellie Follmer – nominated for a three-year term (Class of 2022)
 Roger Said – nominated for a three-year term (Class of 2022)
 Mary Ann Amos – nominated for a three-year term (Class of 2022)
 Jordan Smith – nominated for a three-year term (Class of 2022)
 Gale Wright – nominated for a two-year term (Class of 2021)
 Richard Lindahl – nominated for a two-year term (Class of 2021)
 Drew Hill – nominated for a one-year term (Class of 2020)

Board of Deacons: Melindajoy Pattison – nominated for a three-year term (Class of 2022)
 Noel Correia – nominated for a three-year term (Class of 2022)
 Heather Weir – nominated for a three-year term (Class of 2022)
 M’Lea Walsh – nominated for a three-year term (Class of 2022)
 Karin Lerew – nominated for a three-year term (Class of 2022)
 Adrienne Ewing-Meyer – nominated for a three-year term (Class of 2022)
 Leslie Miller – nominated for a two-year term (Class of 2021)
 Ken Miller – nominated for a two-year term (Class of 2021)
 Ria Spier – nominated for a two-year term (Class of 2021)
 Debbie Kim – nominated for a two-year term (Class of 2021)
 Sharon Eklund – nominated for a one-year term (Class of 2020)
 Sadie Hill – nominated for a one-year term (Class of 2020)
 Leah Mitchell – nominated for a one-year term (Class of 2020)

Elders who served in 2019

	Class of 2019	Class of 2020	Class of 2021
Sharon Eklund	Jim Martin	Bill Eklund	Tom Tindall
Gale Wright	Richard Lindahl	Alan Hook	Judi Haines
Steve Kinnett	Drew Hill (Youth Elder)	Janis Gonzales	Dennis Sanderson
Gayle Lomax			

Deacons who served in 2019

	Class of 2019	Class of 2020	Class of 2021
Sharon Kirby	Carolyn Stupin	Laurie Wisdom	Jim Babcock
Keith Kirby	Arlena Jackson	Lisa Barrera	
Karin Lerew	Gay Hill	Susan Clark	
M’Lea Walsh	Alvin Baca	Jenny Warden	
Djohariah Toor	Sadie Hill (Youth Deacon)	Andy Wulf	
Adrienne Ewing-Mayer			

**FIRST PRESBYTERIAN CHURCH
SANTA FE**

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

Acting Moderator Rev. Andrew Black called the meeting to order at 12:15 p.m. Clerk of Session, Judi Haines declared a quorum present. Andrew Black, Acting Moderator read from the Book of Order G-1.0101 – The Mission of the Congregation as the Commissioning Prayer:

The congregation is the church engaged in the mission of God in its particular context. The triune God gives to the congregation all the gifts of the gospel necessary to being the Church. The congregation is the basic form of the church, but it is not of itself a sufficient form of the church. Thus congregations are bound together in communion with one another, united in relationships of accountability and responsibility, contributing their strengths to the benefit of the whole, and are called collectively to the church.

Through the congregation God's people carry out the ministries of proclamation, sharing the Sacraments, and living in covenant life with God and each other. In the life of the congregation, individual believers are equipped for the ministry of witness to the love and grace of God in and for the world. The congregation reaches out to people, communities, and the world to share the good news of Jesus Christ, to gather for worship, to offer care and nurture to God's children, to speak for social justice and righteousness, to bear witness to the trust and to the reign of God that is coming into the world.

The Clerk read the names of those we lost during 2018 as the Service of Memorial.

Members of the Congregation

Sue Anne Gearhart # 666 – February 27, 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

Former Members and Friends of the Congregation

Mary Margaret Corpe Purdy – January 8, 2018
Judy Mickelson – February 2, 2018
P.C. Oliver – June 23, 2017
Russell Fredrick Mayer – April 16, 2018 (father of Janice Mayer)
Bonnie Leone – August 28, 2018

Clergy

Rev. Raymond Kersting (HR) – November 29, 2018

The minutes of the Annual Congregational and Corporation meeting of January 28, 2018 and Special Called Meeting of the Congregation of October 21, 2018 were presented in the annual report.

The Clerk's report regarding membership was presented in the annual report. Active members at the beginning of 2018 was 325. Active Member additions of 17, Deaths 6, Transfers 9 resulted in Active Members of 327 at the end of 2018. 4 Affiliates, 12 Clergy and 21 Baptized.

Judi Haines, as Pledge Clerk reported on the Financial Campaigns and Special Offerings:

The 2019 Stewardship (for the operating budget) was set at \$525,000. To date, \$454k has been pledged. We have developed the 2019 budget on \$460k; During 2017/2018 the GHBF campaign received pledges totaling \$1,110k toward the goal of \$2 M; The NFSP Challenge Grant kicked off late summer and has received pledges totaling \$360k, toward a goal of \$400,000 (which was lowered from \$500k originally set).

In 2018 direct giving by the Congregation to PC/USA special offerings equaled \$12,000.

From the operating budget FPC has given \$10,000 to the Presbytery for mission giving and \$27,000 was dispersed by Mission and Social Justice.

Plato Karayanis spoke briefly regarding GHBF Campaign, NFSP Challenge Grant and Stewardship Campaigns thanking the congregation for their generosity.

Judy Crawford, Chair of Mission and Social Justice presented the report from the committee highlighting the work they do with local missions. Harry Eberts expanded on the Mission and Community Expenses highlighting the church's support of our own Child Development Center.

The Moderator then introduced Richard Lindahl chair of the 2018/19 Nominating Committee, who presented the slate for the election of officers to serve in 2019.

Session: Nominated for a one-year term to the Session: Steve Kinnett, Gayle Lomax Jim Martin, Dick Lindahl and Youth Elder, Drew Hill.

Nominated for a three-year term to the Session: Tom Tindall, Judi Haines and Dennis Sanderson. There were no nominations from the floor. **M/S/P**

Deacons: Nominated for a one-year term to the Board of Deacons: Arlena Jackson, Gay Hill, Alvin Baca and Youth Deacon, Sadie Hill.

Nominated for a three-year term to the Board of Deacons: Jim Babcock
There were no nominations from the floor. **M/S/P**

Finance Chair, Dennis Sanderson presented 2018 results and 2019 budget, as approved by the Session: First, "Statement of Financial Position" (Balance Sheet). Total Assets increased slightly to just over \$8M. Net Assets rose due to continued contributions to GHBF and initial contributions to NFSP. These 2 Funds' balances rose \$374K during 2018. Thank you all for your generosity.

Noting a couple of items from the "Statement of Activity," the total of Operating Revenues, just under \$1.5M, fell \$47K short of total expenses last year. Thus, to balance revenues and expenses, a normal level of \$47K was pulled from the General Reserve.

In the "Fund Activity" Report we note: The Investment portfolio dropped \$29K, as December's correction in the stock market overcame our steps during the second half to reduce risk. Disbursements from Funds were nearly \$400K, yet we gained over \$200K for the year, with the yearend balance approaching \$2M, as GH and NSP gains exceeded Facilities and General Reserve declines.

We'll close with the "Annual Comparisons" Report, speaking to key points on 2018 Actual and 2019 Budget.

As we expected for 2018, Expenses rose more than Revenues so that Releases from Restricted Funds, not including the General Reserve, increased significantly over 2017's level.

The 2019 Budget calls for this same category of Releases to be midway between 2017 and 2018 levels.

Our most important and largest Revenue source is from Pledges. In 2018 \$485K was actually received in against a budget of \$511K and 2017's actual of \$493K. Further erosion is now expected in 2019, as we are budgeting only \$460K.

Despite total Church Expenses budgeted for only a \$8K increase this year, and FPC portion to decline, our Revenue decrease means that we have a budgeted \$87K to be released from the General Reserve Fund. This is the actual result, then the General Reserve would show a balance of \$450K at year end. This would be the lowest level for it going back to 2010.

The finance committee and Session is brainstorming on this Issue. Obviously, some combination of revenue increases and expense decreases is needed, but with Pledge Income decreasing recently the specific solution is not straight forward. Thus, we welcome any suggestions you might come up with over the next 3 months. Please contact me with your ideas.

Finally, we want to point out that almost \$125K was added to Capital Assets last year, which was the CDC Roof and Deck Project. In 2019 there might be as much as \$500K added from projects on the sanctuary (inside and out) as part of NSP. The grant would be paying for one third of the total approval.

Rev. Eberts was excused at this point, and Judi Haines, Clerk and Corporate Secretary presented the Terms of Call as recommended by Session. The motion from Session to approve the Terms of Call Passed.

Old Business: None
New Business: None

A Motion was made to adjourn the Congregational Meeting at approximately 12:30 pm. **M/S/P**

Judi Haines, as Corporate Secretary of the Corporation called the Corporation Meeting to order at 12:35 p.m. and presented the Session nominated corporate officers for 2019:

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

Judi called for nominations from the floor. There were none.
Motion to elect the officers as presented. **M/S/P**

Motion was made to adjourn the Corporate meeting at 12:45 p.m. **M/S/P**

Rev. Andrew Black gave the closing Prayer and Benediction.

Respectfully Submitted,

Acting Moderator, Andrew Black

Clerk of Session, Judi Haines

Approved by Session on February 20, 2019

Membership Statistics

Number of Active Members at the beginning of 2019 327

Additions during the year:

- Active Members 27
- Affiliate Members 0

Losses During the Year:

Deaths of Active Members 4

Deaths of Clergy

Deaths of Affiliates

Transfers

Removed from Roll 3

Active Members at the end of 2019 347

Other Memberships at end of 2019

- Affiliates 4
- Clergy 12
- Baptized 26

Necrology Report

Members of the Congregation

- Barbara (Bobby) Plauth March 25, 2019
- William Amorous April 20, 2019
- Charlie Stringfellow November 15, 2019
- Jim Finney December 29, 2019
- Freda Elliott January 2, 2020

Former Members of the Congregation and Friends

- Bess Brooks (Mother of Susan Mercer) September 28, 2019
- Robert Buchser (Husband of Lupe Buchser) December 26, 2019
- Dennis Hazlett November 9, 2019

Pastor's Report

A healthy church is one where a large percentage of its members and friends are engaged in mission and ministry, all the while seeking to faithfully follow the ways of Jesus Christ. Judging from the amount of activity and energy this year the church is doing just that as it participates in God's healing in the world.

My year began without a voice and through successful vocal surgery at Cleveland Clinic I was back within a couple of weeks to enjoy a full recovery, filled with gratitude to all who assumed my responsibilities during my time of recovery.

We have a dedicated, competent, and friendly staff. I experience this every day when I walk through the church doors. This year we have said goodbye to Rebecca Heindel, Office Manager for Hospitality, Jill McCormick, Director of Children's Ministry, Lelah Larson, Sunday morning manager, hello and goodbye to two custodians, and welcomed to the staff Delicia Nakazono in the church office, Jen Black as Director of Family Ministry, Marie Gonzales as full-time custodian, and Felicia Quintana as Sunday morning manager. It was announced late in the year that Bill Adrian, Facilities Manager, will be leaving at the end of January 2020 and I thank Bill for his almost eight years of dedicated service to the church, including his invaluable work with the campaign projects.

To our Welcome Ministry, those who answer the phone and greet people each day at our welcome desk in the lobby, thank you for what you do! We couldn't be who we are without you!

I am very excited about the many new families, children, and youth in the congregation and thank Jill McCormick with the children, Sharon Kirby with the Youth Connection, the many teachers and the entire congregation who have been so very generous with their love and support. I will always remember the excitement of our youth who attended Triennium at Purdue University in July, along with 5,000 other Presbyterian youth from across the country, as they shared their experiences with the church one summer Sunday morning. The youth also led worship twice, in June and November. Yes, despite persistent reports that the young have left the Church it seems to be quite the opposite here.

Is there any better Preschool program than our own Child Development Center (CDC)? This is our biggest mission. Recognized as a five-star program and the recipient this past year of funds from the state to provide free tuition to our four year-olds, the CDC is blessed to have Anne Liley as its Director and its teachers who do a tremendous job in teaching the children and serving the needs of their families. Thank you!

I am grateful for our older members and those who provide care and support. They have been faithful servants and it is upon their shoulders that we stand today. Second Family continues to provide help and friendship to those persons to have no family in Santa Fe. The Deacons have done an amazing job this year with their work and vision on getting the Neighborhood Groups-intended to be a place where we all care for one another-off the ground and running. The Deacons, though small in number this year, were tremendous in caring for our members and providing receptions for memorial services. A special thank you to the Rev. Mary Kuhns, Parish Associate for Pastoral Care, for her work with the Deacons and her invaluable ministry of caring and visiting those in need.

Our other Parish Associate, the Rev. Andrew Black, while working full-time as Field Director for Public Lands for the National Wildlife Federation, has been a tremendous colleague, not only bringing his environmental passion and work to the church but by sharing pastoral insights and ideas that have benefitted the church, and me.

I am also very grateful to the session which has guided and governed the congregation throughout the year. I wish I could name each session member and lift up their many contributions—it would simply take up too much time and space—but I would be remiss not to mention the work of Judi Haines, our Clerk of Session, for her tireless efforts and steady hand, Gale Wright (what a tremendous Treasurer), Dennis Sanderson who heads our investments and finances, and Tom Tindall who oversaw the work on our building with funds from the capital campaign. The session hosted two Saturday morning leadership retreats this year to include the congregation in its planning and visioning process. Overall, session this year generally made my work much easier and did so in such a way that I would look forward to our meetings and would leave inspired by them.

Worship and music continue to be one of the best things we do thanks to Linda Raney, David Solem, Travis Bregier, David Beatty, the Chancel Choir and the Bell Choir. Many thanks to Paul Vogel for his two years of service as Chair of the Worship and Music Committee and all the people who have served so faithfully in so many ways. The Wednesday Celtic Evensong service continues to bring me joy and calm and I look forward each week to sharing that experience with those I see there regularly along with visitors from Santa Fe and across the world.

Building relationships and providing ways for people to connect in meaningful ways is the heart of any church. I am heartened, then, to witness the rise of new groups which have added to our present groups that deepen the lives of so many people in so many ways, from Circle of Friends to the Mystics to the Friday Bible Study, from the wonderful offerings of Acts II each Sunday, to Presbyterian Women and groups which center on spiritual growth. Fourteen of us traveled to Iona in June and enjoyed a wonderful week together. We held an all-church retreat in September at the Pecos Benedictine Monastery where a majority of the participants were new or relatively new members.

The church would not be true to its calling without work and service beyond its walls. Many thanks to the Mission and Social Justice Committee for its continued dedication and commitment to serving and funding groups that provide care and assistance to our community and the world.

Finally, a thank you to this congregation for its generosity in making all of these ministries possible through your gifts to the operating budget and your profound support of the Great Heritage-Bold Future and National Fund for Sacred Spaces campaigns. At the end of 2019 we were beginning to witness the fruits of this work. Many thanks to Plato Karayanis and many, many others, who worked on the funding, so that we can use, share, and enjoy our beautiful church building for years to come.

So I close having mentioned many of you by name, an often dangerous practice that runs the risk of unintentionally leaving out others. I apologize if I did. Yet I am reminded that the church is made up of wonderful people, ours certainly is, and to refrain from naming people is doing a disservice to those who have answered the call to service. Well done, and thank you, everyone, for your service, caring, and ministry this year and sets us on a path which promises a bright and vital year ahead in 2020.

Grace and peace,
Harry W. Eberts

Music Director's Report

It has been a wonderful year of music and learning.

Chancel Choir (11:00 Worship Service)

Thanks to:

Linda Beck, Candy Elkjer, Johanna Friedrich, Anna-Meike Gassmeyer, Susan Harris, Mary Ann Lundy, Jill McCormick, Nancy Maret, Elizabeth Roghair, Barbara Roush, Jenny Warden, Nina Brown, Margaret Dean, Cathy Deutschle, Gwen Fuller, Amy Gross, Judi Haines, Jenny Harland, Barb Hutchison, Joy Ice, Sue Kingston, Melinda Joy Pattison, Darryl Bowman, Chris Haynes, Keytha Jones, Chantal Quincy, Michael Roybal, David Beatty, Travis Bregier, Bill Elkjer, Ralph Fuller, Kelly Johnson, John Pasch, Andy Ritch, Darin Savage, Jim Toevs, Howard Turner, and Tim Willson, with David Solem, Assistant Organist/Choir Accompanist; and Travis Bregier, Assistant Choir Director

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, teamwork, and giving their best effort every week.

Repertory this year included:

Paukenmesse by Franz Joseph Haydn, Requiem by Luigi Cherubini, Requiem by Eleanor Daley, and Gloria by John Rutter.

11:00 Soloists

Thank you to Nancy Maret, Tim Willson, Barbara Roush, Nina Brown, Travis Bregier for vocal solos and Rebecca Heindel (flute) and Jim Toevs, Jan McDonald, Bill Britten and Tom Leming, (brass) for instrumental solos.

Chancel Bell Choir:

Thanks to:

Jan Charter, Jeannie Bowman, Cheryl Lockhart, Nancy Peterson, Linda Beck, Sally Shockey, Judy Montaño, Barb Hutchison, Travis Bregier, David Beatty, Rodger Liljestrand, Campbell Martin, Darryl Bowman, Bill Humphreys, and substitutes Jodi Bustos, Jim Toevs, and Leslie Hancock, with Travis Bregier, Assistant Choir Director

for their many hours of devotion that average 2 hours per week and two TGIF concerts.

Repertory this year included a world premiere, *Bring a Torch, Jeanette, Isabella* by David Beatty.

Celtic Evensong (5:30pm Wednesday Service)

Meeting every Wednesday evening, the Celtic service enjoyed music leadership from me, Travis Bregier, David Beatty, and the Desert Chorale. Pre-service music includes Psalm settings composed by David Beatty.

Gospel Choir (8:30 MorningSong Service)

Gospel Choir rehearsed during the week in the summer and sang for every Sunday indoors and out.

Singers included Janis Gonzales, Julia Hudson, Ethel Trimmer, Jenny Harland, Mary Finney, Nelda Bell, Rita Dodge, Carolyn Stupin, and Travis Bregier.

TGIF: The Recital Series, which began the week of the dedication of the organ on Sunday, October 8, 2008, celebrated its 11th season this year. 2019 was a memorable year of wonderful concerts attended by an average of 100 people per week. Concerts are now being scheduled a year in advance.

The Santa Fe Chamber Music Festival donated their Steinway 9' concert grand to First Presbyterian Church Santa Fe. The piano had been used by the church for over 20 years. It is a magnificent gift to the congregation. It is currently in Brighton, Colorado being rebuilt and will return to Santa Fe over the summer. Thank you to an anonymous donor who made this work possible.

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

Administration Assistance:

Thank you to Barb Hutchison, attendance for Bells and Chancel Choir; Judy Montaña, librarian; Paul Vogel, Worship Chair, and many unsung heroes who pitch in when needed.

Continuing Ed

My continuing ed took me to Oberlin, OH where I attended the Baroque Performance Institute 48th season. It is an intense two weeks of masterclasses and private lessons in harpsichord, clavichord, continuo playing, viola de gamba, baroque dance, and ensemble playing. I was in the chorus of *Dido and Aeneas* by Henry Purcell.

The Fisk Organ

Organized by FPC, the Fisk Organ was the centerpiece for the First Annual Santa Fe Summer Organ Festival from July 29-August 1. The Albuquerque Chapter of the American Guild of Organists sponsored a scholarship for the Santa Fe Summer Organ Academy. Dr. Kimberly Marshall, Patricia and Leonard Goldman Endowed Professor in Organ from Arizona State University, taught daily masterclasses and lectured on topics including the earliest keyboard music, the Keyboard Renaissance, and the evolution of the German Praeludium. Beginning with a practice day and ending with a participants' recital, the academy enjoyed fine playing by able students.

The instrument continues to work well and enhances the ministry of congregational singing as well as other service music.

Music Staff:

The church is blessed with a wonderful music team of David Solem, Assistant Organist; Travis Bregier, Assistant Choir Director; and David Beatty, Associate Musician. 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 Raney



Mission Circle

Child Development Center Advisory Committee

CDC Advisory Council members for 2019: Anne Liley, Director, Gayle Lomax, Chair. Members are Chuck Poitras, Patti Poitras, Kristine Mihelcic, Kate McCarthy, Elizabeth Hook, Caitlin Brodsky, and Jenny Vellinga.

The CDC currently has 77 children enrolled in the First Presbyterian Church Preschool Program. Enrollment has been at this capacity level for the entire year. Anne Liley is the Director and she supervises thirteen full-time staff members and two substitute teachers. Enrollment is open for children ages one through five. The CDC received the highest level of certification awarded in the country, 5 STAR national Accreditation through the National Association for the Education of Young Children in 2018 and will be up for reaccreditation in 2023.

It has been a very exciting year for the CDC. Some of our more notable accomplishments have been:

- The annual fundraisers exceeded previous levels of contributions. Mr. Bill's Pancake Breakfast in February and the Annual Spaghetti Supper and Science Show in May afforded additional funding for the CDC.
- The Children's Youth and Families Department awarded a state PreK grant to the CDC in the amount of 550,000. A major portion of these funds have allowed free tuition for our classes of four-year-old students for this current school year. This is a 4-year grant.
- Director Liley encourages her staff to seek to obtain higher levels of academic excellence. Every one of our teachers either have or are currently pursuing degrees in Early Childhood Education.

It will continue to be the focus of the First Presbyterian Church CDC to provide a safe and accepting preschool program for every one of our children. If you would like to see firsthand what our 5-star accredited program looks like, please contact Anne Liley for a tour of our facility. We are quite proud of our staff and of our children.

Mission and Social Justice Committee & Creation Care

First I want to thank my MSJ committee who work tirelessly to educate themselves about mission and social justice issues, who contribute time, money, and their talents to the work of this committee, and who are active volunteers at many of the agencies which First Presbyterian funds. Those serving on the committee are Jean Berghoff, Bill Jackson, Bruce Black, Liz Hinds, Jane Hanna, Carolyn Stupin, Rev. Dr. Harry Eberts, Dr. Jim Babcock, Mary Ann Lundy, Judy Crawford (chair) and M'Lea Walsh.

For a number of years Creation Care, led by Mary Ann Lundy, has sponsored various programs educating the congregation about environmental issues. In September in conjunction with UCC Creation Care sponsored a weekend of educational opportunities with Dr. William Brown. Malissa Haslam provides the bulletin inserts each week concerning the environment. Since Andrew Black has become a staff member

and is passionate about environmental issues, Mary Ann has decided to resign as chair of Creation Care and dissolve it as a committee. Our church will continue to be active in helping the congregants learn more about recycling, animal corridors, lifestyle changes, climate change, and other issues. The Rooftop Garden funding is listed under MSJ, also. In addition to her many years working on Creation Care, my thanks to Mary Ann for notetaking during our meetings.

MSJ has sponsored various Adult Education classes on immigration. Bill Jackson arranged to have the new director of Adelante speak. We also had several international mission speakers.

MSJ throughout the year has asked the congregation to donate various items for different missions. Christmas cards and calendars for prisoners, school supplies for Adelante and a school in Juarez, hygiene supplies for immigrants, medicines and clothing for Cuba were generously given by members of the congregation.

A survey was developed by Bruce and given out several times to members of the congregation so that MSJ could get a better understanding of the funding priorities of the congregation. The results have been helpful in determining which agencies to prioritize for funding.

The monthly Juntos program which was led by Marion and Bill Jackson in conjunction with Adelante has now been discontinued by the decision of the new director. We thank Bill and Marion and others in the church for their dedication to this program for 16 years which provided delicious hot meals for Southside parents and their children along with gifts for the children on special occasions.

An International Peacemaker, Rev. Thang Van Lian, was invited to preach and stayed with Harry and Jenny. We learned a great deal about the situation in Myanmar and the political problems with the Rohingya people. Mission Co-Worker Sara Henken from Colombia was hosted by Alice Tinkle. Sara talked with the youth, spoke at Mens' Breakfast, and Adult Education.

We are constantly looking for ways to provide the congregation with more information about the local, regional and national organizations that MSJ funds. For the Mission Fair in October we invited agencies that we thought our congregation might not know. Chain breakers, New Mexicans for the Prevention of Gun Violence, the ELL program at Westminster, YouthWorks, Friendship Club, Recovery Santa Fe, Coalition for Prisoners' Rights and Interfaith Power and Light, Interfaith Shelter, Youthworks, Interfaith Coalition for Public Education, and Earthkeepers 360 attended. The other agencies that we funded this year are as follows: Solace, Frontera de Cristo, La Familia homeless healthcare, Lutheran Advocacy, Esperanza, Feeding Santa Fe, Adelante, The Sky Center, Annunciation House, BorderLinks, No More Deaths, Santa Fe Dreamers, Somos Un Pueblo Unido, NM Wildlife Federation, Menaul School scholarship, Project Oak Tree, CAVU, Village Health Partnership, Friends of Tenwek, People for Guatemala, Creativity for Peace, and Interfaith Shelter (a second grant).

Allie Fuller, our new YAV, represented Interfaith Power and Light. She is also co-teaching a weekly class on the environment with Rev. Andrew Black.

Judy and Jane attended the Los Luceros leadership retreat in September. There are several initiatives that were proposed at that meeting. One was simple home repairs that would be offered to families in low income housing. Secondly, offering VBS on the Southside was recommended.

M'Lea has been in charge of promoting all of the special offerings requested by the national church. Additionally, she writes the bulletin inserts to inform the congregation of the work of the mission co-workers around the world. Thanks, M'Lea for doing this important work!

Jean is responsible for assuring that the agencies we agreed to fund receive their money by working with our business manager, Maria Romero. Considering we funded approximately 40 agencies Jean's work was very helpful in managing our budget of \$28,000 this year.

Liz, along with Nancy Peterson, keeps us up to date on the activities of the Interfaith Community Shelter. She also educates us on the work of Friendship Bridge in Guatemala.

The Cuba Partnership Program has been led by Bill Eklund. Not only has he visited Cuba with the Presbytery representatives several times, but he has raised funds for Cuba through talks and PowerPoint presentations.

Carolyn and Jean have shared the responsibility of selling Cafe Justo, coffee from Chiapas, Mexico and olive oil from Palestine.

MSJ is thankful to have Bruce Black and Jim Babcock join our committee, and for their volunteerism at the Interfaith Community Shelter and Feeding Santa Fe. We invite anyone who is interested in our work to attend our meetings once a month, usually the third Thursday at 4:30 in the 3rd floor meeting room.

Submitted by Judy Crawford, Chair

Outreach Committee

Members: Julia Hudson, Alice Tinkle, and Patty Poitras

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.

Desk volunteers send cards to all who visit.

In 2019 the outreach committee received 27 new members.

Betty Jones
Chair Outreach Committee



Wisdom Circle

Adult Education Committee

The Adult Education Committee members were Jeannie Bowman, Mary Ann Amos, Dick Lindahl and Gale Wright. We were assisted by the Reverend Harry Eberts. The classes/ workshops were many and varied during the 9:45 hour on Sundays. We continued with the ACTS II series and were on the journey to help us become “new apostles”, seeking to follow Jesus Christ, and listening to the guidance of the Holy Spirit.

In the winter, Rev. Marney Wasserman led a course on the church's Liturgy and Christian life. We explored how we learn to listen for God's voice, and the connection between prayer and action. In February, we had classes on current issues such as the shortage of housing in Santa Fe as a factor in the homeless crisis, led by Kurt Hill. We had a Lenten series focused on Lectio Divina, a form of contemplative prayer in which we listen to God speaking to us. In the spring, Jeannie Bowman and Christine Vogel led a six-week course "Fully Awake and Truly Alive", based on the book by the Rev. Jane Vennard. We focused on how to be awake to God's presence in our lives.

The summer months featured a presentation by our youth connection who discussed their experiences at the Triennium. We also heard about the immigration crisis at the border, and some of the underlying causes of this. Thomas Shumaker discussed the long history of Presbyterian missions, schools and clinics in Northern NM. The Rev. Thang Van Lian, a pastor in the Presbyterian Church of Myanmar, discussed the peace and justice initiative of the church in Myanmar. Dr. William Brown of Columbia Theological Seminary led a discussion on creation care.

To set the stage for the Fall series, various Church members went to a retreat at Pecos Benedictine Monastery, then we resumed in the Fall with the ACTS II series. We learned of the various neighborhood groups in our church, and we also learned more about the Ministry Circles of the church. On All Saints Day, we highlighted the ways our church has been instrumental in initiating and supporting programs that care for our planet and those who inhabit it, such as Earthkeepers 360, and New Mexicans to Prevent Gun Violence. Once again, by popular demand, our Youth Connection led worship one Sunday in November. We also focused on living generously through our stewardship and had an opportunity to meet some of the Santa Fe groups our church supports and participated in a hands-on event where we contributed and packaged items for the homeless and immigrants. In December, we heard from our members who visited our sister church in Cuba, and we also had an interesting presentation by the Rev. Jim Brown about the origins of Christmas and the early church. Throughout the year, Acts II tried to focus on how we can be equipped and can act as new apostles, within our own selves through spiritual formation, within our own church, and in Santa Fe and the world.

Youth Ministry

2019 proved to be a year of adventure, discovery, and incredible growth for “The Youth Connection”. Thanks to hard work, prayer, and the support of the congregation and their parents, six teens and their advisor traveled to Triennium for five days of worship and fellowship, joined by nearly 5,000 Presbyterian teens from all over the United States. Lily, Leah, Sadie, Drew, Milan and Brian all returned from Purdue in July with changed lives, a stronger faith, and ready to serve their church and their community, knowing that they too can make a difference.

During the year the Youth Connection participated in worship and adult education presentations in new ways. They planned and led worship services on two different occasions, the first on Pentecost with a message delivered by graduating senior Brian Ortiz and the second in November when Milan Brkic shared his message about Triennium. The youth also served as liturgists on other occasions and the entire group led panel discussions about their activities and Triennium experiences during the Acts II hour. Expect another powerful teen led worship service in the Spring of 2020.

The Youth Connection conceived and launched a new prayer ministry. They designed and created prayer request cards and placed them in the pews. As leaders of the prayer card ministry the group commits to pray for all requests for two weeks. Prayer requests are confidential, and the youth are learning the meaning and power of intercessory prayer.

Drew Hill was elected to Session and Sadie Hill to the Diaconate. Both have served faithfully as Elder and Deacon throughout the year. The group continued to volunteer at Pete’s Place, checking people in, serving food, and visiting with those who came for a meal and a bed. The Girl’s Group prepared Easter Eggs for the CDC and helped decorate the church for Advent. Once again the youth made and placed Farrolitos for Christmas Eve. They organized and managed the Angel Giving Tree, making angels, keeping lists, and collecting and wrapping hundreds of gifts for the Youth Shelter and Family Services. The Youth Connection “adopted” a family with three young children and donated \$300 from the funds they earned during the year to buy gifts. They had a great day shopping for car seats, microwaves, baby clothes and toys. They hope to continue their support throughout the year with an occasional meal, some yard work at the Shelter, and organizing the baby room donations.

Finally, with thankful hearts, the Youth participated in the Stewardship Campaign by making a substantial pledge to the church and its ministries.

The Youth Connection meets on Sunday morning from 9:45 until 10:45. The after-school Girls Group continues to meet on Wednesdays from 4:15 until 6:00 for a special time to talk about how God impacts their lives, and how faith helps meet the challenges of being a teen in today’s world. It is hoped that a Boy’s Group will form sometime during the coming year.

2020 will be another exciting time for the Youth Connection. We will continue to stay connected with other congregations in the Santa Fe Presbytery and hope to attend several of the monthly fellowship dinners and “play times” organized by Luke and Presbytery. A Service Learning trip is being planned for early June and Ghost Ranch is on the calendar for Youth Week, June 21-27. Stay tuned for ways to support your youth and expect great things from them.

Sharon Kirby

Presbyterian Women

Presbyterian Women at First Presbyterian Church continue to meet monthly in a warm and friendly Circle atmosphere for fellowship and Bible study. This year's Bible study, published by Horizon's Magazine, is entitled "Love Carved in Stone, A Fresh Look at the Ten Commandments." Members of the Circle take turns leading the study.

Presbyterian Women once again coordinated the Alternative Christmas Market in which nine 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, nationally 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 make the following donations:

- \$ 800 to Worldwide Mission through PC(USA)
- \$ 200 to Presbyterian Women of the Presbytery
- \$ 100 to Presbyterian Women of the Synod
- \$ 200 to the Women's Birthday Offering
- \$1440 to the Women's Thank Offering
- \$ 32 to the Offering of the Least Coin

Presbyterian Women welcome new members! We meet on the second Wednesday of the month at 10:00 am in the Volunteer Room at the church. If you are interested in joining us, please call Jean Ball or Helen Sutton for more information – or just show up on meeting day! Helen Sutton foHe

Jean Ball, Contact Person for PW

Worship and Music Committee

Members: Jeannie Bowman, Malissa Haslam, Chris Haynes, Karin Lerew, Janis Gonzales (Session Liaison), Alice Tinkle, Penney Poole, Tom Kingston and Paul Vogel, Chair. **Staff:** Harry Eberts and Linda Raney

The Worship and Music Committee works with the Pastor and the Director of Music to consistently develop 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 usually meet weekly - and often more often - to coordinate the make-up of worship services. Members of the Committee and others working with the Liturgical Arts, Communion, Usher/Host, and Liturgist Committees are committed to making our worship experience meaningful for those in attendance. Often the work of these committees is done behind the scenes, but is, nevertheless, vital to the meaning and experience of worship at FPCSF. Over the last year the Worship & Music Committee has grown with new leadership and new members on the Usher/Host Committee, new members on the Liturgical Arts Committee and, finally, the addition of a new Liturgist Committee.

All the committees noted above work under the direction of the full Worship and Music Committee. Their work and membership is outlined below:

Liturgical Arts Committee: Chair Karin Lerew leads the committee and works with Barb Hutchinson, Malissa Haslem, Judi Haines and new member Mary Norris 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. This year the committee has worked diligently to create new banners for Advent and Christmas. Their consistent hard work has made and is making our various worship spaces more meaningful to all who attend and visit.

Communion Committee: Chair Malissa Haslam working with Barbara Ivey and, on occasion, Jean Withers 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: Alice Tinkle and Penney Poole – Co-Chairs and Head Ushers as well as Gary Murphy – Assistant Head Usher - ably lead the Usher/Host Teams for the 8:30 and 11:00 AM Services every Sunday. Alice and Penney assumed the responsibility for the Usher/Hosts in the Spring and continued the process of reorganizing and training the Usher/Host team. The Usher Teams serve as greeters, candle lighters, assist in seating and taking the offering as well as the clean up crew for services held in the Sanctuary and Pope Hall (Winter) and Roof Top Garden (Summer).

Liturgists: Tom Kingston assumed responsibility for liturgist recruitment for the 11 AM service mid-year. He has implemented a new system that includes a detailed explanation of the various responsibilities of the liturgist. His work has produced a smoother flowing 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 continued this year with its usual offerings of quality music. TGIF takes place every Friday evening at 5:30 PM; it 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 at 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 throughout the year at FPCSF worship services and elsewhere.

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. This year's June trip to Iona produced new perspective for the service as well as new worship books. The cost of these books was underwritten by one member of FPCSF.

All those working with The Worship and Music Committee are dedicated, devoted, and committed to furthering the ministry 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.

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

Liturgical Arts Committee

COMMITTEE: Karin Lerew, Chair; Malissa Haslam, Barb Hutchison, Judi Haines

The Liturgical Arts Committee was very productive in 2019. We achieved several things through workshops: more education, creativity and productivity and new members joining our committee beginning Jan/2020 (Mary Norris).

TINWORK WORKSHOP: Barb Hutchison led this workshop for the 6 participants. We made 18 tin descending doves that were used for Pentecost in a new configuration in the Sanctuary: hanging from 96" poles, which were anchored to the windowsills with flagpole hardware.

CROSS MAKING BANNER WORKSHOP: The Liturgical Arts Committee cut out approximately 100 crosses from duck cloth. There were several scheduled opportunities for the congregation to come and paint their own cross. This was also used as an activity for the youth during the 8:30 service. Karin Lerew and Judi Haines began sewing the crosses together to make a banner for Ordinary Time. However, this process was delayed for several months due to the new sound system being installed in the Sanctuary and the uncertainty of available "banner space." Now that we know each banner cannot measure greater than 29" the cross banners will be completed for Ordinary Time 2020.

ECCLESIASTICAL BANNER ARTIST WORKSHOP: The LA Committee met with Ecclesiastical artist Phyllis Lehmberg, who was very gracious and helpful as she explained how she approached banner making. She also showed us what fabrics she preferred and why.

OTHER BANNERS MADE: Karin Lerew painted banners for Ordinary Time on cork. They will be enhanced for 2020 by fine tuning what was painted.

GOALS FOR 2020: Due to the new sound system in the Sanctuary and a reduction in available banner hanging space, approximately 90% of our current banners will have to be revised, remade or removed. The banner length was not impacted but the width of the banners has gone from 40" to 29". This will involve a complete inventory of LA banners and supplies. This will be done in February, 2020.

OTHER WORKSHOPS FOR 2020: Potential workshops/groups to begin in 2020 include wood carving, embroidery and tinwork. These workshops/groups will hopefully encourage creativity, participation, and growth in the ministry of LA.

Respectfully submitted,
Karin Lerew, Liturgical Arts Chair



Jubilee Circle

Back Pew Gallery

The Back Pew Gallery is overseen by a board of members from both First Presbyterian and Westminster Presbyterian churches. We are not funded by the church but depend on a voluntary percentage from the artist of any art sales. We also accept donations. In 2019 the Back Pew Gallery had shows displaying the art work of church members as well as those artists from the local community. The shows featured artwork in many different mediums.

The following shows were featured in the 2019 season:

Jan. 11-Feb. 10	Almost Black and White
Feb. 15- Mar. 17	Really Red
Mar. 22-Apr.28	Pathways
May 3-Jun.16	Pieces – Collage
Jun.28- July 7	The Board Shows – Art by the board members
July 12-Aug.4	Ole – Ole
Aug.9-Sept.8	Animal Kingdom
Sept.12- Oct. 6	Land, Sky, Water
Oct. 11- Nov.3	Collaborative Works
Nov. 8- Nov. 24	Door, Windows, Mailboxes
Dec. 1- Jan.4	Ornaments, Ornaments, Ornaments. The Ornaments show raised \$1000.00 this year. The proceeds will go to The Interfaith Community Shelter (Pete’s Place.)

We are looking forward to another wonderful season in 2020.

Barb Hutchison

Communications Committee

During 2019 the members of the Communications Committee of First Presbyterian Church of Santa Fe were Keith Kirby (chair), and Gale Wright. Harry Eberts was an ex-officio member of the committee, and David Beatty produced the weekly eNews.

The committee also formed a social media subcommittee that included Keith Kirby, Gale and C.C. Wright, J.J. Justice, Jen Black and Andrew Black as an ex-officio member.

The committee extends a heartfelt “thank you” for the many contributions made by all.

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 strategies 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, social policy and guidelines, an updated photo release form and is currently developing a copyright release policy.

Branding/Website

A new website for First Presbyterian Church, launched on October 21, 2016, continues to be improved on a timely basis. In addition to graphics refurbishment, other enhancements include the addition of sermon videos, Acts II program updates and YouTube postings, and regular event postings.

Sermon and Acts II video, developed and executed by C.C. and Gale Wright, significantly boosted the congregation's ability to access important worship from home, and gave site visitors audio and visual insight into the church's mission.

Communications to the Congregation

During 2019, four editions of the 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 and for that, the committee is most appreciative.

Weekly e-mail communications, through FPCSF eNews, continued to be sent throughout 2019. To keep the congregation informed and involved, content featured listings and short articles on upcoming activities and services at the church as well links to FPC bulletins, sermons and La Epístola newsletter.

The committee used social media, Facebook and Instagram primarily, to help communicate church events. A newly developed social media policy and a correspondents' framework for accessing church news helped guide the efforts. Focus on 2020 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 continued to assist with the Great Heritage, Bold Future; the "2019 and Beyond" National Fund for Sacred Places; and the 2019 Stewardship campaigns. Similar services will be provided to the campaign committees during 2020.

Strategic Communications Plan

During 2019, 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 Jewelry Sale” and Frito Chili Pie Dinner and Cabaret fundraising for Youth Connection; the Christmas Alternate Market; Lenten retreat; and Christmas and Easter services.

Board of Deacons

During 2019, First Presbyterian Church of Santa Fe Deacons included Jim Babcock, Alvin Baca, Arlena Jackson, Keith Kirby, Sharon Kirby, Karin Lerew, Sadie Hill (Youth Deacon), Carol Stupin, Djohariah Toor, M’Lea Walsh, Lisa Barrera, Jenny Warden, Laurie Wisdom and Andy Wulf. Mary Kuhns provided pastoral support.

Despite losing five members due to moves, illnesses, and other commitments, the remaining members met their obligation for congregational care in several areas. Harry assisted by moderating a session that helped identify needs, purpose and Deacon resources.

“We’re Neighbors” community ministry: Deacons were instrumental in initiating, organizing, and guiding FPC’s inaugural neighborhood ministry. Now organized into eight distinctive areas, with nearly each area led by a Deacon, FPC’s community ministry is bringing neighbors together and making strangers into friends.

The mission of “We’re Neighbors” community ministry is to build relationships, be it through rides to church, monthly get-togethers, help with errands or a meal, and it will become a presence for our seniors who wonder who they would call if they needed help or reassurance.

It will also serve as an outreach to new members, giving them an opportunity to get to know their new church neighbors and perhaps find their way into a ministry or their niche at FPC.

To date, seven of the eight neighborhoods have had one or more informal meetings.

Deacons extend a warm “thank you” for the many contributions all are making.

Memorial services/receptions: During 2019, Deacons were involved in coordinating, or helping other congregational members with five memorial services/receptions.

Bienvenidos bags: Deacons continued with collection and distribution of monthly Bienvenidos Bags.

Mission and Ministry Fair: Deacons were active participants in the Mission and Ministry Fair, which acquainted FPC members with the church’s ministries.

History and Archives Committee

The purpose of the First Presbyterian History Committee is 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.

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

This year the History Committee updated the inventory of our Arts and Artifacts in the church. This inventory will be done biennially.

Lobby displays were assembled on Contemporary Worship 1960's—1990's, Plaza Del Monte, and the Presbytery churches, missions and schools in New Mexico and southern Colorado.

We completed the inventory of books and bibles in the archives. We made archival boxes for all of those historical items.

We went through the 2011 and 2012 financial records for information on memorial gifts given in memory of our deceased members.

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 person to write articles about our archive work and a person to deal with updating 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 presently has 10 people who attend the gatherings regularly. There are also others in the congregation who participate by making shawls. The ministry consists of not only making the shawls, but also blessing the shawls, preparing the package containing the shawls and delivering them.

In 2019 we shared 35 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.

This ministry is supported by the participants as well as by individual donations given to the ministry to buy yarn.

Participants are Mary Ann Amos; Lynne Bixler; Jeannie Bowman; Sharon Eklund; Betty Kersting; Karin Lerew; Margaret Lyerly; Carolyn Minton; Juanita Thorne-Connerty; Alice Tinkle

Betty Kersting

Prepared by Men Breakfast

The nine breakfast programs for 2019 were quite exciting programs. It was also a good time for fellowship and great food prepared by our venerable chefs. We now call the program Prepared by Men's Breakfast because our tradition is the 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 and Child Augmentation, Local Peace, and Church Development. We encourage members to submit ideas for future programs. Special weight is given to presentations by Church Members. 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 provisions with the help of John Vanderhagen, Gayle Lomax, Ed Barker, and Alan Hook. Bill Eklund has assisted in audio-visual matters.

January 12, 2019 — Desiree Bernard: "Casa Milagro"

February 9, 2019 — Abby Bordner for Katherine Freeman, "Early Childhood Develop."

March 9, 2019 — Discussion of the attending breakfast group: "Legislative Initiatives"

April 13, 2019 — Peter Wirth "Aftermath: An Update on the Legislature"

May 11, 2019 — Rev. Charles LaFond: "Your Future: House Church?"

September 14, 2019 — Jim Toevs: "Climate Change"

October 12, 2019 — Bryant Avery: "Examining Gender and Masculinity"

November 9, 2019 — Alan Hook: "Ten Years of Watershed Protection Success"

December 14, 2019 — Mayor Alan Webber: "State of the City", moderated by John Whitcomb

Any errors are the responsibility of C. James Elliott, Forum Facilitator, jimelliott5247@gmail.com

Second Family Ministry

The Second Family Ministry is carried out by small groups of members forming circles of care around some members of our congregation (Care Partners) who aren't able to be quite as independent as they used to be. The Care Partners do not have the support of 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, visiting, eating out, rides to church, Birthday parties, and sharing dinners. Beyond these activities the friendship and companionship are gifts that cannot be measured. The care and commitment of the participants in the Second Family Ministry is outstanding.

As the 2019 year ends there are four circles in ministry caring for 4 Care Partners. There are 30 members of the church participating in the ministry as well Youth Connection.

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

Betty Kersting

Food, Fun, and Fellowship

COMMITTEE: Karin Lerew, Chair; Judi Haines, Gayle Lomax

Others who helped throughout the year were Debbie Kim, Marie Gonzalez and Patti Poitras.

CELTIC EVENSONG MEALS: The weekly Celtic Evensong meals were held every Wednesday from Labor Day to Memorial Day, unless the Wednesday fell on a holiday (i.e. Christmas).

The average attendance was approximately 10-12, except on Session Wednesdays when the number increased.

The meals were almost always vegetarian. If not, vegetarian options were always available.

The average cost of the meals was \$50-70. The donations usually covered half of the cost of the meal. However, there were several weeks when the donations exceeded the cost of the meal (by 1-3 times the cost). There were many times when a FFF committee member would donate food from their own kitchens, making it difficult to know exactly how much was being spent. As a result, it was decided that the goal for each meal would be the following:

All receipts and donations will be placed in an envelope (marked "Celtic Dinners") in the Sacristy, after every meal.

At the end of the month Judi Haines will deposit the cash/check donations and submit everyone's receipts for reimbursement.

Hopefully, this will give a clearer picture of actual costs and provide a more accurate tool for future budget requests.

STEWARDSHIP BRUNCH: This year the Stewardship Committee requested a finger food brunch vs. a sit-down lunch. Not only was the breakfast a huge success, it was also considerably less expensive and labor intensive.

SUNDAY COFFEE REFRESHMENTS: During 2019 there was a signup sheet for Sunday coffee refreshments however, it wasn't used. It has been removed as a result. Fortunately, people have randomly brought snacks or shared leftovers from other church functions. This seems to be working well so it will be continued during 2020.

KITCHEN IMPROVEMENTS: Point of use hot water heater for washing dishes in hot water was installed.

NEEDS IN THE KITCHEN:

A dishwasher

Several ceiling lights need to be repaired.

Training for all who use the kitchen to include:

- where to pre-rinse, wash, rinse and disinfect eating utensils and equipment; replacing items used; everyone doing their part in maintaining a clean kitchen
- Labeling all food and beverages before placing inside freezer and refrigerator with NAME AND DATE

FPC's new Custodian, Marie Gonzalez, has a wealth of knowledge regarding health regulations and the specifics on how to maintain a healthy kitchen within code. She has been a HUGE help.

Respectfully submitted,
Karin Lerew, FFF Chair



Stewardship Circle

Technology Committee

Members: C. C. Wright (chair), Harry Eberts, Bill Adrian, Bill Eklund (with assistance from 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 first accomplishment of this group was to identify a replacement for the existing sound system in the sanctuary as so many people could not hear the service. After much discussion reviewing the audits and reviewing the proposal from PBS, PBS was recommended to Session who approved this recommendation. Starting in the middle of November, the installation of the new sound system was started and completed before Christmas. Since then, many positive comments have been received from the attendees.

The second accomplishment was to install a camera in the sanctuary to record the services for publishing on the Church's website. After several trials and errors there have now been 3 or 4 service recordings put on the Church's website.

The third accomplishment was the improved recording of several Acts II presentations and MorningSong services for publishing on the Church's website and YouTube.

The fourth accomplishment was to set up a donated large screen TV to replace projectors for presentations primarily in Pope Hall, but also in other areas of the Church.

Capital Campaigns:

Great Heritage – Bold Future, National Fund for Sacred Places

As of January 7, 2020, the Campaigns have received commitments totaling \$1,876,938 which represents 94% our \$2 M goal.

The results of these campaigns to date are impressive thanks to the continued generosity of this congregation. A summary of the results as of this writing appear below.

The Great Heritage Bold Future Campaign (GHBF) was approved by the Session in 2016 and launched in May of 2017 to coincide with our 150th Anniversary. The GHBF is currently in its third year and will officially conclude in early June 2020. The goal was to raise \$2 million for repairs and maintenance;

parking and mission projects: CDC scholarships and Adelante, a mission project chosen by the Mission and Social Justice Committee.

In July 2017 the committee was made aware of a potential grant from the National Fund for Sacred Places. We submitted a letter of intent which was approved in October of 2017 when we were selected to complete the grant application. FPC was one of 17 historic sacred spaces out of over 250 applicants invited to apply. The stipulations of the potential grant had significant fundraising requirements, limitations on what work would qualify and a relatively tight time frame. 1) FPC Santa Fe must raise two-to-one matching funds in new money in order to receive the full amount of the grant; 2) Only repairs and maintenance of our historic sanctuary would qualify for the grant; and the work needed to be approved and completed within the next 12 to 18 months. As a result of this development, the Capital Campaign Committee diverted its fundraising efforts toward meeting the matching requirements of the NFSP grant, setting a goal of \$500,000 assuming we would qualify for the maximum grant of \$250,000.

We had anticipated when applying for the grant replenishing our rapidly depleting building fund but discovered upon accepted that only necessary and imminent projects would qualify. The Facilities Committee and Session hired AOS Architects to conduct a building survey to help us prioritize necessary work. Fast forward to the end of 2019 and the qualifying projects are almost complete.

The National Trust and Sacred Places have granted FPC \$230,000. As the members of this congregation continued to be extremely generous, \$523,074.86 has been committed to the match, well in excess of the \$460,000 required. The surplus of matching funds will be applied to the building component of the GHBF Campaign.

- Committed to the GHBF Campaign - \$1,123,863.30 of which we have received \$966,612. (Pledge receivables are \$168,251)
- Committed to the NFSP Match - \$523,074.86 of which we have received \$482,265.86 (Pledge receivables are \$40,809)

The committee expresses its deepest gratitude and appreciation to all that have contributed to the success of these campaigns. We are so close to meeting our goal of \$2,000,000 and urge those who have not contributed to make a gift. We can't emphasize enough the importance of achieving 100% participation from the congregation. Every gift no matter how large or small, is an expression of appreciation in fulfilling God's mission.

Respectfully submitted:

Plato Karayanis, Chair
Diane Buchanan, Co-chair
Harry Eberts, ex-officio
Judi Haines, Pledge Clerk

Rick Andrew
Dan Crane
Bill Eklund
Rebecca Heindel
Keith Kirby

Margaret Lyerly
Anne Maglisceau
Jim Martin
Jay and Donna Ralph
Sanford Coon, consultant

Stewardship Committee—2019 Pledge Drive

Live Generously was the theme adopted by the committee for the 2020 Stewardship season. We were guided & inspired by scripture from 1 Timothy 6: 18-19, to "take hold of the life that really is life". The committee met approximately 9 times between July and December & operated under the belief that

living generously is a multi-faceted & rewarding life choice involving giving of time & talent as well as our treasure. With this in mind, the committee planned Service Sunday to kick-off Stewardship season on October 20. In the weeks preceding this day church members generously donated children's backpacks, & school & hygiene supplies, & at the event between worship services members of the congregation assembled school & hygiene kits that were donated to Adelante, Juarez, Mexico, & Pete's Place. We also sanded wooden blocks for FPC's CDC, created a banner incorporating handprints of our members, & enjoyed a time of fellowship over brunch. Stewardship joined with the Acts II & Mission & Social Justice committees to sponsor a Mission Fair on October 27. During the months of September, October & November, weekly updates & inspirational messages written by members of the congregation were posted in the bulletin & eNews, & a Moment for Generosity was offered by members during worship on 4 Sundays. Generosity Sunday, a day on which members' 2020 pledges were offered & dedicated during worship, was November 17.

The Stewardship & Finance Committees worked together to set our 2020 pledge goal at \$500,000. Pledge packets were available for pick-up on October 27 & November 3, & the remaining packets were mailed on November 4. Pledges were dedicated on November 17, & a follow-up mailing was conducted on December 17 to those from whom pledges had not yet been received. As of January 10, 2020, our pledge total is \$406,184, 81.2% of our stated goal of \$500,000, & representing 118 pledges, 72.8% of the possible pledging units.

Pledge results for 2020 as compared to 2019 are as follows:

2019	145 pledge units for \$459,000
2020	118 pledge units for \$406,184

More than 25% of pledges were increased over last year. Less than 10% of pledges were decreased over last year. Two-thirds or almost 65% of pledges were unchanged over last year. These statistics are further evidence of the incredible generosity of this congregation as the members have supported both the Great Heritage Bold Future and National Fund for Sacred Places Campaigns as well as the Live Generously 2020 Stewardship Campaign.

The Stewardship Committee is grateful for the work of the members of the Finance Committee; Food, Fun and Fellowship chair, Karin Lerew; office staff Delicia Nakazono & David Beatty; Clerk of Session Judi Haines; FPC treasurer Gale Wright. The committee also offers deep appreciation to the members of the congregation for their support & commitment to **Live Generously**.

Respectfully submitted,

Diane Buchanan & Rick Andrew, co-chairs

Mary Ann Amos
Bill Eklund

Margaret & Barry Lyerly
Roger Said

Facilities Committee

2019 was a busy year of major restoration, repair and replacement projects, along with related fund-raising. Two separate but related facility fund-raising campaigns were ongoing during the year: the National Fund for Sacred Places (NFSP) campaign and the Great Heritage Bold Future (GHBF) campaign. These overlapping campaigns have undoubtedly caused at least some confusion and thus deserve a bit of historical explanation.

The GHBF capital campaign is a 3-year campaign that was launched in 2017 and will end in May of 2020. After more than a decade of enjoying the fruits of the 2006 refurbishment of our historic Sanctuary and the addition of our brand-new Annex, it was time to get serious once again about heavy preventive maintenance, capital repairs, and restoration.

The exterior plaster and woodwork were aging and needed refurbishment. Our lighting systems were energy inefficient, increasingly obsolete and difficult to service, and the Sanctuary lighting control system had failed. Our HVAC control system was also becoming obsolete and difficult to service, and critical elements of our heating and A/C distribution system were failing. Our fire detection and alarm system were becoming obsolete, problematic, and increasingly at risk of failing our critical City inspections. Our humidification system needed to be automated to maintain the estimated 100+ year life of our Fisk Organ.

Under the capable leadership of Plato Karayanis, our 10-year GHBF capital campaign was launched in 2017. As is commonly done by churches, our "capital" campaign was directed to more than just capital repairs and improvements. It included two modest sub-campaigns that were directed to multi-year mission projects. The first was the funding of scholarships for lower income families enrolled in our Child Development Center. The second was the provision of multi-year financial support to Adelante, a program of Santa Fe Public Schools to support homeless Santa Fe children in our schools.

Of course, the GHBF capital campaign has other, major sub-campaigns directed to traditional purposes. 50% of the total proceeds are earmarked for capital repairs, replacements and improvements to our building over the next 10 years. Another 25% is earmarked for the acquisition of long-term parking privileges, the lack of which has been the bane of downtown churches all across America.

Then, shortly after the GHBF campaign was launched, we learned of a new opportunity to apply for a restoration grant from the National Fund for Sacred Spaces (NFSP), a Philadelphia organization dedicated to preserving and restoring historic sacred places across the U.S. NFSP is endowed with a large donation from the Eli Lilly Foundation. The NFSP awards restoration and preservation grants to worthy religious organizations of all faiths, on the condition that the recipient be able to raise a matching amount equal to twice the amount of the NFSP grant.

Our historic Church appeared to meet all the criteria for NFSP eligibility, so in 2018 FPC took the bold step of applying for a NFSP grant, while fully aware that donations to the NFSP campaign might have the effect of reducing donations being solicited at the same time for the GHBF campaign; and with no guarantee that we would be awarded any NSFP grant at all. But as it turns out, all is well.

In just the past month NFSP has finally announced that FPC will soon receive a grant of \$230,000, which will be matched by \$460,000 that has been raised for this purpose through the generosity of our congregation.

One condition of receiving a NFSP grant is that the NFSP-funded projects must be completed within a relatively short time from the date of award. Thus, we started our NFSP projects long before we were assured of receiving a grant, on the reasoning that they were all repair and restoration projects that were necessary anyway. Hence the flurry of construction activity you have seen around the Church in the past few months. We will be done before the grant funding arrives - not the way it was supposed to work, but OK just the same.

It is notable that almost all the NFSP work has consisted of major capital repair and restoration projects that were identified in our 2018 Building Condition Assessment. On the basis of that Assessment and a previous Reserve Analysis of our estimated total facility needs over the next 10 years, we set a target of \$2 million as the goal of our GHBF campaign.

Combining our commitments in hand for the NFSP campaign (\$523,075), which is entirely directed to necessary facility projects; and the grant to be received from NFSP (\$230,000); and our commitments to the GHBF campaign (\$1,123,863) - we expect to receive a total of at least \$1,876,938 by May of 2020, or 94% of our GHBF target of \$2M - not bad!

Finally, we note that there are still some major capital expenses expected to be incurred in the coming years. Our roof, which was warranted for 20 years, is now 14 years old, suggesting a major expense for roofing before long. And the exterior stucco of the Annex, which was originally proposed as the single largest component of our NSFP grant proposal, but subsequently withdrawn as too expensive, is aging prematurely and still needs to be replaced, according to the three contractors who have evaluated its condition for us.

Future major repairs, along with numerous other repairs and replacements relating to items such as flooring, painting, windows and doors, window treatments, kitchen furnishings, and security and fire alarm and prevention systems; will continue to challenge our generosity. In return, we should be able to continue worshipping in our beautiful historic Sanctuary for many decades, while serving our Church in our wonderful "Class A" Annex.

Following is a more detailed report of our ongoing projects from our Project Manager, Tom Tindall.

Bill Eklund, 2019 Facilities Committee Chair

Construction Projects

As during most years, numerous minor repair and maintenance activities were performed on the Church's facilities, as required, to maintain the health, safety, comfort and security of the Church's congregation, visitors and other users. These activities were funded by the Church's operating funds. Additionally, the church undertook three major construction and repair initiatives which are the subject of this report. The three initiatives and their funding sources are as follows:

- **Sanctuary Repair, Various Elements:** Funded by a grant from the National Fund for Sacred Places and matching donations from the congregation.
- **Annex Heating, Ventilation and Air Conditioning Repair:** Funded by the Great Heritage/Bold Future Campaign.
- **Audio/Video Repair and Upgrade:** Funded by the Great Heritage/Bold Future Campaign.

This report provides a description and status of the three major construction and repair initiatives (projects) at First Presbyterian Church of Santa Fe during 2019.

Sanctuary Repair, Various Elements

Project description: This project was undertaken to repair and/or replace various exterior and interior Sanctuary building components to include wall and parapet plaster surfaces; vigas, windows, doors, main

façade deck, canales and the Sanctuary's primary entrance patio and underground, rain water capture system (Church's water conservation system). The latter repair was necessary because the rain water capture system, which is under the patio, had failed. Water-soaked soils under the patio had led to the entrance patio sinking, cracking and creating a hazard.

The project further provides ADA accessibility at the Sanctuary's primary entrance and exit. Additional project scope included the repair and replacement of selected components of the Sanctuary's heating, ventilation and air conditioning (HVAC) system, the Church's mechanical room HVAC components and the addition of direct digital control for the Sanctuary's HVAC system to improve occupant health and comfort and increase energy efficiency. Also included in the scope of this project is repair and replacement of the Sanctuary's interior electrical lighting system (primarily the failing 500W ceiling lights and fixtures and controls) and repair and replacement of fire alarm system that serves both the Sanctuary and the rest of the Church's facilities.

Status: All scope except the ADA accessibility and interior electrical lighting system were completed during 2019. The project scope remaining is scheduled to be completed by January 31, 2020.

Annex Heating, Ventilation and Air Conditioning Repair

Project description: The Annex includes all Church facilities other than the Sanctuary. The original scope of this project was repair and/or replacement of all components of the HVAC system in the Church Annex. Also, it included connection to and control by the Sanctuary's HVAC direct digital control system. The original scope was reduced to meet budget concerns. Most of the first floor and all of the Child Development Center, second floor, received planned HVAC improvements. However, many of the planned improvements of third floor system components have been deferred. All Annex HVAC system components, including those that have not been repaired or replaced are controllable by the Sanctuary's new direct digital control system. In spite of the required scope reduction, the executed project meets the Church's most urgent requirements with respect to the Annex HVAC system issues, reduces operating costs and allows for phasing of additional HVAC system work when budget allows.

Status: All work on this project was completed during 2019.

Audio/Video Repair and Upgrade

Project Description: The purpose of this project is to improve the amplified sound in the sanctuary. To accomplish this the project scope included improving access to the audio/video (A/V) control panel by relocating it from the sanctuary basement/catacombs to the main floor office and repairing the panel as necessary. Also, the Assistive Hearing System (AHS, aka T-coil system) was relocated to the vicinity of the A/V control panel for easier access. The project included installing a new digital speaker system in the Sanctuary and eliminating the negative acoustical effects of the balcony railing glass plate by substantially reducing the area of the glass while still meeting building code. Other scope included the addition and integration of various audio and video components into the Church's A/V system to provide for professional quality recording of sermons, sanctuary services and other events for home bound congregation members and for posting on the internet.

Status: All work on this project was completed during 2019.

Finance Committee

Members for all of 2019 were: Gale Wright (Treasurer), Bill Eklund, Judi Haines (who was also Pledge Clerk), and Dennis Sanderson (Chair). Dick Lindahl joined us during the budget cycle and will remain for 2020. Judi is retiring from our committee to carve out more time for other activities and we will miss her astute observations. Our committee met regularly during 2019 and often during the budgeting cycle. We provided financial results and commentary to Session at each meeting with emphasis at quarterly intervals. We assisted Stewardship a bit during its annual campaign this year co-led by Diane Buchanan and Rick Andrew.

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

Financial Reviews

The Financial Review Committee was once again chaired by Jim Martin and included Janis Gonzales and Ed Maglisceau for a fourth time. This commitment is appreciated by the Finance Committee. We received the review results of 2018 financials in March. No material issue were identified, although suggestions were made which helped us improve our practices.

2019 Actual

The financial results for 2019 were significantly better than budgeted. To balance income and expense, the 2019 budget had anticipated pulling \$87K from the General Reserve; however, we only needed to pull \$9K, an improvement of \$78K. Total revenue for 2019 of \$1.54K exceeded budget by \$84K, mostly due to \$61K more in Unpledged Gifts than budgeted and income from a new PreK Grant for CDC's 4-year-old students. Expenses exceeded budget by only \$6K, with the most significant variances being Staff expenses \$23K over budget (mostly due to CDC teacher overtime due to an unusual string of absences) and Building and Grounds \$21K under budget (due to fewer routine repairs).

2020 Budget

The 2020 budget again is projecting the need to make a heavy pull from our General Reserve, totaling \$96K, up \$9K from that budgeted for 2019. The budgeted revenue is \$15K lower than that received in 2019, with \$40K lower in FPC revenue mostly in Unpledged Gifts and an increase in CDC revenue of \$26K mostly due to grant revenue and tuition increases. Expenses are budgeted to increase by \$77K, which represent an increased focus on ministries. Budgeted Pastoral Expenses are increased due to the addition of an Associate Pastor beginning in late spring. The reduction in the Facilities staff with the departure of the Facilities Manager largely offsets this increase. Further staff received salary increases but at the same time the benefits package was adjusted to be more equitable between all staff. Additional costs were incurred for PreK meals required by the PreK grant. Although the pull from the reserves is expected to be higher, the Session believes that the expense of the new Associate Pastor and other staff changes position us to be a stronger church in the future.

Capital Expenditures

In 2018 we began tracking capital expenditures separately from other building expenses due to the expected increases in the upcoming years. For the NFSP grant, timing considerations meant that we needed to perform certain renovations within the 2019-2020 timeframe. In 2019, we spent \$711K from the NFSP and GHBF grants to re-stucco the sanctuary, renovate the HVAC and mechanical systems, replace the sanctuary lighting, replace the sound system in the sanctuary, add a camera to the sanctuary, install new hot water heaters, repair the entrance and underground cistern. Some of this work was completed earlier than projected, thus the capital expenditures exceeded the budget. Since these systems are nearing completion (thank you, Bill Adrian and Tom Tindell), we only need \$250K in the 2020 budget. In addition to the building projects, a donor has graciously funded the rebuilding of the donated Steinway piano (\$25K in each fiscal year).

Investment Committee

The investment portfolio held at Fidelity began 2019 with a \$1,609K balance and ended with one of \$1,453K. In terms of investment returns the gain was \$194K after considering the \$350K transferred from Fidelity to our local bank account. The year-end asset classes held are shown below for 2018 and 2019, with higher percentages for both equities and debt for 2019 despite sales totaling \$143.2K in equities and \$110K in debt (bond funds + CD maturity). Additional equity sales are planned at least for the first quarter 2020 in light of building expenses funded by the Sacred Places and Great Heritage Campaigns. Other factors leading to reducing equities are the bull market nearing 11 years in duration, 2020 GDP in the United States expected to be below 2% for the second straight year, and trade/ tariffs risks.

2018	Asset Class	2019
33%	U.S. Equity	37%
5%	Foreign Equity	6%
22%	Debt	25%
39%	Money Funds	31%
1%	Other	1%

The value at year end 2019 in the 4 accounts at Fidelity was:

\$773,048	General Investment Account
78,432	Building Reserve Investment Account
56,117	Buttrey CDC Endowment Investment Account
545,424	Great Heritage Bold Future Campaign Investment Account

The S&P Stock Index posted a gain in 2019 of 29%, an annual result rarely seen with small corrections during the year related to tariff statesmanship. This rare return for a calendar year shows the folly in looking only at such periods because together with the loss of 16% in December 2018 the 13-month return was a much more normal 8% gain. As it should in up-markets, our core equity fund, Fidelity Total Market Index, was our best performer at +31%. Large cap stocks outperformed mid and small cap stocks again in 2019, while growth and value stocks performed largely in tandem after several years of growth outperformance. U.S. stocks outperformed foreign stocks by about 10%.

Most bond investments posted returns beyond their interest payments in large part due to the Fed lowering rates 3 times during the year as the Fed fought business slowing particularly in manufacturing and agriculture. Tariff fights take the most blame for these two sectors' weaknesses.

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 completion of our considerable capital projects.

Personnel Committee

Members: Owen Van Essen, Chair, Rev. Harry Eberts, Sharon Eklund, Barry Lyerly, Betty Jones, and Anne Liley.

The committee met on six occasions throughout the year. Its efforts revolved around key components in its charter including providing guidance, support, and assistance to the Head of Staff and the Session on all matters pertaining to personnel guidelines, policies, and practices.

The committee was instrumental in filling six vacant positions throughout the year. Early in the year a decision was made to move from numerous part-time custodians to a full-time position supplemented with one part-time custodial employee who would work over the weekend and serve as a backup custodian. The committee is delighted with the addition of Marie Gonzales, a full-time custodian who has met our goals of bringing stability and efficiencies to that job. After careful consideration and with the input of multiple committees, the Personnel Committee recommended to Session that the church implement a significant reorganization revolving around the operation of the facilities. Our recommendation, which was subsequently approved by Session, eliminated the full-time Facilities Manager position effective at some point in the first quarter of 2020 and hiring an Associate Pastor in the first quarter of 2020. The workability of this reorganization is dependent on hiring an Associate Pastor who would have the responsibility as the point person for many of the facilities related functions in addition to pastoral work.

Rev. Harry Eberts presented his action plan to the committee early in the year. the committee asked him to report on his progress on implementing the plan on multiple occasions throughout the year. Employee benefits were studied and subsequently modified beginning in 2020. The impetus for the review was primarily the year-to-year increase in health care premiums which continue to put financial stress on the church's operating expense. After careful study a recommendation was made to Session to modestly increase the percentage of the premium paid by the employee and more aggressively increase the percentage of the premium paid by the employee for dependent coverage. Additionally, the defined benefit retirement plan was changed for majority of the employees.

Routine changes and updating of the employee manual and job descriptions were made when necessary.
Respectfully submitted,
Owen Van Essen, Committee Chair

First Presbyterian Church of Santa Fe
Statement of Financial Position
As of December 31, 2019

	2019	2018	\$ Change
ASSETS			
Current Assets			
Cash and Cash Equivalents	\$ 363,512	\$ 425,014	\$ (61,502)
Accounts receivable	38,455	12,427	26,028
Prepaid Expenses	5,333	3,082	2,251
Total Current Assets	<u>407,300</u>	<u>440,523</u>	<u>(33,223)</u>
Fixed Assets			
Furniture and Fixtures, Equipment	171,164	140,982	30,182
Organ	1,075,930	1,086,086	(10,156)
Building and Land Improvements	7,830,052	7,113,953	716,099
Less Reserve for Depreciation	<u>(2,551,085)</u>	<u>(2,358,562)</u>	<u>(192,523)</u>
Total Net Fixed Assets	6,526,061	5,982,459	543,602
Investments	<u>1,453,044</u>	<u>1,609,005</u>	<u>(155,961)</u>
TOTAL ASSETS	<u>\$ 8,386,405</u>	<u>\$ 8,031,987</u>	<u>\$ 354,418</u>
LIABILITIES & NET ASSETS			
Current Liabilities			
Revenue Received in Advance	\$ 73,140	\$ 64,660	8,480
Donations Payable	6,906	10,480	(3,574)
Other Payables	<u>4,111</u>	<u>2,428</u>	<u>1,683</u>
Total Current Liabilities	<u>84,157</u>	<u>77,568</u>	<u>6,589</u>
Net Assets			
Fund Balances*			
General Reserve (Unrestricted)	657,694	537,201	120,493
Facilities/Physical Plant	3,916	1,878	2,038
Mission and Social Justice	84,200	85,745	(1,545)
Child Development Center	107,884	145,814	(37,930)
Music & Worship	131,580	85,663	45,917
Education (Children, Youth & Adult)	26,482	26,549	(67)
Congregational Care	13,219	11,920	1,299
Other Funds	62,818	59,777	3,041
GHBF Capital Campaign	758,648	785,406	(26,758)
Sacred Places Challenge	<u>(79,456)</u>	<u>222,806</u>	<u>(302,262)</u>
Total Fund Balances	1,766,985	1,962,759	(195,774)
Fixed Assets Investment	6,526,062	5,982,459	543,603
Operating Fund/Prev. Years Bal	<u>9,201</u>	<u>9,201</u>	<u>-</u>
Total Net Assets	<u>8,302,248</u>	<u>7,954,419</u>	<u>347,829</u>
TOTAL LIABILITIES & NET ASSETS	<u>\$ 8,386,405</u>	<u>\$ 8,031,987</u>	<u>\$ 354,418</u>

*Fund balances consist of the following:

Session designated funds	789,807	681,627	108,180
Donor restricted funds	977,178	1,281,132	(303,954)

First Presbyterian Church of Santa Fe
Statement of Activity
January 1 - December 31, 2019

	Unrestricted			Retricted	TOTAL
	FPC	CDC	Subtotal	Funds	
Revenue					
FPC Revenue					
Pledges	459,949	-	459,949	-	459,949
Other Contributions	167,904	-	167,904	-	167,904
Capital Campaign Donations	-	-	-	124,598	124,598
Sacred Places Challenge	-	-	-	255,095	255,095
Other Restricted Donations	-	-	-	150,220	150,220
PC(USA) Special Offerings	13,698	-	13,698	-	13,698
Space Usage	22,203	-	22,203	-	22,203
Other FPC Income	6,041	-	6,041	13,068	19,109
Investment Gain (Loss)	604	-	604	194,741	195,345
Release from Restriction	151,720	-	151,720	(151,720)	-
Total FPC Revenue	822,119	-	822,119	586,002	1,408,121
CDC Revenue					
CDC Tuition	-	603,568	603,568	-	603,568
PreK Grant	-	68,624	68,624	-	68,624
CDC Scholarships Releases	-	26,466	26,466	(26,466)	-
CDC Donations & Releases	-	17,664	17,664	(20,722)	(3,058)
Total CDC Revenue	-	716,322	716,322	(47,188)	669,134
Total Revenue	822,119	716,322	1,538,441	538,814	2,077,255
Expense					
Pastoral Expenses	161,401	-	161,401	-	161,401
Staff Expenses	307,791	670,295	978,086	-	978,086
Admin/Offc/Tech/PreK Meals	47,058	38,940	85,998	-	85,998
Building & Grounds Expense	142,343	28,645	170,988	-	170,988
Worship, Music & Art Expense	27,603	-	27,603	-	27,603
PC(USA) Mission & Per Capita	21,420	-	21,420	-	21,420
PC(USA) Special Offerings	13,698	-	13,698	-	13,698
Activities / Committees	88,555	-	88,555	-	88,555
Support for CDC	21,558	(21,558)	-	-	-
Total Expense	831,427	716,322	1,547,749	-	1,547,749
Net before Genl Reserves release	(9,308)	-	(9,308)	538,814	529,506
General Reserve release	9,308	-	9,308	(9,308.00)	-
Net after Genl Reserves release	-	-	-	529,506	529,506
Revenue to Cover Capital Expenditures					
Releases from Funds (\$705K building, \$25K piano rebuild)			725,280	(725,280)	-
In Kind Donations (Construction)			10,844	-	10,844
Total Revenue			736,124	(725,280)	10,844
Capital Expenditures (not included in above)					
Cash Expenditures (\$705K building, \$20K piano rebuild)			725,280	-	725,280
In Kind Donations (Construction)			10,844	-	10,844
Total Added to Capital Assets			736,124	-	736,124
Net Capital Releases and Expenditures			-	(725,280)	(725,280)
Net Operating & Capital Expenditures				(195,774)	(195,774)

First Presbyterian Church of Santa Fe
Fund Activity
January 1 - December 31, 2019

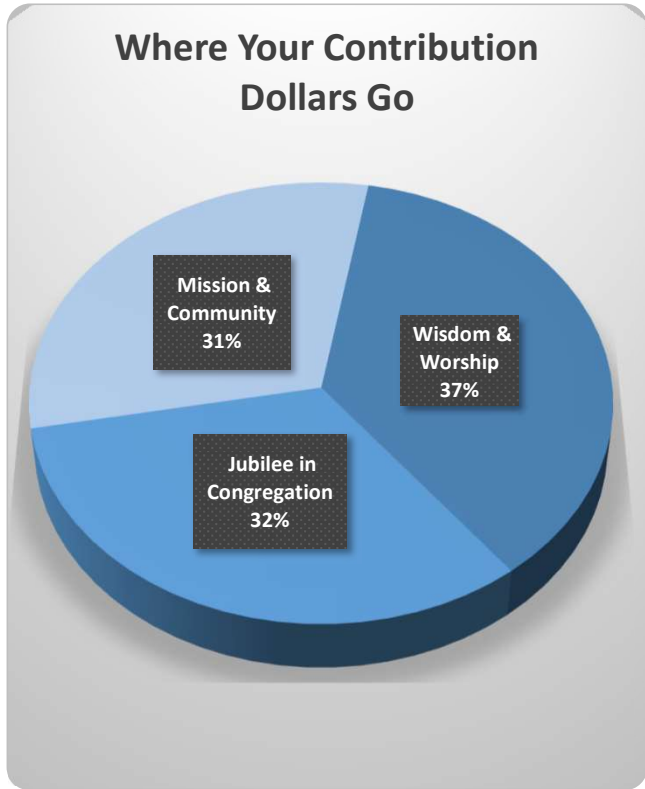
	Balance as of 31-Dec-18	Receipts	Investmt Gain(Loss)	Disburse- ments	Balance as of 31-Dec-19	\$ Change
Fund Balances						
General Reserve Fund	537,201	-	129,909	(9,416)	657,694	120,493
Facilities / Physical Plant*	1,878	7,868	-	(5,830)	3,916	2,038
Mission Funds	85,745	7,954	-	(9,499)	84,200	(1,545)
Child Development Center	145,814	2,520	6,738	(47,188)	107,884	(37,930)
Music, Art and Worship	85,663	107,419	-	(61,502)	131,580	45,917
Christian Ed Funds	26,549	8,019	-	(8,086)	26,482	(67)
Congregational Care	11,920	6,236	-	(4,937)	13,219	1,299
Other Funds	59,777	22,259	-	(19,218)	62,818	3,041
GHBF Capital Campaign	785,406	124,600	57,370	(208,728)	758,648	(26,758)
Sacred Places Challenge**	222,806	256,106	724	(559,092)	(79,456)	(302,262)
Total Fund Balances	1,962,759	542,981	194,741	(933,496)	1,766,985	(195,774)

*Most of the facilities disbursements for 2019 came from the GHBF and Sacred Places Funds.

**The Sacred Places Challenge Fund was allowed to temporarily go into the negative since new revenue in the first quarter of 2020 will restore it to a positive.

First Presbyterian Church of Santa Fe
2020 Budget
January-December 2020

REVENUE	
FPC	
Pledges	460,000
Other Contributions	130,100
Special PC(USA) Offerings	15,000
Space Rentals	19,100
Miscellaneous	4,700
Addl Releases from Funds	157,600
Total FPC	786,500
CDC	
CDC Tuition	586,000
PreK Grant	126,000
Scholarship Releases	25,000
Releases from CDC Funds	5,000
Total CDC	742,000
TOTAL INCOME	1,528,500
EXPENSE by Purpose	
Wisdom & Worship	323,400
Jubilee in Congregation	287,900
Mission & Community	271,100
CDC Mission	742,000
TOTAL EXPENSE	1,624,400
NET before release from Genl Reserve	(95,900)
Release of general reserves	95,900
NET	-



EXPENSE BREAKDOWN by Account & Purpose	Wisdom & Worship	Jubilee in Congregation	Mission & Community(1)	CDC Mission(2)	Total
Pastoral Expenses	83,800	81,500	55,800	-	221,100
Staff Expenses	137,900	89,900	36,400	705,000	969,200
Admin, Office, & Tech / PreK Meals	11,200	34,300	6,600	46,800	98,900
Building & Grounds (3)	54,300	54,500	12,100	48,600	169,500
Worship & Music	18,700	-	17,300	-	36,000
PC(USA) Mission & Per Capita	5,900	5,900	10,500	-	22,300
PC(USA) Special Offerings	-	-	15,000	-	15,000
Activities/Committees	11,600	21,800	59,000	-	92,400
Support for CDC	-	-	58,400	(58,400)	-
TOTAL EXPENSE	323,400	287,900	271,100	742,000	1,624,400

- (1) Expenses in the Mission column relate to serving the community, which includes cash donations of \$30K for Mission and Social Justice and 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 some administration expenses, 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 \$275,000 for building renovations and any other capital projects are not included in the above. See the Annual Comparisons page.

First Presbyterian Church of Santa Fe
Annual Comparisons
2018-2020

	2018 Actual	2019 Budget	2019 Actual	2020 Budget
REVENUE				
FPC				
Pledges	484,992	460,000	459,949	460,000
Other Contributions	114,735	105,300	167,904	130,100
Special PC(USA) Offerings	12,486	15,000	13,698	15,000
Space Rentals	22,959	21,100	22,203	19,100
Miscellaneous	6,879	6,600	6,645	4,700
Release from Purpose Restriction	<u>204,209</u>	<u>165,000</u>	<u>151,720</u>	<u>157,600</u>
Total FPC	846,260	773,000	822,119	786,500
CDC				
CDC Tuition	618,577	656,300	603,568	586,000
PreK Grant	-	-	68,624	126,000
Scholarship Releases	25,501	20,300	26,466	25,000
Releases (Returns) of CDC Funds	<u>(7,189)</u>	<u>5,000</u>	<u>17,664</u>	<u>5,000</u>
Total CDC	<u>636,889</u>	<u>681,600</u>	<u>716,322</u>	<u>742,000</u>
TOTAL REVENUE	1,483,149	1,454,600	1,538,441	1,528,500
EXPENSE by Purpose				
Wisdom & Worship	292,024	296,350	293,573	323,400
Jubilee in Congregation	303,593	297,210	262,134	287,900
Mission & Community	297,467	266,340	275,719	271,100
CDC Mission	<u>636,889</u>	<u>681,600</u>	<u>716,323</u>	<u>742,000</u>
TOTAL EXPENSE	<u>1,529,973</u>	<u>1,541,500</u>	<u>1,547,749</u>	<u>1,624,400</u>
NET before release of general reserves				
	(46,824)	(86,900)	(9,308)	(95,900)
Release of general reserves (1)	<u>46,824</u>	<u>86,900</u>	<u>9,308</u>	<u>95,900</u>
NET after release of general reserves	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
EXPENSE by Account				
Pastoral Expenses	150,363	156,300	161,401	221,100
Staff Expenses	922,466	955,200	978,086	969,200
Admin, Office, & Tech / PreK Meals	72,897	78,700	85,998	98,900
Building & Grounds	219,068	192,400	170,988	169,500
Worship & Music	44,796	29,200	27,603	36,000
PC(USA) Mission & Per Capita	20,608	21,500	21,420	22,300
PC(USA) Special Offerings	12,486	15,000	13,698	15,000
Activities/Committees	<u>87,288</u>	<u>93,200</u>	<u>88,555</u>	<u>92,400</u>
TOTAL EXPENSE	1,529,973	1,541,500	1,547,749	1,624,400
Capital Expenditures (not included in above)				
In Kind Donations (Construction)	6,963			
Cash Expenditures (mostly from Funds) (2)	<u>117,028</u>	<u>500,000</u>	<u>736,124</u>	<u>275,000</u>
Total Added to Capital Assets (Building)	123,991	500,000	736,124	275,000

(1) General reserves projected to be released to balance the budget in 2020 represents 14.7% of the total balance.

(2) The capital expenditures for 2019 and 2020 are mostly for projects expected to be covered by the Sacred Places grant and matching contributions. Other expenditures are for building projects coming from the GHBF capital campaign fund and a piano rebuild funded by a separate donation.

2019 and 2020 Mission & Community Expenses

The congregation of FPC contributes to mission activities both directly and indirectly in many different ways. Below is a summary of distributions to mission by our congregation for 2019 and budgeted distributions in 2020.

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:

<u>Donations</u>	<u>2019 Actual</u>	<u>2020 Budget</u>
MSJ Committee distributions	\$28K	\$30K
Adelante contribution from GHBF campaign	25K	25K
Other mission activities	7K	3K
PC(USA) special offerings (direct donations by members)	14K	15K
PC(USA) mission donation to Presbytery	10K	11K
CDC scholarship support to low-income families	<u>26K</u>	<u>34K</u>
Total Direct Distributions to Mission	\$110	\$118K

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. Further, in August 2019 CDC received funding for its preschool class, and this grant funded some of the overhead formerly funded by FPC. Following is the support to CDC projected for 2019 and 2020:

<u>CDC Support Categories</u>	<u>2019 Actual</u>	<u>2020 Budget</u>
Bookkeeping and IT services	\$11K	\$11K
Preschool portion of building expenses		
Facilities management, labor, supplies (CDC pays its own custodial service and supplies)	27K	14K
Utilities	14K	12K
Routine building repairs and maintenance	<u>29K</u>	<u>21K</u>
Total Distributions to CDC Mission	\$81K	\$58K

Other Community and Mission Support

Our pastoral staff is very active in mission activities. Pastor Harry spends approximately one-third of his time in such activities, and he 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. In 2020, FPC is expecting to hire an Associate Pastor. At this writing, FPC is discerning the mission statement and duties for this position. This budget assumes 10% of the Associate Pastor's time will be spent in mission, although this could change as we evaluate our goals.

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:

<u>Other Indirect Support Categories</u>	<u>2019 Actual</u>	<u>2020 Budget</u>
Pastoral expense	\$53K	\$55K
Admin, music, other staff expense	31K	36K
Office, admin, tech expense	8K	8K
Building expense	<u>7K</u>	<u>12K</u>
Total Indirect Contributions to Other Missions & Community	\$99K	\$111K

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, 2020

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	7,000	
Vouchered Expenses		
• Continuing Education	\$2,000	
• Professional Expense	\$2,200	
• Pastor Car & Travel Expense	\$2,600	
• Pastor Discretionary Expense	\$2,000	
Total Pastor Compensation & Expense	\$140,920	
2020 Budgeted Expense	\$140,920	

The Session reports that a \$4,000 annual raise for Harry was approved at the January 2020 meeting. However, Harry has asked that the raise be deferred in favor of increasing pastor staffing in 2020.

Therefore, The Session recommends the terms of call, as presented here be approved by the Congregation.

Mission Study

First Presbyterian Church of Santa Fe January 26, 2020

Background

2020 promises to be an exciting year for the church. With the increase in young people, families and children, and the need for further outreach into the community, Session recently approved a proposal from Personnel to add a Designated Associate Pastor to our staff. (“Designated” means a shorter search process where presbytery provides a few names for us to consider and the pastor is designated for a specified term which can become a permanent position if all sides agree.) The benefits of a designated pastor allow the church to focus on particular areas of ministry that are needed right now without going through a prolonged search that could take up to a year or more.

Though the actual job description for this new position will be developed once the Mission Study is approved by Presbytery and a Mission Information Form is put together, here are some of the areas of expanding ministry that have been identified: Assist and support the Youth Connection and young adults; extend our reach into the community to reach young adults and other demographics not presently part of our ministry; spirituality and education; support and expand mission, social justice and environmental work in the church and in the world; communications and social media; work with facilities; and share pastoral and administrative duties with Dr. Eberts.

The search process begins by approving a mission study (see below) that was compiled from information received at two Sunday morning listening sessions in early January, two leadership retreats held in 2019, session discussions, and the Renewal Team Report.

Once Presbytery approves the Mission Study we will form an Associate Pastor Nominating Committee to interview candidates suggested by presbytery with the hope that the entire process will be completed by mid-March. This is a great opportunity and a positive sign of the church’s vitality and we ask you to support this effort as we approach a new decade of mission and ministry.

Mission Study

1. Congregational Life and Mission

The First Presbyterian Church (FPC) is a growing and vital church of 350 members situated in the heart of historic Santa Fe. In an era when many churches are struggling, FPC’s membership is growing, young families are showing up and becoming engaged, our youth group is small but extremely active, and many new and long-time congregational groups are addressing the spiritual needs of the members. With this growth comes the need of adding a pastoral staff member who is able to support, enhance, and coordinate the broader congregation in their mission and ministry. There are twelve retired Presbyterian clergy who are active in the church’s ministry. First Presbyterian Church holds worship services four times

a week. Attendance on an average Sunday is 180, with an abundance of visitors from across the country and around the world.

Twenty years ago the congregation faced a decision on whether to move to another location where a new structure could be built with ample parking or stay in its downtown location and serve the community from its historical vantage point. The congregation chose to stay but the decision led to the daunting task of tearing down everything except its historic sanctuary and building new space for ministry. In 2006 a three-story annex was built to house administrative, educational and community functions. In 2008 the Sanctuary was modified to house the new Fisk pipe organ.

The reach of this congregation into the lives of thousands is deep and has been so throughout its 153-year history. Currently we support thirty-two organizations in Santa Fe and across the world as well as various sisters in which we maintain relationships. Mission is woven into our organizational DNA and has always been at the forefront of the congregation's identity. Mission and social justice are active in ministries that include addressing poverty, hunger, homelessness, gun violence, immigration, and environmental issues. Our biggest mission is the Child Development Center, a five-star preschool, which takes up our entire second floor, complete with three secure and safe playgrounds. The eighty children (it has 200 on its waiting list) are a wonderful mix of different nationalities, cultures, and income levels. More than 150 organizations have used our facilities over the last six years and it is estimated that up to one thousand people come through our doors each week. Located in the heart of Santa Fe, two blocks from the historic Plaza, we are known as a spiritual, cultural, and community center.

2. Mission, Vision, and Goals

The vision of the First Presbyterian Church of Santa Fe in the coming ten years is a faith community meeting the challenges of our society and the needs of its members through a ministry that is resilient, authentic, flexible, adaptable, risk-taking, relevant, and courageous, leading to the work of healing in the world.

We will do so through the following goals:

A. The Church is called to be an authentic, loving, and risk-taking community.

Relationships are central to the foundation and the work of the church. From the very beginning, church was synonymous with community and togetherness. The church is called to work for authentic community where real relationships of trust are fostered, where difficult issues, biases, and barriers to community can be addressed with mutual respect and concern and offering pastoral care and love to those in need. The church is called to be Christ's witness in our world and must see itself as far beyond a business or non-profit, but as the hands and feet of Jesus in the world. This means that the church must at times be willing to take risks, entrusting itself to God and recognize that it must use its buildings, gifts, and resources to faithfully participate in God's mission. *"The property of the Presbyterian Church (USA), of its councils and entities, and of its congregations, is a tool for the accomplishment of the mission of Jesus Christ in the world. Book of Order G-4.0 201"*. We will focus on small group events, shared meals, group retreats, hikes, outdoor recreation, and general opportunities for getting to know people. We will continue to develop the Neighborhood Group ministry and Second Family.

B. The Church is engaged in mission, social justice, and environmental stewardship.

Transformation is the result of the church following God's spirit to become a more faithful and effective agent of positive change in the world. It will be more external in its work and witness returning to the role it has played at various points in history when it has faithfully fulfilled its gospel imperative to make our world a better place for all while seeking to be an agent of peace, justice, and reconciliation in its stewardship of God's creation.

C. The Church is to deepen its spirituality and be open to the guidance of the Holy Spirit

The church offers a critical service to our world when it helps people explore what it means to be human. If the church is to truly seek renewal, it must be "open to the guidance of the Holy Spirit" and be willing to exhibit a new openness to God's activity in the world. In addition to regular worship, the church must be willing to foster existing and new opportunities for spiritual growth including our Celtic worship service, spiritual direction, bible study, spiritual retreats, communal educational events and focused field trips.

D. The Church is to develop a robust communications strategy

It is important that we tell our story, share our wisdom and experience and remind the church and the larger world of the positive aspects of Christian community. This strategy should include the use of video content, social media strategy, a pastoral blog, flyers in strategic locations across the church, strategic use of radio and newspaper, partner with other groups in the community for joint witness, and partner with the Presbytery, the Synod, and General Assembly to increase our witness through their media platforms.

3. Brief History of the congregation

The First Presbyterian Church of Santa Fe officially began in the Council Chambers of the Palace of the Governors on January 6, 1867, making it the oldest Protestant church in New Mexico and Arizona. Its early years were extremely difficult. There was a time when there was but one member, the postmaster, and other times when the session could not meet because there were no elders. In fact, of the five trustees elected at the beginning of the church, three had left the state and two had been murdered. Billy the Kid's mother was married in the church on March 1, 1873, a story often told by tour buses that go by the church.

Since its founding, the church has been instrumental in creating and shaping many social services that support the well-being of citizens in the Santa Fe community. A few days after the first pastor, David McFarland, arrived in Santa Fe in 1866 he started a school in his home which evolved into the establishment of some forty day-schools throughout northern New Mexico. Handing out lunches to the hungry at the front doors of the sanctuary led to the creation of the non-profit Feeding Santa Fe. Recognizing the growing homeless problem the congregation became a leading founder of the Interfaith Community Shelter as well as St. Elizabeth Shelter, which offers transitional housing and support. Immigration, LGBTQ inclusion, and gun violence prevention are all part of our story. In recognition of this legacy of ministry and engagement in the community, as well as for its historic sanctuary, it was one of seventeen faith communities across the United States to be honored by the National Fund for Sacred Places in 2017.

4. The neighborhood and mission opportunities

FPC is a downtown church which offers both a challenge and an opportunity. The challenge is that members do not necessarily live in the immediate neighborhood as it is made up of the Santa Fe Convention Center, office buildings, museums, galleries, shops, and various other buildings in the downtown historic plaza area. The capital and the legislature is in our neighborhood and we need to continue to have a voice in those arenas.

The only residential area close to the church is a mixed area of small homes and houses converted into businesses immediately west of the church. Recent demographic studies indicate the downtown area has a total population of almost 16,000 with a median age of 56.5. Over 90% are US born citizens. Only around 15% of the households in the surrounding area have children. A majority of people who live in the neighborhood have at least some college education. The lack of parking in the area and for the church will continue to be a problem and will need to be addressed.

The church has never seen itself defined by its local neighborhood but has always sought to be relevant to the broader community through community engagement, witness and mission. It has always been involved in broader movements that have impacted the community with issues like immigration, especially in the 1980s. The downtown area has been a hub of poverty, a place where many of the homeless spend their day. A U.S. Department of Housing and Urban Development report shows New Mexico had the nation's largest percentage increase in homelessness from 2018 to 2019. That increase of 27% is detailed in the 2019 Annual Homeless Assessment Report to Congress. In addition, the report shows that the state had a 57.6% increase in chronic homelessness last year, also the highest in the nation.

We have neighborhood groups being formed across the county so that the congregation can continue to build relationships and serve one another through monthly gatherings.

As a regional church we need to continue pursuing ministry outside our neighborhood and beyond our walls to areas of poverty and opportunity, to neighborhoods of immigrants and diversity, to continually respond to the question of who God is calling us to be and do, here and now.